CHAPTER - 5
WORKING CONDITIONS OF
CHILD LABOUR-WAGES,
EARNINGS AND LIVING
CONDITIONS
5.1 INTRODUCTION

Child labour is a significant problem in India. The prevalence of it is shown by the child work participation rates which are higher in India than in other developing countries.

The major determinant of child labour is poverty. Even though children are paid less than adults, whatever income they earn is of benefit to poor families. In addition to poverty, the lack of adequate and accessible sources of credit forces poor parents to engage their children in the harsher form of child labour-bonded child labour. Some parents also feel that a formal education is not beneficial, and that children learn work skills through labour at a young age. These views are narrow and do not take the long term developmental benefits of education into account. Another determinant is access to education. In some areas, education is not affordable, or is found to be inadequate. With no other alternatives, children spend their time working.

The Constitution of India clearly states that child labour is wrong and that measures should be taken to end it. The government of India has implemented the Child Labour Act in 1986 that outlaws child labour in certain areas and sets the minimum age of employment at fourteen. This Act falls short of making all child labour illegal, and fails to meet the ILO guideline
concerning the minimum age of employment set at fifteen years of age. Though policies are in place that could potentially reduce the incidence of child labour, enforcement is a problem. If child labour is to be eradicated, the government and those responsible for enforcement need to start doing their jobs. Policies can and will be developed concerning child labour, but without enforcement they are all useless.

The state of education in India also needs to be improved. High illiteracy and dropout rates are reflective of the inadequacy of the educational system. Poverty plays a role in the ineffectiveness of the educational system. Dropout rates are high because children are forced to work in order to support their families. The attitudes of the people also contribute to the lack of enrollment – parents feel that work develops skills that can be used to earn an income, while education does not help in this matter. Compulsory education may help in regard to these attitudes. The examples of Sri Lanka and Kerala show that compulsory education has worked in those areas. There are differences between Sri Lanka, Kerala and the rest of India. What types of social welfare structures do these places have? What are the attitudes of the people? Is there some other reason why the labour market for child labourers is poor in these areas? These are some questions that need to be answered before applying the concept of compulsory education to India. India is making progress in terms of educational policy. The DPEP has been
implemented only four years ago, and so results are not apparent at this time. The future will show that this program has made progress towards universal education, and eradicating child labour.

Child labour can not be eliminated by focusing on one determinant, for example education, or by brute enforcement of child labour laws. The government of India must ensure that the needs of the poor are filled before attacking child labour. If poverty is addressed, the need for child labour will automatically diminish. No matter how hard India tries, child labour always will exist until the need for it is removed. The development as a nation is being hampered by child labour. Children are growing up illiterate because they have been working and not attending school. A cycle of poverty is formed and the need for child labour is reborn after every generation. India needs to address the situation by tackling the underlying causes of child labour through governmental policies and the enforcement of these policies. Only then will India succeed in the fight against child labour.
Percentage distribution of child workers (In India)

<table>
<thead>
<tr>
<th>Type of worker</th>
<th>Industrial Divisions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I</td>
</tr>
<tr>
<td>Urban</td>
<td>5.32</td>
</tr>
<tr>
<td>Rural</td>
<td>38.87</td>
</tr>
<tr>
<td>Total</td>
<td>35.93</td>
</tr>
</tbody>
</table>

Comparison of child wages and adult wages for the same type of job. (Child workers of Delhi region – sample study.

<table>
<thead>
<tr>
<th>Child wages compared to adult wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equal</td>
</tr>
<tr>
<td>Percent according to employers response</td>
</tr>
</tbody>
</table>

5.2 CHILD LABOUR WAGES

There are various legislations dealing with the wages and earnings of workers.

1. Payment of wages Act, 1936.


The payment of wages act aims to ensure regular and timely payment of wages to the employed persons, to prevent unauthorized deductions being made from wages and arbitrary fines being imposed on the employed persons. The Act extends to the whole of India and applies to the payment of wages to persons employed in any factory, to persons employed upon any railway, by a railway administrator or either directly or through a sub contractor by a person fulfilling a contract with the railway administration. The Act also implies to persons employed in an industrial or other establishments as specified in clause (H) of section 2 the Act. The Act covers the employed persons, who are normally drawing less than Rs. 1600/-. 

The minimum wage Act ensures to prevent exploitation of labour and for that purpose authorize the appropriate government to take steps to prescribe minimum wages in the scheduled industries. The act defines 'employee' and 'employer' for the purpose of application of Act, which are very wide and illustrative and employee include even outworkers working at home.

The Employees State Insurance Act is a social security legislation. The Act provides for certain benefits to employees in
case of sickness, maternity and employment injury and also makes provisions for certain other matters in relation. The Act applies to the factory or establishment where manufacturing process is carried on, on the basis of the number of employees employed. The coverage under the Act is restricted to employees drawing wages and not exceeding Rs. 3000/- per month.

The Employees Provident Fund Act is a legislation which created statutory obligation on the organizations to provide for institution of provident fund for workers in the industries and other establishments the following schemes have been framed under the Act by the central government. The Employees Provident Fund scheme 1952; The Employees Family Pension scheme 1971, and The Employees Deposit linked insurance scheme 1976. The schemes confer significant social security benefits on workers and their dependents.

Payment of Bonus Act is to provide for the payment of bonus to persons employed in certain establishments and for the matters concerned therewith. The Act does not bar claims to bonus outside the Act which deals with only profit, bonus and allied matters. The Act applies to every factory and other establishment in which 20 or more persons are employed.

Gratuity is a retribal benefit. Gratuity schemes serve as instruments of social security and their significance in a developing country like India where the general income level are
low cannot be overemphasized. The Payment of Gratuity Act 1972 is a central legislation providing for and regulating the payment of gratuity to the workers. The Act has wide application to an employed person of such establishments as specifically defined under sec 1 (3) of the Act.

The legislative provisions of specialized status for child labour mainly aims to regulate the age of employment of child workers and also to some extent the working conditions of their engagement. None of the provisions of any Act provide any protection for regulations of the wages and earnings of the child workers.

On the basis of above mentioned legislations it can be easily said that the constitution of India provides for equal pay for men and women but no mention is found for the child labour.

**Average Daily Wage And Overall Daily Earning**

The system of wage payment to child workers includes payment according to time worked as well as pieces produced. A combination of both is also found prevalent in the sampled project areas. There is no uniform system of payment of wages.

