

**SOCIO – ECONOMIC STUDY OF CHILD LABOUR IN  
BEACH SHACK RESTAURANTS IN GOA**

**Siddhesh A. Sinai Shilimkhan**

**DEPARTMENT OF ECONOMICS  
GOA UNIVERSITY**

# **SOCIO – ECONOMIC STUDY OF CHILD LABOUR IN BEACH SHACK RESTAURANTS IN GOA**

A Thesis Submitted to Goa University

For The Award of Degree of

**DOCTOR OF PHILOSOPHY IN ECONOMICS**

By

**Siddhesh A. Sinai Shilimkhan**

Research Scholar, Department of Economics

Goa University

Under the Guidance of

**Dr. Silvia M. De Mendonça e Noronha**

Professor, Department of Economics

Goa University

**GOA UNIVERSITY**

**SEPTEMBER 2017**

*To My Parents and Wife*

# **CERTIFICATE**

This is to certify that **Mr. Siddhesh Anant Sinai Shilimkhan** has worked on the thesis entitled, '**SOCIO – ECONOMIC STUDY OF CHILD LABOUR IN BEACH SHACK RESTAURANTS IN GOA**', under my supervision and guidance. This thesis being submitted to Goa University, Taleigao Plateau, Goa, for award of the degree of Doctor of Philosophy in Economics, is a record of the original work carried out by the candidate himself and has not been submitted for the award of any degree, diploma, scholarship or fellowship of this or any other university.

**Dr. Silvia M. De Mendonça e Noronha**

Research Guide,

Professor

Department of Economics

Goa University

Taleigao, Goa.

## **DECLARATION**

I declare that the present thesis entitled, '**SOCIO – ECONOMIC STUDY OF CHILD LABOUR IN BEACH SHACK RESTAURANTS IN GOA**', is a consolidation of original work which has been carried out by me under the guidance of **Dr. Silvia M. De Mendonça e Noronha**, Professor, Department of Economics, Goa University, and that the same has not been submitted to any other University or Institution for the award of any other degree, diploma or other such title.

**Siddhesh A. Sinai Shilimkhan**

Research Scholar,

Department of Economics

Goa University

Taleigao, Goa.

## **ACKNOWLEDGEMENT**

First and foremost, my humble and sincere thanks to the God Almighty for the generous blessings and divine guidance throughout my research study.

I express my deep gratitude and sincere appreciation to Dr. Silvia M. De Mendonça e Noronha, my guide and teacher, who has always been a source of motivation and inspiration to me. I am indeed deeply indebted to her for her genuine concern, able guidance, all her belief in me, encouraging words and for the mental strength that gave me confidence to work harder towards achieving my goal. Thank you Madam for strengthening the self- belief in me at all times while seeing this research work to its completion.

I sincerely thank the Faculty Research Committee (FRC) members headed by Dr. Shyam Bhat, Dean, Faculty of Social Sciences, for the valuable guidance and advice. I owe a debt of gratitude to my subject expert, Dr. Debashish Patnaik, Associate Professor, BITS, Goa-Campus for rendering valuable inputs, suggestions and advice through the completion of this research work.

I am grateful to Dr. P.K. Sudarsan, Professor and Head, Department of Economics, Goa University; Dr. Pranob Mukhopadhyay, Professor, Department of Economics, Goa University; Shri M.D. Aiholi, Assistant Professor, Department of Economics, Goa University for the valuable inputs and suggestions provided graciously without having to fix any prior appointments. Sincere gratitude also to the ever helpful office staff attached to the Department of Economics.

I take this opportunity to thank Mr. Gopakumar, Librarian, Goa University, for his help and assistance provided to me during the course of my research work. I also thank the staff of the Goa University Library for their help and co-operation extended to me during my study.

I also appreciate the assistance provided to me by the librarian and staff of the various other libraries visited- Central Library- Panaji, Goa; Bombay University- Mumbai; Tata Institute of social Sciences- Mumbai; Pune University- Pune; Gokhale Institute of Politics and Economics- Pune; V. V. Giri National Labour Institute- Noida; Kannur University- Kerala. I thank them for their help in enabling me acquire relevant resource material.

The present study related to child labour involving much field work would not have been possible if not for the co-operation of the child labourers working on the beach shack restaurants, their family members and the employers. My heartfelt thanks to each and every respondent who spent their precious time with me, thus enabling me to have a comprehensive and meaningful interaction.

My work would not have progressed without the support of the numerous local panchayats, the child labour associated NGO's and the wonderful people working with them. I thank them immensely.

My deep and profound gratitude to Mr. Dattaprasad Kholkar, Deputy Chairman, Goa State Planning Board; Mr. Nitin Kunkolienkar, former president of Goa Chamber of Commerce and Industry; Dr. Sharmila Monteiro, Director, Directorate of Fisheries- Goa; Mr. Nikhil Desai, Director, Tourism Department of Goa; Mr. Mallikarjuna, Deputy Director of Census Operations – Goa; Shri V.P. Signapurkar, Deputy Director, Directorate of Planning, Statistics and Evaluation – Goa. I thank them for allowing me to interview them with regards to my study requirements despite their extremely busy professional schedule.

Words will not suffice to express my gratitude towards my parents for their concern, prayers and all- round support. I thank my parents for all that they have done for me always. Thanks to my wife for her unstinted support, understanding and encouragement. She has always been my source of inspiration and stood by me throughout this academic journey.

I also extend a big ‘Thank You’ to all my friends and well- wishers who have helped me during my study through their deeds, words, wishes and prayers. I would like each one to know that I am ever indebted and grateful for the same.

Lastly, respecting the wishes of certain individuals who did not want to be named, least of all acknowledged, I humbly say a silent ‘Thank You’ to each one.