The workers are paid very low wages almost everywhere, which is nothing but exploitation. The wages are as low as Rs. 25/- per month for a 10 hour day working. The children work for 20-36 hours at a stretch and are paid 60 paise to one rupee an
hour for overtime. The attendance system is crude and no proper records are maintained by any employer. Wage disbursement is more in an adhoc manner, based on the whims of the employers.

The wage period is also different everywhere ranging from daily to monthly. Majority of workers get their wages monthly, followed by fortnightly method. No wages are paid to the child workers for the days of absence of holidays. The advances against salary were adjusted within the same wage period in full. The records of payment of wages, advance and or deductions were not maintained properly by any employer.

The average daily wages of child workers were ranging between Rs. 1.00 per day to Rs. 10.00 per day. The higher incidence of daily wages was noticed in Ferozabad, where it is based on piece rates. The younger children who worked as helpers or coolie or learners were getting a meager wage payment. None of the child workers was given any fringe benefits or perquisite. Payment for leaves and holidays were also not given.

The average daily earning of the child workers are very poor in all the regions. 116 child workers were employed as unpaid family labour constituting 23.2% of the sample force. 6.4% workers were getting a low wages of less than Rs. 2/- per day while 53% of the child workers were earners of over Rs. 5/- per day. There is apparently no control over minimum wages and the
child workers are badly exploited not only by payment of less wages but also by improper deductions.

The Payment of Wages Act has prescribed the various category of the deductions, which can be made from wages of a worker in the prescribed manner and the limits of deduction during one wage period. However, in case of child workers, the employers have deducted wages in respect of fines, advances, given to parents, absence from duty, damages or loss incurred due to the negligence of the child worker. The limit of total deductions have been found as high as upto 100% irrespective of the legislative provisions of the Payment of Wages Act.

The incentives and bonus work as moral booster to the workers and also improve efficiency. In case of child worker, there are found no incentives or bonus of any kind provided by the employers. The employment of child workers is mainly with the view to procure cheap labour with easy control. Hence, the question of paying incentives and bonus does not arise.

Perquisites are fringe benefits which are given over and above the normal wages. The child workers were not getting any perquisites. Even the overtime payment is not standard and varies at the wish of the employer. The employers do provide free tea once or twice a day in some workplaces. The child workers are also not given any leave with wages. Long leaves taken by child workers do result in termination of their employment.
Wages Rates, Earnings And Methods

Ideally found are two systems of wage payment, anywhere in the industry or elsewhere, namely.

(i) Payment according to time worked.

(ii) Payment according to pieces produced.

The first is called the Time Rate System and the second is described as Piece Rate System.

Time Rate System, in its simplest form, adopts time as the basis or worker remuneration, without taking into account the units produced. The worker is guaranteed a specified sum of money for a fixed period of his time taking no account of the quality or the quantity of the work done. The payment may be made at the end of the day, a week or a month, but as per section 4 of the payment of Wages Act, 1936, not more than one month.

Piece Rate System, in contrast to the time wage, makes speed as the basis of payment. Thus, the worker is paid on the basis of the quantity of work completed satisfactorily during a specified period. Under this system the employee earns more, if he produces more pieces or units and his income is down if his production falls. Employers prefer this system where soldering is difficult to detect.
A combination of time rate and piece rate is also found prevalent wherein a minimum daily, weekly or monthly wage is guaranteed for a full period of working, with an alternative piece rate determined by the rate fixed. On the assumption that the workers would put in enough effort to earn his minimum wage.

If the wages calculated on piece basis are less than the time rate the worker earns the excess. If the piece rate wages are less than the time rate earning, he would still get the time rate wages but normally it is a condition that the shortfall will be made good out of the piece wage earnings during the subsequent period.

The wage payments to all the male and female child workers employed in the sampled projects are as were found to be based according to the number of days worked by them during the wage period, which varies but in several cases the payment is based on piece rates. An example to this is discussed below:

There is no uniform system of payment of wage in Agra's Leather industry. Wages are by and large paid according to piece rate system and mainly depend on the hours of work and the nature of work. In one assembly unit children got paid about Rs.250/- to 350/- a month for a 10 hour day. In the polishing unit, if the children work 12-15 hours, they could earn upto Rs. 25/- a day and an adult Rs.60/-.

Only after working 10 to 15 years a worker is able to earn Rs. 600/- a month for 14 hours a day. It is not uncommon here
that children work for 20-36 hours at a stretch and are paid 5/-
an hour for overtime.

On an average, a child earned Rs. 150/- to 200/- a month
after an initial period, of unpaid apprenticeship. This unpaid
period for learning the skills varied from process to process and
seldom exceeded one year for a few years.

A Child worker earns a monthly wage of Rs. 350/- to 450/-
after working for 12-14 hours a day. Thus, he earns between Rs.
125/- to 150/- a month for an hour working day. These workers
are considered permanent but are not entitled to any other
benefits, such as medical assistance, provident fund etc. salaries
are cut for days of absence or closure of the unit.

5.3 LIVING CONDITIONS OF CHILD LABOUR IN

U.P.

The living condition of working children are appalling. Families,
though extremely poor, are large in size. Family planning had not
been very successful with the illiterate working classes. The general opinion is that many children mean many
more hands to work and earn. Their homes are congested and
overcrowded with hardly any ventilation or sanitary facilities./ the entire 'Basti' (living area with a cluster of houses or huts) is
unhygienic with water logging, dirt, insects and flies. This in itself
results in illness of all types like typhoid, Malaria, hepatitis, etc.
The pressure of life is so intense that the adult males spend their evenings drinking and have no time or inclination to look after or supervise the children. The children roam at the streets unattended and uncared for working children have very little contact with their parents because they spend a greater part of the day at work away from home and come back only late night. Children who leave their village home and come away to the cities to work face acute housing problems. Most of them either sleep on the pavements, in corridors or market places or in a corner in the 'dhaba' or the workshop where they work. Their diet is frugal comprising of dal, chapatti or rice, often just dry chapatti, sliced onion and salt. They suffer from malnutrition and hunger. They continue to work even when they are ill and hence weaken their bodies further. Vitamin deficiency, anemia, bronchitis and tuberculosis are common diseases which working children suffer from.

The mental and physical development of working children suffer. The child has no time to play or take part in any healthy exercise which is so important for the proper physical development of his body. He has no time to go to school because the hours clash with his time at work and hence his mental faculties are not developed. Since the child starts working at such an early age, he remains illiterate and unskilled for the rest of his life and this hinders any progress or advancement in his life, and "he spends his whole life at the bottom of the social ladder,"
performing routine unskilled jobs, when he is not out of job altogether."

5.4 LITERARY AND EDUCATION AMONG CHILD LABOUR

Families have lost faith in the present day education system, which is not cognizant of the structural patterns existing in Indian society. It is inaccessible and irrelevant for a large section of the society. Further they feel that it is better for the child to become a wage earner and to gain experience towards becoming a skilled labourer.

India National Policy on Education, 1986 gives the highest priority to the program of universal elementary education, and recommends that free and compulsory education of sufficient quality be provided to all children up to the age of 14 years before we enter the 21st century. The present thrust is on the three aspects, namely, universal access and enrollment, universal retention of children up to 14 years of age, and substantial improvement in the quality of education to enable all children to achieve essential levels of learning. All these aspects have been incorporated in the various initiatives taken up by the Ministry of Human Resource Development.

All the State Governments have abolished tuition fees in government schools up to the upper primary level Education. In
schools run by local bodies and private-aided institutions is almost free. However, unaided institutions (3 to 7%) do charge fees. Compulsory Education Acts have been enacted in 14 states and 4 Union Territories viz. Assam, Andhra Pradesh, Bihar, Delhi, Gujarat, Haryana, Jammu & Kashmir, Karnataka, Madhya Pradesh, Maharashtra, Rajasthan, Tamil Nadu, Kerala, West Bengal, Chandigarh, Pondicherry and Andman And Nicobar Islands.

It has been advocated by Myron Wiener in his book "The Child and the State in India", 1991 that enforcement of compulsory primary education will substantially reduce or eliminate child labour.

In addressing this question, all attempts to make primary education compulsory would have to be addressed within the socio-economic complexities of India. Making education compulsory will not necessarily result in elimination of child labour.

Children in Ferozabad's glass factory revealed that although they receive a stipend of Rs. 100/- per month to offset the loss of earnings that they incur by attending the special (National Child Labour Project) School, most children work at night.

What this has in effect resulted in, is that children study during the day, work for 8-10 hours after school and lose out leisure time. The crux of the issue is that because of poverty,
children are forced to work and the stipend is merely seen as a welcome form of additional income even though that might be inadequate for the family's survival.

It is evident that imposition of compulsory primary education would result in families dependent on children's income, becoming economically unviable. In order to make education more relevant and need-based, it must be flexible enough to impart literacy and numeracy and yet, at the same time not close options to carry traditional work.

The education system must be more flexible and relevant to the needs of the large section of the society, which has been deliberately denied access to education for generations, for only, then will parents see education as an investment and ensure that the children continue schooling.

Data was also collected relating to the literacy and education of the sampled child labour. It is noticed that there is widespread illiteracy not only amongst the child workers but also amongst their parents.

<table>
<thead>
<tr>
<th>Literacy</th>
<th>Males</th>
<th>%</th>
<th>Females</th>
<th>%</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Literate</td>
<td>31</td>
<td>24%</td>
<td>2</td>
<td>22%</td>
<td>33</td>
<td>33%</td>
</tr>
<tr>
<td>Illiterate</td>
<td>60</td>
<td>76%</td>
<td>7</td>
<td>78%</td>
<td>67</td>
<td>67%</td>
</tr>
<tr>
<td>Total</td>
<td>91</td>
<td>100%</td>
<td>9</td>
<td>100%</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>
LEVEL OF LITERACY AMONG CHILD WORKERS

<table>
<thead>
<tr>
<th>Literacy</th>
<th>Males</th>
<th>%</th>
<th>Females</th>
<th>%</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matrix &amp; Above</td>
<td>1</td>
<td>3%</td>
<td>-</td>
<td>0%</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Non Matrix</td>
<td>17</td>
<td>51%</td>
<td>1</td>
<td>50%</td>
<td>18</td>
<td>56%</td>
</tr>
<tr>
<td>Primary</td>
<td>13</td>
<td>40%</td>
<td>1</td>
<td>50%</td>
<td>14</td>
<td>41%</td>
</tr>
<tr>
<td>Total Literate</td>
<td>31</td>
<td>100%</td>
<td>2</td>
<td>100%</td>
<td>33</td>
<td>100%</td>
</tr>
</tbody>
</table>

5.5 WORKING PERIODS, HEALTHY PROJECTIONS AND OCCUPATIONAL SAFETY

Labour legislation, are one of the most important institution of modern society. Its origin and growth may be ascribed to several factors, the most important of which is the development of organized industry, where considerable number of men, women and children are employed under conditions, which tend to detrimental to their health, safety and welfare and against them they are often unable to protect themselves.

An account of the protective legislations for the child labour can be given as under:

Factories Act of 1881 was the first attempt made to regulate the employment of children in the factories. The Act prohibited the employment of children under 7 years of age and fixed a 9 hours working day for them, with an interval for rest of one hour and a weekly holiday. The subsequent amendments increased the
age limit of children and reduced the working hours for the children.

The Factories Act 1948 brought out certain revolutionary changes in respect of employment of Children and prohibited the engagement of children below the age of 14 years and permitted the adolescents of age between 14-18 years to work in a factory for not more than 4.5 hours a day during the hours of 6.00 am to 7.00 pm.

There have been laid down certain restrictions on their employment near any machinery in motion or a dangerous machinery etc.

An account of the related provisions of the Factories Act may be given as under:

Section 2 (c) of the Act defines the Child as "a person who has not completed his fifteenth year of age."

The children who have completed their fifteenth year of age were considered as Adolescents upto their completion of eighteenth year of age section 2 (a).

Both the persons either a child or an adolescent were defined as Young Person in the Section 2 (d) of the Act.
Section 67 of the Act lays down that a child who has not completed his fifteenth year of age, shall not be employed in any factory.

According to Section 68, Children completing their fourteenth year or adolescent, shall not be required to work in any factory, unless following conditions are fulfilled.

The manager of the factory has obtained a certificate of fitness granted to such young person under section 69.

While at work, such child or adolescent, carries a token giving reference to such certificate.

Before a young person is employed in the factory, a certifying surgeon has to certify that such person is fit for that work in the factory. To get this certificate an application to a certifying surgeon has to be made either by the young person himself or by his parent or guardian or by the manager of the factory.

If application is made by a person other than the manager, it must be accompanied by a document, signed by the manager, that such young person will be employed in the factory if a certificate of fitness is granted in his favour.