**Siddhesh A. Sinai Shilimkhan**

**Research Scholar**



# LIST OF CONTENTS

<b>CHAPTER NO.</b>	<b>TITLE</b>	<b>PAGE NO.</b>
	<b>Certificate</b>	i
	<b>Declaration</b>	ii
	<b>Acknowledgement</b>	iii
	<b>List of Contents</b>	vi
	<b>List of Tables</b>	xi
	<b>List of Figures</b>	xiii
	<b>Abbreviations</b>	xiv
<b>CHAPTER- 1</b>	<b>INTRODUCTION</b>	
1.1	Historical Background	1
1.2	Nature of the Research	10
1.3	Statement of the Problem	11
1.4	Objectives	15
1.5	Hypotheses	15
1.6	Scope of the Study	15
1.7	Significance of the Study	16
1.8	Methodology	18
1.8.1	Sampling	20
1.8.2	Data Analysis	20
1.8.3	Pilot Study	21
1.9	Limitations of the Study	21
<b>CHAPTER- 2</b>	<b>REVIEW OF LITERATURE</b>	
2.1	Introduction	24

2.2	Economic History of Child Labour	24
2.3	Studies on Child Labour Employed in Industries in India	27
2.4	Studies on Child Labour in Metropolitan Cities	49
2.5	Studies on Child Labour and Migration	51
2.6	Studies on Child Labour Employed in Informal Service Sector	52
2.7	Other Prominent Studies on Child Labour	60
2.8	Similarities and Dissimilarities of Present Study with Other Studies	66
2.8.1	Similarities	66
2.8.2	Dissimilarities	67
<b>CHAPTER- 3</b>	<b>SOCIO - ECONOMIC PROFILE AND FACTORS INFLUENCING CHILD LABOUR</b>	
3.1	Introduction	69
3.2	Sociological Profile of the Child Labourers	72
3.2.1	Age	72
3.2.2	Native State	74
3.2.3	Place of Birth	75
3.2.4	Level of Education of the Child Labourers	76
3.2.5	Level of Education of Parents of Child Labourers	77
3.2.6	Household Size	79
3.3	Economic Profile of the Child Labourers	80
3.3.1	Monthly Family Income	80
3.3.2	Contribution of Child Labourers to the Family Income	81
3.3.3	Indebtedness of Households of Child Labourers	82
3.3.4	Sources of Borrowings for Households of Child Labourers	83
3.4	Factors Influencing Child Labour	84

3.5	Conclusion	86
-----	------------	----

**CHAPTER- 4 WORKING CONDITIONS OF CHILD LABOUR EMPLOYED IN BEACH SHACK RESTAURANTS IN GOA**

4.1	Introduction	88
4.2	Working Conditions	91
4.2.1	Working Hours of the Child Labourers	91
4.2.2	Night Work	93
4.2.3	Availability of Rest Intervals	95
4.2.4	Number of Working Days per Week	96
4.2.5	Availability of Leave	97
4.2.6	Wage Structure	98
4.2.7	Mode of Payment	100
4.2.8	Mode of Receiving Wages	100
4.2.9	Fringe Benefits	102
4.2.10	Income Satisfaction	103
4.2.11	Expected Amount of Work and Salary by the Child Workers	104
4.2.12	Accommodation	104
4.2.13	Quality of Food	106
4.2.14	Employer - Employee Relationship	107
4.2.15	Approach of the Adult Workers	108
4.3	Conclusion	110

**CHAPTER- 5 PROBLEMS FACED BY CHILD LABOURERS WORKING IN BEACH SHACK RESTAURANTS IN GOA**

5.1	Introduction	111
-----	--------------	-----

5.2	Problems Faced by Child Labourers at the Workplace	114
5.2.1	Drudgery at the Workplace	114
5.2.1.1	Type of Work Disliked by the Child Workers	115
5.2.2	Occupational and Health Hazards at the Place of Work	117
5.2.2.1	Occupational Hazards	117
5.2.2.2	Health Hazards	120
5.2.3	Punishment at Workplace	122
5.2.3.1	Types of Punishment	123
5.2.4	Child Labourers Getting into Bad Habits	124
5.3	Conclusion	126

**CHAPTER- 6      SUMMARY, FINDINGS, CONCLUSION AND RECOMMENDATIONS**

6.1	Summary of Chapters	127
6.1.1	Chapter 1	127
6.1.2	Chapter 2	127
6.1.3	Chapter 3	128
6.1.4	Chapter 4	133
6.1.5	Chapter 5	140
6.1.6	Chapter 6	144
6.2	Major Findings of the Study	144
6.3	Conclusion	149
6.4	Implications of the Study	160
6.5	Recommendations	162
6.5.1	Suggestions for Further Research	166

**REFERENCES**

167

**APPENDIX**

180

## LIST OF TABLES

<b>Table No.</b>	<b>Title</b>	<b>Page No.</b>
3.1	Distribution of the Child Labourers by Their Native State	74
3.2	Distribution of Respondents by Level of Education	77
3.3	Distribution of Respondents by Education Level of Parents	78
3.4	Distribution of Respondents by Household Size	79
3.5	Distribution of Respondents by Monthly Family Income	80
3.6	Showing Child Workers Contribution to Family Income	81
3.7	Showing Debts of Households of Child Labourers	82
3.8	Showing Sources of Borrowings of the Households of the Child Labourers	83
3.9	Distribution of Respondents by Factors Influencing Child Labour	85
4.1	Distribution of Respondents by Working Hours	92
4.2	Distribution of Respondents Based on Working Hours of Children at Night	94
4.3	Distribution of Child Workers Based on Rest Interval during Work	95
4.4	Distribution of the Respondents by Number of Working Days per Week	96
4.5	Distribution of Child Workers Based on Availability of Leave in Need	98
4.6	Distribution of Respondents by Monthly Income	99
4.7	Distribution of Respondents by Mode of Payment of Wages	100