The certifying surgeon may grant or renew to any such young person, a certificate of fitness, in the prescribed form, to work as a child if, after examination, he is satisfied that:
(i) Such young person has completed his 14th year.

(ii) Has attained the prescribed physical standards; and

(iii) Is fit for such work.

If the certifying surgeon, after examination is satisfied that such a young person has completed his 15th year and is fit for full day's work in the factory, he may grant or renew a certificate of fitness, in the prescribed form, to such young person to work as an adult.

Proviso to Section 69 (2) provides that before granting or renewing a certificate of fitness, the Certifying surgeon must have personal knowledge of the place of the work and manufacturing process wherein such young person will be employed. If he has no personal knowledge, he must examine such place personally.

1. Validity: The certificate is valid for a period of 12 months from the date of issue.

2. Conditions of Issue: It may be issued subject to conditions in regard to (i) the nature of work in which a young person may be employed, or (ii) the re-examination of such young person before the expiry of 12 months [69 (3) (b)]. Such young person shall not be required or allowed to work except in accordance with these conditions [69 (6)].
3. Revocation of the Certificate: The certificate can be revoked by the certifying surgeon, at any time of in his opinion the worker is no longer fit to work as such in the factory [69 (4)].

4. Certifying Surgeon to state reasons for refusal or revocation where a Certifying Surgeon refuses to grant or renew a certificate or revokes a certificate. He shall state his reasons in writing if requested by any person, for so doing [69 (5)].

5. Fee for the Certificate: Any fee payable for a certificate shall be paid by occupier and it can not be recovered from the young person, has parents, or guardian [69 (7)].

**Effect Of Certificate of Fitness Granted to Adolescents**

1. The effect of granting a certificate of fitness to an adolescent and that of carrying a token giving reference to such certificate is that he is deemed to be an adult.

2. No female adolescent or a male adolescent who has not attained the age of seventeen years but who has been granted a certificate of fitness to work. In a factory as an adult, shall be required or allowed to work in any factory except between 6 a.m. and 7 p.m.
Provided that the State Government may be notification in the official Gazette, in respect of any factory or group or class or description of factories.

(i) Vary the limits laid down in this sub-section, so, however, that no such section shall authorize the employment of any female adolescent between 10 pm and 5 am.

(ii) Grant exemption from the provisions of the subsection in case of serious emergency where national interest is involved.

3. Where an adolescent has not been granted certificate, he shall notwithstanding his age, deemed to be a child for all the purpose of this Act.

If a certificate of fitness is granted to any person, no other person can use it or attempt to use it. The person granting the certificate can not allow its use or attempt to use by another person. In other words, no person knowingly use or attempt to use a false certificate and whosoever contravenes above provisions, can be punished with imprisonment extending up to one month or with fine up to As. 50 or with both.
Working Hours for Children

Section 71, lays 'down further restrictions on the employment of children in the factories. These restrictions as stated below relate to working hours for children.

1. A child shall not be required or allowed to work for more than four and a half hours in any day.

2. He is not permitted to work during night i.e., during a period of at least 12 consecutive hours, including rest interval, between 10 pm and 6 am.

3. The period of work shall be limited to two shifts only.

4. These shifts shall not overlap.

5. Shifts should not be spreading more than 5 hours each.

6. Each child shall be employed in only one of the relays.

7. The relays should not be changed more frequently than once in a period of 30 days, otherwise previous permission of the Chief Inspector should be sought in writing.

8. The provision relating to weekly holiday under section 52, also apply to child workers. But section 7 (3) does not permit any exemption in respect of these provisions.
9. No child shall be required or allowed to work in any factory on any day on which he has already been working in another factory.

10. No female child shall be required or allowed to work in any factory except between 8 am and 7 pm.

The Act not only prohibits the double employment of a child by the occupier or manager, but also prohibits under section 99 his parent or guardian or person having custody of or control over him or obtaining any direct benefit it his wages, from allowing him to go for double employment. If they disobey this provision, they can be punished with a fine extending upon fifty unless the child works without the consent or connivance of his parent or such other person.

**Notice of Periods of Work for Children**

1. A notice, showing clearly for every day the period during which children may be required or allowed to work, shall be displayed and correctly maintained as per section 108 (2) in every factory which employs children.

2. The period of work shall be fixed before hand according to the method prescribed for adult worker under section 61.
3. The period of work so flexed shall not contravene the provisions of Section 71 relating to working hours for children [72 (2)].

4. The provisions of sub section (8), (9) & (10) of Section 61 shall apply also to such a notice.

**Register of Child Workers**

According to Section 73 (1), in every factory, in which children are employed, a register of child workers should be maintained and should be available for section by the inspector at all times during working hours or who any work be carried on in the factory.

The register shall contain following particulars:

1. The name of each child worker.

2. The group, if any, to which be belongs.

3. The nature of his work.

4. If his group works on system, the relay to which is allotted.

5. The number of his certificate of fitness.

If the above particulars are not earned in the register of child workers such child will not be allowed to work in any factory.
Powers of the State Government

According to Section 73 (2), the State Government may prescribe the form of the register of child workers, the manner in which it shall be maintained, and the period for which it shall be preserved.

Hours of Work to Correspond with Notice

According to Section 74, the employment of any child shall be in accordance with the notice to be displayed under section 72 and the entries made beforehand against his name in the register of child workers of the factory maintained under section 73.

Power to Require Medical Examination

Section 75 empowers the inspector to serve on the manager of a factory, a notice requiring medical examination of a person by a surgeon, if in his opinion, such person is a young person and is working without a certificate of fitness or, such person, though in possession of certificate of fitness, is longer fit for work in the capacity stated therein.

The inspector may further direct that such person shall not be employed, permitted to work in any factory until he has been examined and also granted a certificate of fitness or fresh certificate of fitness or has been certified by the Certifying surgeon not to be a young person.
Employment of Young Persons on Dangerous Machines

Section 23 provides that no young person shall be required or allowed to work at any machine to which this section applies unless he has been fully instructed as to dangers arising in connection with the machine and the precautions to be observed and has received sufficient training in work at the machine, or is under adequate supervision by a person who has a thorough knowledge and experience of the machine.

The above provision shall apply to those machines which are considered by State Government as dangerous on which young persons ought not to work unless the foregoing requirements are complied with.