4.8	Distribution of Respondents by Mode of Receiving Wages	101
4.9	Distribution of Respondents by Fringe Benefits	102
4.10	Distribution of Respondents by Income Satisfaction	103
4.11	Showing Opinion of the Child Worker about the Amount of Work and Salary they Expect	104
4.12	Distribution of Respondents by Accommodation	105
4.13	Distribution of Respondents Based on Quality of Food They Get to Eat at the Beach Shack Restaurant	106
4.14	Distribution of Respondents Based on Employer-Employee Relationship	108
4.15	Showing Approach of the Adult Workers Towards the Child Workers	109
5.1	Showing Frequency Distribution of the Type of Work Disliked by Child Workers	116
5.2	Showing Frequency Distribution With Regards to Occupational Hazards Faced by Working Children	118
5.3	Frequency Distribution of Respondents by Type of Health Hazards Experienced While Working	120
5.4	Frequency Distribution of Punishment at Work Place	123
5.5	Frequency Distribution of Child Labourers Getting into Bad Habits	125

# LIST OF FIGURES

<b>Figure No.</b>	<b>Title</b>	<b>Page No.</b>
3.1	Distribution of Child Labourers by Age (%)	73
3.2	Distribution of Respondents by Place of Birth (%)	75
4.1	Distribution of the Respondents by Night Work (%)	93
5.1	Drudgery at Work Place in (%)	114
5.2	Punishment at Work Place (%)	122



## **ABBREVIATIONS**

<b>AIDS</b>	Acquired Immuno Deficiency Syndrome
<b>BBA</b>	Bachpan Bachao Andolan
<b>BPL</b>	Below Poverty Line
<b>CEPC</b>	Carpet Export Promotion Council
<b>CITU</b>	Centre of Indian Trade Unions
<b>CLCI</b>	Child Labour Commission of India
<b>EAS</b>	Employment Assurance Scheme
<b>FGD</b>	Focus Group Discussion
<b>GDP</b>	Gross Domestic Product
<b>GSDP</b>	Gross State Domestic Product
<b>GUY</b>	Gramin Urja Yojana
<b>HIV</b>	Human Immuno Virus
<b>HRW</b>	Human Rights Watch
<b>IAY</b>	Indira Awas Yojana
<b>ICFTU</b>	International Conference of Free Trade Unions
<b>ILO</b>	International Labour Organisation
<b>IMR</b>	Infant Mortality Rate
<b>INSERCO</b>	International Sericulture Commission
<b>IRDP</b>	Integrated Rural Development Programme
<b>JRY</b>	Jawahar Rojgar Yojana
<b>JGSY</b>	Jawahar Gram Samridhi Yojana
<b>MMR</b>	Maternal Mortality Rate
<b>MNREGAS</b>	Mahatma Gandhi National Rural Employment Guarantee Assistance scheme

<b>NCAER</b>	National Council for Applied Economic Research
<b>NGO</b>	Non- Governmental Organisation
<b>NRLM</b>	National Rural Livelihood Mission
<b>ORG</b>	Operations Research Group
<b>PHC</b>	Primary Health centre
<b>RDA</b>	Rural Development Agency
<b>RTE</b>	Right To Education
<b>STD's</b>	Sexually Transmitted Diseases
<b>SJSY</b>	Suvarna Jayanthi Swarojgar Yojana
<b>TOI</b>	Times of India
<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organisation
<b>UNICEF</b>	United Nations International Children's Emergency Fund

# **CHAPTER 1: INTRODUCTION**

## **1.1 HISTORICAL BACKGROUND**

Child labour is one of the burning issues in society today. The child is the most precious human resource of the world. Childhood represents a delicate, innocent, formative and most impressionable stage of human development. However the joy associated with the birth of child is short lived as childhood is subjected to a process of cold-blooded exploitation as soon as a child crosses infancy and is able to stand up and walk. Despite hectic planning, welfare programs, legislation and administrative action in the past five decades a large majority of the Indian children continue to remain in distress and turmoil. In most families, the parents neglect them, care-takers batter them and in work places employers sexually and physically abuse them leading to emotional, physical, social and sexual exploitation of children. Public and professional concern is yet to be translated into positive and realistic action.

Child labour is an intricate issue that has been addressed at both the international and national levels. In recent years, forces such as international trade have become instrumental in shaping discussions on this issue. The Seattle Round talks clearly indicate that child labour today occupies a central position in the social clause debate (Verma, 1990).

An easily exploitable position in the labour market and a relatively weak position in work relations are occupied by the children who work. According to (Ahmed, 1999) the need of the hour is to make attempts to improve their working conditions rather than making futile attempts to totally remove them from the society.

The term 'child labour' is used as a synonym for 'Employed Child' or 'Working Child'. Children work in industrial and non-industrial jobs, organized and unorganized sectors. These jobs are often injurious to their health and development (ILO 1997). It is very difficult to

define precisely both 'child' and 'labour'. Maria De la Luz Silva (Maria, 1981) defines a 'child' as "someone who needs adult protection for physical, psychological and intellectual development until able to become independently integrated into the adult world."

Similarly 'labour' too, has various definitions. Labour force is synonym for the working or economically active population. The Census of India defines work as "participation in any economically productive activity. Such participation may be physical or mental in nature. Work involves not only active work but also effective supervision and direction of Work" (Census 2001). According to De la Luz Silva, in case of children, apprenticeship may contribute to children's socialization and acquisition of technical skills, but when it is simply a device to obtain cheap labour; 'apprenticeship' hinders future development. This element highlights the specific kind of exploitation inherent in child work (Maria, 1981). In India the official definition of child labour limits it only to that in which workers get monetary returns. There is also a difference in opinion regarding the age of the child worker. In this regard the Constitution views anyone below the age of 14 years as a child. According to the Factories Act, 1948, any child below the age of 14 is prohibited to work in the factory. The Mines Act, 1952, takes the minimum age to categorize someone as child to be 16 years. The Apprentices Act, 1961; the Plantation Act 1961; and the Employment of Children Act, 1953 takes the minimum age as 14 years, 12 years and 15 years respectively.

Child labour played an important role during the Industrial Revolution of the 18<sup>th</sup> Century. Economic hardship brought about by the Industrial Revolution often forced children into work. To help in doing away with the financial problem of their family, the children of the poor worked for long hours in dangerous jobs for a very low pay, earning only 10 to 20 per cent of an adult male's wage. In the year 1788, out of the total workforce employed at the water – powered cotton mills of Scotland and England, two – thirds comprised of children. In

Great Britain, one-third of poor families were without a breadwinner, as a result of death or abandonment, hence children were forced to work from a young age.

The Victorian era is noted for employing young children in factories, mines and as chimney sweeps. In coal mines, children began working at the age of 05 years and generally died before the age of 25. They would crawl inside the tunnels that were narrow and too low for adults. They also worked for long hours from 4.00 am until 5.00 pm. Due to the dangerous conditions in the mines some children died from gas explosions. Many developed lung cancers and other diseases. Chimney sweeps employed “climbing boys” and “climbing girls” who would scale narrow chimneys, with some master lighting fires under them to force them to climb faster. Some would often fall to their deaths in the process. To retrieve cotton bobbins from under the machinery, the cotton mills would employ children. These children would be termed as ‘scavengers’. Their working conditions were harsh and risky. These children were made to work all through the day for six days in a week. Most children lost their hands or limbs in the process while few others lost their lives by being crushed under the machines. Young girls working at match factories would often develop phossy jaws because of the constant inhalation of the phosphorous fumes.

The children working at the glasswork factories suffered regular burn injuries and at times were even blinded. Majority of the children employed at the pottery factories were exposed to inhalation of clay dust which is a poisonous substance. Children also worked in agriculture, with a gang master walking behind them, whipping them if they stood up before they reached the end of the field. Children also worked as errand boys, sweepers, shoe blacks, or selling match boxes, flowers and other cheap goods to earn a living.

Child labour is a complex problem whose roots are deeply embedded in cultural, social and economic structures and traditions. Most of the children who work are not privileged to make

their own free choice. This can have an immense impact on the child's physical and intellectual development. Child labour is understood by the International conventions and National Legislation as a violation of Human rights. Hence the attack on child labour must be comprehensive and advance on several fronts simultaneously (Berquele, 1995). Preventing child labour is the ultimate objective. The removal and rehabilitation of the millions of children who are currently working in harmful conditions is important, but unless the flow of children into work is stemmed, the violation of child rights will persist on a wide scale. The absence of reliable data constitutes a handicap in assessing whether child labour has been increasing or diminishing over time. In parts of Asian continent the number of working children may have established a decline in recent years as a result of favourable factors such as higher per capita income, the spread of basic education and a reduction in the size of families (Das, 1990). On the other hand, child labour is likely to have increased in the African continent due to rapid population growth; reduced standards of living resulting from the economic crisis; insufficient public investment in education; and the HIV/AIDS pandemic that have turned thousands of children into head of households (S Barge, 1998). But it is impossible to know with any certainty whether or not these hypotheses are true. Evidence is also emerging of growing commercial sexual exploitation of children in many countries, including those that have achieved rapid economic growth.

Most child workers are found on farms, in households and in informal workshops where they are normally beyond the reach of protective Labour legislation and inspection. A considerable number are also to be found in domestic service and on streets as self-employed traders. It is in these sectors of the economy that children tend to be exposed to the most serious abuses and the greatest risks (Mishra, 2000). Another disturbing trend is the very early age at which many children start to work – particularly, in the rural areas where they start working at the age of 5 years or 6 years. This is particularly serious aspect of the child

labour problems, since the younger the child starts to work the more vulnerable he or she is to workplace hazards, exploitation and ill-treatment. The situation is becoming even more serious as children are being sold and smuggled secretly across national frontiers for the world sex market. They are often held in prison-like conditions separated from their families in remote foreign countries whose languages, laws and customs they do not know. Girls are at a risk of early pregnancy, they are exposed to sexually transmitted diseases, as well as being subjected to serious psychological problems. Children also work in bondage conditions. Debt bondage which involves Children becoming a sort of human collateral for the debt incurred by their parents is a common form of child slavery in some countries (Basu, 1999).

**UNICEF (2004)** has classified child work into three categories:

Within the family:

Children are engaged without pay in domestic household tasks, Agricultural pastoral work, handicrafts/cottage industries.

Within the family but outside Home:

Children do agricultural/pastoral work which consists of seasonal or full time migrant labour, local agricultural work, domestic service, Construction work and informal occupation.

Outside the family:

Children are employed by others in bonded work, apprenticeship, skilled trades, industrial unskilled occupations/mines, domestic work, Commercial work in shops and restaurants, begging, prostitution and Pornography.

The Two major forms of child labour are as follows:

### Migrant child labour:

Child migrates from a rural area to an urban area or from smaller to large towns and cities either alone or with the entire family. Their intention is either to get better employment opportunities or to escape bondage.

### Bonded child labour:

Child is pledged by the parents to the employer in lieu of payment for debts. The rates of interest on loans are so high that the amount to be repaid accumulates every year, making repayment almost impossible.

Under the Urban child labour we have three broad categories of children:

### Children on the street:

Working children who have families but spend most of their time in street, they earn for themselves and may or may not contribute to the family income.

### Children off the streets:

Working children who have left their families in the villages or towns and have migrated to the cities. They do not have a proper home and hence spend their nights at the railway platforms, bus stands etc. They live independently and usually spend all that they earn in the same day.

### Abandoned/Orphaned children:

Working children without families or whose families have abandoned them. They spend their lives on the streets without any kind of support and hence the most exploited and abused of the lot.