The degree of welfare and well being of children is indicative of the strength or weakness of the people of a country. Neglect of children's welfare seriously handicaps the prosperity of the nation. The indiscriminate employment of children of any age and sex for any length of without periods for rest or off was prevalent in the factories in India since industrialization took place. As this constituted a serious menace to the future industrial population of the country, the matter attracted the attention of the concerned people.

The Royal Commission on Labour observed that restriction on the employment of Children is based on the principle that the supreme right of the state to the guardianship of children
controls the natural rights of the parents when the welfare of society or of the children themselves conflicts with parental rights.

Article 24 of the Constitution of India, which is a Fundamental Right and is enforceable in courts of law, prohibits employment of children below the age of fourteen years in any factory or mine, or in any other hazardous employment.

Directive Principles of State Policy, while not enforceable in courts are mandates to the State in governing the country and it is incumbent upon the State to follow these principles while formulating legislation.

Article 39 (e) directs the State to see the tender age of children is not abused and that citizens not be compelled by economic circumstances to do work that is unsuited to their age or strength.

Article 39 (f) speaks of the need to see "that childhood and youth are protected against exploitation and against moral and material abandonment."

Article 45, directs the State to provide for free and compulsory education for all children until they complete the age of fourteen. Such is the constitutional canopy for the protection of children.
The United Nations Convention recognizes the Rights of a child in very specific terms. The important Articles of the convention are as follows:

**Article 27**: States parties recognize the right of every child to a standard of living and equate for the child's physical, mental, spiritual, moral and social development.

**Article 28**: States parties recognize the right of the child to education and with a view to achieve this right progressively and on the basis of equal opportunity, they shall, in particular.

(a) Make primary education compulsory and available free to all.

(b) Encourage the development of different forms of secondary education, including general and vocational education, make them available and accessible to every child, and take appropriate measures such as the introduction of free education and offering financial assistance in case of need.

(c) Make higher education accessible to all on the basis of capacity by every appropriate means.

(d) Make educational and vocational information and guidance available and accessible to all children.

(e) Take measures to encourage regular attendance at schools and the reduction of dropout rates.
ARTICLE 32

1. States parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child education, or to be harmful to the child’s health or physical mental or spiritual, moral or social development.

2. States Parties shall take legislative administrative social and educational measures to ensure the implementation of the present article. To this end and having regard to the relevant provisions of other international instruments. States Parties shall be particular.

(a) Provide for a minimum age or minimum ages for admission to employment.

(b) Provide for appropriate regulation of the hours and conditions of employment.

Provide for appropriate penalties or other sanctions to ensure the effective enforcement of the present article.

5.6 JOB TRAINING AND WELFARE AMENITIES AND HOLIDAYS FOR CHILD LABOUR

The V.V. Girl National Labour Institute and the Central Board for Workers Education are actively engaged in the task of workers' education, research including action research and training.
V.V. GIRL NATIONAL LABOUR INSTITUTE

• The V.V. Girl National Labour Institute, an autonomous body of the Ministry of Labour, set up in July, 1974 is a premier Institute of Labour Research, Training and Education.

• Since its inception the Institute has endeavored through research, training and publications to reach all the concerned sections on various aspects of labour both in the organized and unorganized sectors. The focus of such endeavors has been on the transfer of academic insight and understanding related to all the aspects of labour for application to policy formulation, legislation and action to ensure a just and better place for labour in an egalitarian and democratic society.

• Research occupies a primary place in the activities of the Institute. The Subject of research comprises a broad spectrum of labour related issues and problems, in both the organized and the unorganized sectors. The Institute continues to place greater emphasis on the problems and issues of labour in unorganized sectors is general and the more disadvantaged among these such as child labour, women labour and rural labour, in particular.
• Action research is a thrust area of research activities. The Institute undertakes such research projects in rural areas to study problems of rural workers, understand and analyze them, examine and explore possible ways, means and methods to organize rural labourers. The Institute has pioneered an education cum motivation programme, popularly known as Rural Labour Camps for conscientisation and empowerment of the rural labour. Over the years, this experiment has been carried out with the objective of enhancing the capability of the rural workers so that they are able to effectively participate in the development process.

• The Institute offers education and training to Labour Administrators and officials of the Central and State Governments. Managers and Officers of the Public and Private Organizations, Trade Union Leaders and Organizers of the Organized and Unorganized Sectors and Researchers, Trainers, field workers and others concerned with labour issues.

• As the Staff College of the Ministry of Labour, the Institute organizes training programmes to strengthen the labour administration machinery, both at the central and the state levels.
• The Institute is also actively involved in research and training in the area of child labour. The National Resource Centre on Child Labour (NRCCL) has been established at the Institute with the objective of developing the capabilities of individuals, groups and organizations working towards the elimination of the problems of child labour.

• The Institute has initiated an Integrated Labour History Research Programme, which focuses, inter alia, on integrating and initiating research on labour history and is perhaps the first of its kind in the country. Setting up of an Archives of Indian Labour, is at the core of the Programme.

• The Institute is collaborating with IGNOU in launching a 'Certificate Course on Labour in Development.' The main objective of this Course is to create awareness of various labour related themes and educational empowerment of labourers in general and unorganized sector labourers in particular.

• The Institute has taken a number of steps to institutionalise the networking mechanisms with UN agencies, State Labour Institutes Central Board for Workers Education, Labour Bureau and other institutions with similar objectives in the field of both training and or research.
• The Institute has been selected as the nodal Institute for the Technical Resource Group (TRG) on Prevention of HIV/AIDS at the Workplace. The TRG has been constituted to provide the needed guidance in the formulation of pragmatic future strategy for the Prevention of HIV/AIDS at the Workplace.

• The Institute brings out three regular publications namely Labour & Development, Awards Digest and Shram Jagat.

• The Institute has brought out a large number of publications in the area of unorganized labour, especially rural labour, child labour, women labour, migrant labour, etc. in order to provide appropriate information on the labour issues in these segments to all the concerned social partners. The Institute has also brought out innovative publications in the form of Desk Calendars, Year Planners, etc. to disseminate vital information on labour related issues especially on Supreme Court Pronouncements on Labour.

• The N.R. De Resource Centre on Labour Information, the Institute's Library, is one of most reputed libraries in the area of labour studies. It receives about 300 national and international journals and has about 50,000 books and bound volume of journals.
• The Institute is working on a collaboration with the International Training Centre of ILO in Turin to develop the Institute as a Training Centre.

Central Board For Worker's Education

Mandate and Objectives

• The Central Board for Worker's Education an autonomous body under the Ministry of Labour, was set up in 1958. The Board is headed by a Chairman appointed by the Government of India and is tripartite in character.