Globalisation is meant to aid the economies of the world in achieving higher levels of growth and development. But on the contrary, in the developing economies the phenomenon of globalization has aggravated the problem of child labour on account of collateral indebtedness and the widening gap between the rich and the poor countries, despite all good intentions. The exact impact of globalization and trade liberalization on child labour is uncertain. But children are among the principal victims of this process. As countries attempt to cut production costs in export industries, they may be tempted to employ children to acquire or maintain competitive advantage in world markets. In many developing countries the National Governments spend less on basic services like education because of the structural policies of adjustment adopted by them. This leads to increase in child labour.

In recent years, domestic as well as foreign firms have started using child labour to cut cost and maximize profits. International competition gives rise to demand for cheap goods which indirectly results in global exploitation of child labour (Bura, 1997).

It is a myth that child labour is only confined to the poor nations. In reality, even the developed nations have a surprisingly large number of child labourers. It mostly takes place within the ethnic minority or immigrant group. The UK and USA have adjusted themselves for a rise in the number of children in their work force. Part time work in the rich and developed countries by children in their early teens is considered socially acceptable. The involvement of migrant children (in USA) in agriculture is routine and occupational hazards are common (Dinesh, 1988).

Since child labour is a knotty issue, conventional statistics is unable to accurately account for the world's population of working children and as such allows the developed nations to put the blame for increasing child labour upon the under developed nations and developing nations. The west has controlled most of the international agencies involved in calculating

global child labour. Developing countries have been the target of a fault- finding exercise by many western scholars and organizations.

The most horrible forms of child labour are experienced by lakhs of children around the world. This includes Child Slavery, Child Prostitution, Child Trafficking and Child Soldiers. Among the children aged between 10 years to 14 years the working rate is 41.3 per cent in Kenya, 31.4 per cent in Senegal, 30.1 per cent in Bangladesh, 25.8 per cent in Nigeria, 24 per cent in Turkey, 17.7 per cent in Pakistan, 16.1 per cent in Brazil, 11.6 per cent in China (Verma, 1990).

India has the highest percentage of child labourers in the world, thus attracting a negative publicity towards itself. The child labourers earn little and struggle to make ends meet. Going to school is seen as a faraway dream. Poverty is a major reason behind the parents forcing their children into work, even if that occupation is hazardous. In some cases a child's income accounted for between 34 and 37 per cent of the total household income. In India the emergence of child labour is also because of unsustainable systems of landholding in agricultural areas and caste system in the rural areas (Chaudhri, 1996).

According to Burra (1997) many children are found to be working as bonded labourers in India. Children who work to pay-off their debts and that too in conditions of slavery are considered as bonded child labourers. The parents are enticed by the factory owners through their initial sweet talks and deeds into giving their children for working in industries. The lower castes such as dalits and tribals are the groups more vulnerable to exploitation. Some children cannot go to school because of the cost associated with schooling. Hence the next best thing for such children is to work rather than to stay idle. Sometimes parents feel that their children are better-off working rather than going to school as on the job training helps them in acquiring and enhancing skills required for the labour market. Lack of employment

in the rural areas also causes people to migrate to urban areas. Unemployment, alcohol abuse, disillusionment of better life etc. leads to the deterioration of the family. Emergence of street children is seen as an outcome of such deterioration. The girls are often forced to work as domestic workers, sex-workers and beggars. They earn low wages and their living condition is unhealthy.

The Indian Economy in the recent years is showing a trend of greater inclination towards Liberalization, Privatisation and Globalisation which is having a formidable impact on the labour market. Publicly owned corporations are being privatized and public expenditure is being reduced. Private entrepreneurs look for profit maximization. Thus in a bid to maximize profits and to keep their products cost effective and competitive in the global markets they employ child labour so as to get a low wage advantage. This trend thus increases the employment of children in the work force.

The State of Goa is also facing the heat of the child labour menace. Goa is a small state with a small geographical area but has a large coastline stretching for about 105 kms. The pristine and tranquil beaches along this coastline make Goa a world tourism destination. These beaches were frequented in the past by foreign tourists (locally known as Hippies) who would come to Goa to enjoy and make merry during the months of October to February, mostly to escape harsh winter conditions in their country. Later they would return to their country. During this period Goa had a small population. But of-late the statistics are changing. The population of Goa has shown a tremendous increase from 11.70 lakh people in 1991 (Census 1991) to 14.57 lakh people in 2011 (Census 2011) on account of the large migrant influx coming into Goa from the various states in India and also from various countries across the world. This is set to further increase if no orderly checks are implemented. In the present scenario Goa has emerged as a top tourism destination of the world because of the growth and development of the tourism sector in Goa. It is also one of the major revenue generating

sectors for the Goan Economy. The people migrate to Goa with dreams in their eyes and hopes in their heart so as to make a better living for them and their family. Hence adult migration into Goa from the various states in India is on the rise. These migrants get themselves employed in petty jobs in the various sectors of the Goan Economy and work for low wages. The families of these migrants follow them to Goa on most occasions. When they fail to achieve a good living, they then force their children to work and this increases child labour. Most of these child labourers are employed in the mining industry, construction industry and tourism industry. Some child labourers are also employed in the agricultural sector and work on farms and plantations. A few others work as street vendors.

In the new millennium the problem of child labour is a global challenge. All over the world millions of children turn into child labourers on account of various socio-economic problems they face in the society. Child labour is indeed an insult to the human honour and morality. The society will never be able to harness the true potential capabilities embodied in its children if it neglects their development in the present.

## **1.2 NATURE OF THE RESEARCH**

This study is descriptive and analytical in nature. The study examines the child labour that is prevalent on the beach shack restaurants across the coastal areas of Goa. It helps us to understand the Socio- Economic profile of these child labourers in Goa and also finds out the causes that drive the children into work. The working conditions of these child labourers is also analysed and assessed through this study. It helps us in better understanding the evil of child labour and the extent of exploitation bestowed by the employers upon these child workers. It further also examines the problems faced by these working children.

### **1.3 STATEMENT OF THE PROBLEM**

Goa is acknowledged as one of the most developed states of India according to the Raghuram Rajan Committee's multi-dimensional index of backwardness. This small coastal state of India outperforms most of the other states on several indicators, from education to poverty rate to health. In Goa the Infant Mortality Rate (IMR) is at 8.55 per 1000 live births when the national average is at 42 per 1000 live births. Here the rate of institutional deliveries is very high at 96.3 per cent and the Maternal Mortality Rate (MMR) is very low, at less than ten in a year, according to the Goa State Planning Board. The sex ratio of Goa which stands at 961 females for 1000 males is pretty good compared to the other states and the National average which stands at 933 females for 1000 males. Goa on many occasions has been recommended as the best place to be born in India. Majority of the people in Goa patronize the Goa Medical College located in Bambolim for any medical queries or health related issues as it is the State's biggest hospital. There are 24 Primary Health Centres (PHC) in the State providing medical facilities and assistance to even the rural villages of Goa.

Impressive progress of Goa is also seen in the field of education according to Dattaprasad Kholkar, deputy chairman, Goa State Planning Board. Goa has a literacy rate of 87 per cent (Census 2011) which is higher than the National average of 74.04 per cent (Census 2011). These are the fruits of the hard work and effort put in by the government through sustained awareness campaigns. There are a large number of schools and colleges in Goa spreading education to even the most remote villages. At the school level, the enrollment rates are high and the drop-out rates are low. There are also ample, institutes of higher education providing technical and professional training to the people of Goa.

Goa is one of the richest states of India with a per capita income of Rupees (Rs.) 224,138 which is over thrice the national average of Rupees (Rs.) 74,380. According to figures

released by the Planning Commission, Goa also has only 5.09 per cent of the population living below the poverty line. The Goan land is rich in minerals and ores of iron, bauxite, manganese, clay, limestone and silica. Mining is the second largest industry in Goa after tourism. Goa accounts for over 39 per cent of India's total iron ore exports. Thus Goa earns a lot of foreign exchange through mining.

Goa has a commendable manufacturing sector which contributes 38.05 per cent to the Gross State Domestic Product (GSDP). There are over 165 major manufacturing units and over 1500 active small scale units spread across the 20 industrial estates in Goa according to Mr. Nitin Kunkolienkar, former president of the Goa Chamber of Commerce and Industry. Most of the major manufacturing units are at the Verna Industrial Estate. The industries that manufacture tyres, tubes, footwear, pesticides, fertilizers, chemicals, pharmaceuticals, wheat products, steel rolling, cashew nuts, textiles and brewery products make up the medium scale industries in Goa. Goa being a coastal State, fishing is one of the primary occupations of the people of Goa. The fishing industry in Goa provides employment to around forty thousand people according to Dr. Sharmila Monteiro, Director, Directorate of Fisheries - Goa. However over the years this sector has lost its glory due to the fall in catch.

According to Mr. Nikhil Desai, Director, Tourism Department of Goa, tourism contributes an estimated Rupees (Rs.) 600 crores to the State revenue and provides employment to about a third of the population either directly or indirectly. It is also a major source of foreign exchange earnings for the State. Thus making tourism sector the numero uno sector of Goa.

In Goa there are two districts namely North Goa and South Goa, twelve talukas: Pernem, Bicholim, Sattari, Ponda, Tiswadi, Bardez, Mormugao, Salcete, Quepem, Canacona, Sanguem and Dharbandora and thirteen municipal councils: Pernem, Bicholim, Sanquelim, Valpoi, Ponda, Cuncolim, Quepem, Curchorem, Sanguem, Canacona, Margao, Mormugao

and Mapusa. There are also a large number of panchayats at the grass root level across Goa known for good governance. These panchayats bring about development at the village level. Basic amenities and necessities are available in even the most rural villages of Goa and as such there is no much distinction or divide between the rural and urban areas of Goa. In most other states of India we can see a vast divide between the urban areas and the rural areas.

From all these achievements it can be seen that in spite of Goa being a small state, it has made stupendous improvement and development on the social front and the economic front. Amidst all this clatter and clamour of social and economic development, there lies a silent issue of child labour. No one seems to pay much importance to this issue, neither the government nor the people. Many a times this issue is hushed off by the authorities. Child labour in Goa is not as high as that found in other states of India. Child labour in Goa may also be attributed to the large influx of migrants coming into Goa. But the reality is that Goa is facing the heat of the child labour problem.

In the various other states of India child labour is found to be employed in the formal sectors whereas in Goa a majority of the child labourers are employed in the informal and unorganized sectors, in spite of Goa having a recognizable formal sector. The migrant influx has been increasing in Goa over the decades on account of reluctance of the locals to take up petty and menial jobs as they prefer white collar jobs with high pays. The migrants are more than happy to take up these petty and menial jobs and that too for a low pay. With the increase in the migrant influx there is also an increase in the incidence of child labour. According to the Census reports in 1961 when the population of Goa was only 5.90 lakhs, there were only 62 child labourers in Goa, whereas in 1991 when the population of Goa was 11.70 lakhs, the number of child labourers increased to 2753. It can be seen that over the decades, the population as well as the child labourers are increasing and as off the latest Census report the population of Goa stands at 14.57 lakhs and the number of child labourers

stands at 6920 (Census 2011). Most of the child labourers are employed in the informal service sector of Goa. Within the informal service sector majority of the child labourers are employed in beach shacks/restaurants and hotels while some are employed in automobile workshops and as street vendors and rag pickers. A considerable amount of children are also seen to be working in sectors like agriculture, fish processing, mining, stone breaking and construction.