• The Headquarter of the Board is at Nagpur. It has a network of 4 Zonal Directorates, 49 Regional Centres and 14 Sub-Regional Centres.

• The Board undertakes Workers' Education Programmes with a view to promote effective participation of the working class in the process of socio-economic development.

• The Indian Institute of Workers' Education at Mumbai, which conducts national level training programmes for Central Trade Union Organizations and officers of the Board is the apex training institute of the Board.
Activities

- The Board conducts various training programmes at national, regional and unit levels covering workers from organized, unorganized, rural and informal sectors. Supervisory and managerial cadres are also covered through joint educational programmes.

- The Board produces study and reference material in Indian language and also brings out monthly newsletters in English and Hindi and publishes a quarterly journal containing articles on trade unionism, labour laws, industrial relations, methods of workers education etc.

Perspective for the New Millennium

- A review of the scheme of Rural Labour camps has been taken up to make it more meaningful and effective.

- The Board is giving importance to areas of training relating to.

The Second National Commission on Labour (NCL)

Need for Setting UP of the NCL

- During the period of three decades since the setting up of the First National Commission on Labour, there has been a sizeable increase in the magnitude of labour force because of the pace of industrialization and urbanization.
• After the implementation of the new economic policy in 1991, rapid changes have taken place in the economic environment of the country, which have in turn brought about changes in the domestic industrial climate and labour market.

• Changes have occurred at the work place in the industry and character of employment, in hours of work and in the scenario of industrial relations.

• With liberalization, privatization and globalization new forces have been unleashed into the functioning of the labour market.

**Terms of Reference**

(i) To suggest rationalization of the existing laws relating to labour in the organized sector and

(ii) To suggest an umbrella legislation for ensuring a minimum level of protection to the workers in the unorganized sectors.

In developing the framework for its recommendations, the Commission will take into account the following:

(i) Follow up implications of the recommendations made by the Commission set up in May, 1998 for review of various administrative laws governing industry;
(ii) The emerging economic environment involving rapid technological changes, requiring response in terms of change in methods, timings and conditions of work in industry, trade and services, globalization of economy, liberalization of trade and industry, emphasis on international competitiveness and the need for bringing the existing laws in tune with the future labour market needs and demands.

(iii) The minimum level of labour protection and welfare measurers and the basis institutional framework for ensuring the same, in a manner which is conducive to a flexible labour market and adjustments necessary for furthering technological change and economic growth and

(iv) Improving the effectiveness of measures relating to social security, occupational health and safety, minimum wages and linkage of wages with productivity and in particular, the safeguards and facilities required for women and handicapped persons in employment.

Holiday

The Factories Act 1948 provides that there shall be a holiday for the whole day in every week and such weekly holiday shall be on the first day of the week. However such holiday may be substituted for any one of the 3 days immediately before or
after the first day of the week of a weekly holiday. Worker should be provided a compensatory holiday, if a worker is deprived of the weekly holiday the U.P. Shop and Establishment Act also provides for a compulsory holiday every week.

The U.P. Shop and Establishments' Legislation provides that a weekly holiday must be observed in every shop and commercial establishments.

Closure on the national holidays is also compulsory as per the provisions of these statutes.

Similarly, the Factories Act 1948 also provides that where a worker has worked for a minimum of 240 days or more during any calendar year he is entitled to leave with wages on a specified basis. For children, it is one day for every fifteen days of work performed by him during the previous calendar year. The shops cards in leisure period. This also develops into wrong habits and becomes an evil for them.

**Health Protection & Welfare Amenities**

Health is a very important area of concern for the child workers. Despite that they should not be employed in the hazardous, child workers are employed everywhere in the unorganized sector. For protection of their health nothing is done. The norms prescribed for the organized sector must be observed by them also at least in the cases where child workers are employed.
The Factories Act 1948 stipulates clear provisions for protection of health of the workers in the factories with special regard to:

- Cleanliness
- Disposal of Waste & Effluents
- Ventilation & Temperature
- Dust & Fumes
- Artificial Humidification
- Overcrowding
- Lighting
- Drinking Water
- Latrines and Urinals
- Spittoons

The provisions of the Factories Act should be taken as guiding factors for the small works by the Enforcement Inspectors. These unorganized small factories should not be allowed to play with the health of the workers be an adult or a child.

There is gross violation from all angles. The small workshops are taking shelter of the legal provisions and no attention is paid to the most important requirements like lighting, cleanliness, ventilation, latrines, urinals, drinking water, dust and fumes etc., which virtually do not cost much for anybody.
For example, in Agra children can be seen working in a smokeful room, where hides and skin are stored or the fumes of polish and chemicals are there. It is not only fumes, but excessive heat and humidity, to which they are exposed at the age of 12/16 years.

Children are also exposed to unsafe conditions on the die press in overcrowded rooms with no or inadequate ventilation exposes the child workers to precarious conditions. Strainful working during long Shelters, Restrooms and Lunchrooms, etc.

Among all the welfare provisions the most important is the requirement for the proper sitting. In the work places where child workers are engaged no proper facilities for sitting are found. The Child workers have to work with improper posture, which causes deformation, body ache, improper or weak growth of limbs etc.

No proper washing facilities are available and when child workers have to go to the street for drinking water, other facilities are merely a dream to talk about.

In the work places employees themselves are not aware of any first aid measurer and no first aid kits were available with any employer. It was found that crude and dangerous methods were adopted as first aid, for instance in case of a cut the children paste a beedi wrapper to control bleedings, which is quite dangerous.
TRADE UNIONISM AND COLLECTIVE BARGAINING AMONG CHILD LABOUR

Interestingly, there are those who cry hoarse about the exploitative nature of child labour which slaps childhood, yet would not want children to be organized and unionized; their position being:

(a) Children are not mature enough to discuss and decide on issue pertaining to their lives.

(b) By unionizing one legalises and institutionalizes child labour.

The proponents of unionizing child workers point out that unionizing is more of a commitment to protection of children's rights rather than a stand which is in favour of enhancing facilities and conditions of work by either social workers and voluntary organizations.

It is ironic that children are not considered "minor" when they are forced to do adult jobs including working in hazardous occupations (match factories, fire workers, glass, gem polishing, lock industry, mines, quarries, constructions, carpet industry etc.). Besides, they also work longer hours than adults and are paid less wages than adults. Some of these children are the breadwinners of their families. But when it comes to giving them

---

1 Role of labour legislations in eradication of child labour in India - A Study Researcher - Nehaa
power to make their own decisions, they are suddenly seen as being incapable and too young to shoulder this responsibility.