According to the Kuznet's curve theory on incidence of child labour when a country or state develops, the incidence of child labour would decline. But in the case of Goa we see a scenario wherein the State has developed but there is no subsequent decline in the incidence of child labour. On the contrary, we see an increase in child labour with the increase in development of the State. Goa may have achieved remarkable performance on a number of human development indices and may have achieved great laurels on the economic front but if it fails to safeguard and nurture its supreme assets then all this development and achievements are hollow. The children are the soul of the society and hence must be brought up in an atmosphere of utmost love and affection. If the soul is not at peace then the body can never be healthy. This is well said in the words of the Nobel Laureate and the great leader of Africa Mr. Nelson Mandela, "There can be no keener revelation of a society's soul than the way in which it treats its children". Thus if child labour is encouraged or if it is not curbed today then the society is in danger of losing out on the nation building process and hence losing out on true sustainable prosperity.

Child labour is one of the challenges that Goa has to deal with stern, determined and focused actions. The real solution to end the menace of child labour lies in understanding the causes that bring about child labour and the problems that these children face as child labourers. This study tries to identify the causes of child labour by systematically analyzing their socio-economic profile. The working conditions of the child labourers are also analysed in this



study. The problems faced by these child labourers during work are also brought to the forefront through this study. Through deep understanding and subsequently overcoming these causes and problems, we can perhaps be successful in achieving a victory over this evil of child labour.

#### **1.4 OBJECTIVES**

The major objectives undertaken in this study are as follows:

1. To study the socio-economic profile of child labour employed in beach shack restaurants across the coastal areas of Goa.
2. To analyse their working conditions.
3. To find out the problems faced by them.
4. To suggest measures to solve the problem of child labour and their rehabilitation.

#### **1.5 HYPOTHESES**

Following are the hypotheses of the study:

1. Most child labour employed in beach shack restaurants in Goa are migrants from the neighbouring states of Maharashtra and Karnataka.
2. Economic compulsion of the family influences child labour employed in beach shack restaurants in Goa.

#### **1.6 SCOPE OF THE STUDY**

The present study attempts to understand, analyse and document the socio-economic profile of the child labourers working in beach shack restaurants in Goa. This study not only involves the analyses of the child labourers, but also of the employers and the parents/guardians/relatives of the child labourers. To achieve the broad goal of the study, the working conditions as well as the problems faced by the child labourers at the place of work is examined and documented.

The focus of the study is on the socio-economic profile of the child labour employed at the beach shack restaurants in Goa so as to unearth the causes that drive them into doing this work. The study is based on the children employed in beach shack restaurants mostly across the coastal areas of Goa. The research is conducted in North Goa and South Goa. In the North of Goa eight beaches are taken for the purpose of the study. In the South of Goa also eight beaches are taken for the purpose of the study.

### **1.7 SIGNIFICANCE OF THE STUDY**

The issue addressed in this study is of global importance. Worldwide many innocent children are robbed of their precious childhood because of prevalence of child labour in the society. The children have their whole lives to work, but they have only a few years to be a child and as such should be allowed to enjoy their childhood to the fullest extent. They should be showered with love and affection and not with horror and abuse. Child labour is considered as a social evil but very little is done to contain this evil. As mentioned earlier, no society can prosper if it does not value its children which are the supreme assets of the society. It is rightly observed by Kailash Satyarthi (Winner of Nobel Peace Prize, 2014) that unemployment, illiteracy, population growth, poverty and other social problems are perpetuated because of child labour. Thus if we can understand the causes that bring about child labour and the problems that these child labourers face then we may be able to weed out this evil of child labour from the society.

Nationally and internationally there have been many studies conducted on child labour. These studies have ranged from measuring the effectiveness of labour laws to human trafficking to occupational hazards faced by the child labourers. But very few studies have been conducted about child labour being employed in the hotel industry. One such study is a study conducted by G. R. Rathod (2013) on the child labourers employed in the urban hotels of Pune. This

revealed that socio-economic factors were the primary cause of perpetuation of child labour. It was brought out that physical and psychological factors affect the health of the child labourers. A large number of child labourers are employed in hotels and motels along national highways and also in various cities, towns and suburban areas due to lack of government regulation in such establishments. Only the star category hotels are regulated by the government in India (Das and Singh, 2014). The state wise studies on child labour that try to find out the underlying causes and problems of child labour are even fewer. One such study is conducted by B. Lekshmanan (2002) on the migrant child workers employed in tea shops, restaurants and hotels in Kerala. It revealed that majority of the child labourers came from absolutely poor, illiterate and ignorant families. Push and pull factors were responsible for migration of children and that migrant children constituted a major workforce in the hotel industry of Kerala.

Since very few studies analyse the causes, problems and prospects of child labour this present study gains importance. To my knowledge there are no empirical studies on child labour employed in beach shack restaurants in coastal areas of Goa. Thus this present study is the first of its kind to take up the issue of child labour employed on beach shack restaurants in Goa and to extensively document and analyse their socio-economic profile, working conditions and problems. Goa being a tourism destination has a well-developed tourism sector. But the competition for supremacy is immensely tough. Thus to beat this competition the employers resort to employing child labour for low wages. The employers further exploit the misery of the working children by taking advantage of their helplessness. This study seeks to understand the causes that drive the children into working and the problems they face in their journey of childhood as workers. This study attempts to assess the problem at grassroots and how to overcome it. Only upon understanding these causes and problems, can we carve a better path for them. My study does so and thus it plays a crucial role in nurturing

the future human capital in the society by finding and trying to eliminate the odds that act as an impediment to their physical growth and cognitive development.

The findings of the present study are useful in assisting the concerned authorities as regards the framing of effective and appropriate strategies in controlling the menace of child labour in Goa. Further, the findings of the present study are also useful for the government, NGO's, researchers and other institutions. Being the first of its kind study in Goa, it can provide a useful base for further longitudinal studies in the future to find out if there are any changes in the socio-economic profile of the child labourers working in the beach shack restaurants in Goa.