There are others who feel that this burden of unionizing and organizing is too much of a burden on the young child worker and the adults should fight for the workers rights. Sixty one years of independence has shown that adults and leaders of our society have failed children miserably. It is high time therefore that children themselves spoke out and organize themselves to protect their own rights.

There is another spin off in organizing unions of child workers which can contribute effectively to prevention and elimination of child labour. When child workers unions demand for wages equal to adult's better working conditions and other benefits, which are readily given to organized adult workers, child labour will become more expensive. It will not then be an attractive proposition for employers to employ children.

**Intervention to be geographic specific**

Any effective intervention for removing children from the work force must be based on a "geographical" approach and not on "occupation" alone. This involves identification of States and within it. Districts with a high concentration of child workers and definite attempts to rehabilitate them within the same State to ensure no regional imbalance as a result.
Minimum social security

The situation of a child cannot be seen in isolation to the socio economic situation that confronts the family. Minimum social security that covers basis needs of food, shelter, clothing and health is a necessary prerequisite in the present day context where the poor are bearing the brunt of the structural adjustment programmes.

Mass campaign, advocacy, lobbying

There is a need to bring about a consensus on the issue of child labour. Parliamentarians, trade unionists, advocates, academicians, consumer movements, teachers, etc. have to be sensitized on the issue of working children. Consumer movements within the country also have to be galvanized to educate the public on the evils of child labour.

Law as an instrument to eliminate child labour

NGOs need to educate themselves on the various laws and legislations prevailing in the country, especially related to children and human rights. Whenever children or communities are deliberately denied their fundamental right to survival, growth and development, we must not shy away from filing cases and write petitions. It is equally important to produce investigative reports (that are verifiable) and publish them so that public opinion is influenced.
A new order

In the current economic situation of the south, there are a growing number of drop-outs. The national governments are finding it feasible to make commitments to the poor in return for easy solutions. NGOs are being consciously co-opted by governments so that they become providers of soothing balm to dress the symptoms of irresponsible actions of politicians and inept governments. The poor seem to be more and more left to themselves in their struggles for survival and development. In such circumstances, the children of the poor are the first to suffer. NGOs need to strengthen their relationship with the poor and take on the mandate of working towards greater equity within the nation. They need to revive their alliance with those who are oppressed, deprived and neglected in order to seek justice and attention.

At the global level, there is a need to support and promote solidarity among NGOs who are committed to an ideology of empowerment of the poor. Thus, a forum established of like-minded NGOs can help NGOs to strengthen each other, exchange experiences, learn from successful strategies for empowerment and for collective action at both the national and global level. A partnership between international agencies and NGOs of the South who share a common vision can help bring about a new order which is supportive of the struggle of the poor in the south, and one which is a just order.
Elaborate Measures for Elimination of Child Labour

In order to achieve this goal of elimination of Child Labour under a structured programme, certain deterrent Legislative measures, Enforcement measures and Rehabilitation measures may be taken by all the state on line with what been taken up in the State of Andhra Pradesh under the Vision-2020 State Programme.

Further the ensure this, the State should vigorously enforce the policy on Child Labour and prevent the practice by addressing the problem on different dimensions.

Banning Child Labour

The States should enforce the Child Labour Abolition Act in all Factories and Industries with great vigor. A well defined work plan should be executed to eliminate Child Labour, particularly in hazardous activities and industries in which it is currently prevalent. Along with notification of the rules under this Act, the Government should ensure that officials, public prosecutors, the police and judiciary are oriented towards implementing the ban. The enforcement machinery should be strengthened and special courts should be established in Child Labour intensive areas.

5.8 SOCIAL AWARENESS AND CHILD GUIDANCE

Social and labour conditions have become a highly charged subject, particularly after attempts to link trade and social conditions under the auspices of the WTO. On the one hand,
lower labour conditions, including the use of child labour is said to give economic advantage to some countries, and therefore there is a demand for protection in some other countries. On the other hand, these poor labour conditions are said to be the fallout of market reforms and free trade, and therefore there is a demand for restricting trade. No doubt child labour provides an emotive shield for a range of other agendas.

However, rather than a restrictive linkage between trade and child labour, historical experience clearly shows that an open market and free trade are the best instruments for improving the labour conditions, including elimination of child labour.

The Problem

Estimates of child labour in India range from 17.5 million to 200 million. The enormity of the situation is well known to social activists, governmental and intergovernmental agencies. In this regard, many well-meaning initiatives have also been undertaken. The Indian agenda is to end child labour in hazardous industries by the year 2000 and all child labour by the year 2010. But how serious are we? And what can the international community do to help the process?

The existence of child labour is a part of our everyday reality. In spite of restrictions in most nations, children continue to work. This has been so throughout history. Indeed, children as an integral part of the family have always worked, and will
continue to work for various reasons, as they do currently even in the developed countries. However, the situation in developing countries needs special attention. A holistic analysis of the contemporary society and choices before the children and their families needs to be undertaken.

**The Causes**

Policy planners agree that a significant reason for child labour is poverty. Though children are not paid well, they nonetheless contribute to the family income. They are often prompted to work by the parents. Lack of schooling opportunities is a contributing factor. But the reasons are also social and cultural. Many children work because it is an accepted norm within the social structure. Acceptance of such traditional factors as expecting the lower castes or classes to perform manual labour leads children of these classes and castes into manual work at an early age. Rapid migration to the urban areas has further aggravated the situation. However, much of child labour today exists either in the informal or the illegal sector. The laxity of officials in enforcing existing labour restrictions perpetuates child labour. The hard fact is that in developing countries, subsistence and survival takes primacy over anything else.

**Good Intentions and Tragic Outcomes**

Past experience has shown that where governments implemented a policy of banning child labour under international
influence, severe negative and unintended consequences followed. In Bangladesh, for example, a boycott of garments made by child labour caused 50,000 children to lose their jobs. These children then took up even lower paid jobs in other industries, or other demeaning jobs, some even being pushed into prostitution. Clearly, a focus on particular export sectors may lead to an effective political campaign, but does very little to address the real issue. Most children who work do not belong to such sectors but are spread across the spectrum from agriculture to small-scale manufacturing to informal trade and services. An immediate abolition of child labour appears neither practical nor even desirable.

Good intentions are never a sufficient condition for improving social and economic realities. It will be a tragedy if, as a result of well-meaning but hurried policies aimed at prohibiting child labour, children are further victimized because the policies fail to take into consideration context specific situations of the developing economies.

**Human Rights and the Rights of the Child**

Recent efforts to link international trade with child labour are also fraught with negative consequences. Is it fair to link trade with child labour? Is this a trade-related agenda? Is the demand a result of an alliance between the “protectionist” lobbying groups who want to safeguard their economic interests,
and the short-sighted "morally driven" human rights groups? One can easily condemn one group and applaud the other, but that would lead us nowhere.

What is important is that this issue, like any other violations of human rights, must be treated in their specific economic, political and social context. The approach must be sensitive to the needs of the working children and their families. So it becomes important not to equate child labour with child abuse.

**The Self-Inflicted Wounds**

The complete eradication of child labour is a noble goal. As with many other issues of rights abuse, there are two ways of looking at the possible solutions. One is the positivistic way, to rely and emphasize the legal and administrative measures, including economic sanctions. The other is the holistic way, to seek to bring about change through creating a suitable environment and a capacity for sustained effort. Solving the problem requires raising public awareness and fostering public demand for change. The problem of child labour simply can not be wished away by fiats and dictates.

The Indian government has committed itself to face the challenge. However, it can not longer ignore its own role in promoting policies that have stymied economic opportunities for
vast majority of our people and perpetuated socio-economic disparities.

For instance, an inflationary monetary policy and efforts to protect domestic industry, distorted the market, stifled economic growth, induced economic inefficiencies, reduced employment and economic opportunities and led to politicisation of labour. Consequently, under political patronage organized labour has all but priced India labour out of competition. This is best seen in the fact that economic growth in recent years has hardly led to creation of jobs in the organized sector. As a result, barely 15% of Indian workforce is in organized sectors of the economy, and over a half of that are in bloated public sectors and various quasi-governmental organizations. Most of the remaining workforce has been pushed to the margins of economy and subsistence. Is it any surprise then that so many Indian families continue to depend on their children’s contribution to make two ends meet?

Role of the Market

No society in history has been able to develop without the labour of their children. At the dawn of industrial revolution, over 95% of children had to work. In less than two hundred years, today's developed and industrialized countries broke away from thousands of years of human history and made child labour mostly redundant by substantial gains in productivity and
incomes. In recent decades, some of the newly industrialized countries compressed this process into a single generation.

Rather than learning from these recent experiences, most developing countries, like India, pursued policies that prolonged the historical process and agony of their children. Clearly, domestic economic reforms must be expanded and accelerated if we are to avoid wasting our most precious resource, Our children.

The international community must aid the process of all round development by encouraging free trade, promoting economic prosperity and economic development, and thereby helping developing nations to eliminate child labour forever. Deep-rooted socio-economic problems can not be done away by legislation alone, by state intervention, or by international economic sanctions.

The need is to create a situation whereby children in developing countries will no longer have to work, where it would be worthwhile for them to attend school, where the parent's income alone will be sufficient to provide for the children. We should not need the WTO to tell us to reform if we are really concerned about improving the lot of our own people.
5.9 **A CRITICAL OVERVIEW**

The conditions of child labour are being improved by adopting a three pronged strategy, viz., legislative action, rehabilitation and improved awareness on the matter, yet the enforcement of the legislative provisions has failed. The rehabilitation schemes have not been able to elevate the economic conditions of the families and bring the child workers in the main stream. The awareness programme has largely been concentrated to the high density clusters of industries where child workers are employed, generally.

The employment characteristics of Child Labour, their wages and earnings, their working conditions and welfare amenities available to them affect their living conditions to a large extent. The Child Labour being the most disadvantaged and exploited, unorganized, incapable of resisting and doing bargaining, their economic and living conditions were highly unsatisfactory.

Dr. Neera Burra says that ""Does child work cause poverty or is it poverty that causes children to work? This has been the raging debate globally for more than ten years. It is the contention of this author that the full-time work of children is the cause of poverty."
If poverty has to be eradicated, there has to be a frontal attack on the full-time work of children at the cost of education. The full-time work of children is the result of the exploitation of the weak and the vulnerable and it is always the poorest sections of society who are most vulnerable to this exploitation.

When children start working at a young age they remain illiterate, unskilled and unable to demand their rights for equal wages and better conditions of work. Working long hours, they burn themselves out and their health is severely impaired. As adults, in situations like these, they are often heavily in debt. The circumstances of unemployment - if not unemployability - combined with their inferior position in the hierarchies of caste and class, predispose them to putting their own children to work. And so the downward spiral of exploitation and poverty is perpetuated. Forced at an early age to accept poor working conditions, long hours of work and, less than minimum wages, the poor find themselves, not surprisingly, in a state of "false consciousness" believing that their exploiters are their benefactors. The full-time work of children therefore becomes acceptable even to those most affected by it.

So all-pervasive is the belief that without poverty eradication, children will have to work that, we have taken this reasoning as irrefutable.
The questions that are most often asked are: What will happen to the families if their children stop working? How will poor families survive without the additional income of the children? It is seldom taken into account that children’s earnings are pathetically meager, and that it is precisely because of the vast numbers of children in the work-force in all sectors of the economy that adult wages are depressed. In most cases, the child is used by parents as an asset to mortgage, when all other assets disappear. The following examples illustrate the links between children’s full-time work, developmental strategies and poverty."

E.U Khan says that “mostly it is said that poverty and financial deprivation are reasons for sending small children to work under rigorous and hazardous conditions. But what forces the factory owners to employ child labour, which is a clear violation of the national law and the constitution and the UN declaration of the rights of the child? It cannot only be because they are caring for the poor and helpless families, It has to do with the availability of cheap and obedient labour who will not ask for raise of the salary or less working hours, not even protection of social security allowed by the law. The intention is quite clear, it’s to make larger and larger profit but at the cost of the future generation of the nation.

1 Burra Neera causes and consequences of children's work

235
First: According to surveys made by BLLF in different industries, we found that working children are not always contributing to the family income because first they usually are not getting proper wages, added to this due to bad working conditions and bad environment they are getting sick which often affects their future life. In this way they often become a burden of their families.

Secondly: Why are the owners not employing the adults instead of the children? This would give jobs to millions of adults who are now jobless. If they are getting a job, the level of poverty and unemployment will go down. If more children are getting education, the economic stability can be maintained.