## **1.8 METHODOLOGY**

Data for this study is collected from primary as well as secondary sources. Primary data is collected through field survey using interview schedules. Secondary data is collected from books, journals, documents, articles, government reports and the internet. The sample size is five percent of the total child labour in Goa. Although this is a qualitative study, quantitative techniques are used whenever and wherever required.

The unit of analysis of the present study is the child labour working in beach shack restaurants across coastal areas of Goa. The coastal belt of Goa is selected for the study because of its immense popularity as a tourism destination and thus a high rate of employment of child labour. A survey for the study was conducted from September 2013 to February 2015. Primary as well as secondary data is used in the study. Random sampling is a technique used in collecting primary data to draw a sample from the population and to analyse the data. Observation method is also another technique extensively used by the researcher where and when needed in this study. The field survey is conducted using interview schedules. A semi-structured interview schedule based on the objectives of the

study is used. Both closed and open-ended questions are included in the interview schedule. The open-ended questions are used to assist in exploring the current situation. In depth personal interviews with 300 individual child labourers are conducted. To get a closer insight into the socio- economic profile, working conditions as well as the problems faced by these child labourers 200 employers (100 each in North Goa and South Goa respectively) and 100 parents/gaurdians of the child labourer are also interviewed.

The data thus gathered relies largely on the survey and the observation method. As much as possible an attempt has been made to record valid and reliable information. This demanded a lot of hard work and determination, as the researcher had to visit the child workers at their place of work on a number of occasions. The researcher also had to visit the employers and the parents or guardians of the child labourers frequently. Visits were also conducted by the researcher to the homes of the child labourers wherever possible. Apart from all this, key informant interviews were also conducted by the researcher. These interviews yielded important qualitative data for the study. To gain additional information the researcher also conducted informal discussions with the adult workers at the place of work and outside the place of work.

A number of books, journals, documents, articles and government reports have been referred to gather the secondary data. Various social activists, public and Non- Governmental Organisations (NGO's) working on the issue of child labour were also contacted through the course of this study. The Goa Government departments such as The Department of Child and Women Welfare, The Department of Tourism, The Department of Fisheries, The Directorate of Census Operations Goa, The Directorate of Planning, Statistics and Evaluation, The Directorate of Industries Trade and Commerce and the Goa Chamber of Commerce and Industries were visited on a number of occasions to get relevant information for the study.

Informal interviews were conducted with the heads of these departments. A number of academicians were also contacted by the researcher to get valuable inputs for the study.

### **1.8.1 Sampling**

For the purpose of the present study, Goa is divided into two halves, namely North Goa and South Goa. In North Goa 08 beaches are chosen, namely Arambol, Ashwem, Morjim, Vagator, Anjuna, Baga, Calangute and Candolim. In South Goa: Bogmallo, Hollant, Betalbatim, Colva, Benaullim, Cavellosim, Palolem and Agonda are the chosen 08 beaches for the study. These beaches are chosen on basis of availability of a large number of beach shack restaurants. The researcher has visited 274 beach shack restaurants out of a total 337 beach shack restaurants allocated by the Department of Tourism, Goa for the year 2014. The sample size for the study is fixed to 300 respondents as the total population of child labour in Goa is nearly 6000. To enhance the study further, the total sample is divided into two equal halves, namely 150 respondents in North Goa and 150 respondents in South Goa. The study deals with finding and understanding the socio-economic profile, working conditions and the problems that are faced by child labourers working in beach shack restaurants across the above mentioned coastal areas of Goa.

### **1.8.2 Data Analysis**

Descriptive and Analytical analysis are used to analyse the primary data obtained from the 300 individual samples. 150 individual cases are developed based on responses from individual child labourer working in beach shack restaurants in North Goa and 150 individual cases are developed based on responses from individual child labourer working in beach shack restaurants in South Goa. All the cases are developed based on in-depth personal interviews conducted with the help of interview schedules and field observations.

### **1.8.3 Pilot Study**

To ascertain and assess the feasibility of this study, the researcher conducted a pilot study. For the purpose of conducting the pilot study two locations were selected from the sixteen locations chosen for the study across Goa. Calangute was the chosen location in the North of Goa and Palolem was the chosen location in the South of Goa. Three establishments each were selected on these locations. Through informal discussions with the employers and upon them ascertaining the purpose of my inquiry and study, they confirmed their willingness to participate in the study. The interview schedule was pre-tested during the pilot study so as to check and incorporate the changes if any. With slight refinement and alteration it was ready for final data collection.

### **1.9 LIMITATIONS OF THE STUDY**

This study deals with child labour which is an extremely sensitive issue and as such the validity of the study depends on the co-operation, willingness and sincerity of the children, their parents and the employers. The researcher faced a lot of difficulties in identifying and making a list of the child labourers for the purpose of the study as no precise data was available about the number of child workers working on the beach shack restaurants in Goa.

A lot of time and effort was spent in convincing the employers about the inquiry and purpose of the study. The employers were initially very reluctant to divulge any facts or details pertaining to the study. Rather they chose to play safe and refuted the existence of child labour at their establishment. Some employers showed deliberate ignorance about the various Acts, Rules and Regulations that govern child labour whereas a few others were genuinely ignorant. The researcher was able to convince the employers after a number of visits to the establishment and several informal discussions with them. Upon realizing the fact that this study in no ways would harm their economic prospects or jeopardize their business, they reported of employing child labour and conveyed their willingness to co-operate in the study.

Another problem faced by the researcher was that of puerility of the child labourers. On some occasions it was difficult to get proper answers from them on account of fear, apprehension and nervousness. Some children would even remain silent and it was a tough task for the researcher to get them talking. Many a times the information had to be extracted through observations. Most children spoke with compunction as they were uncertain about the purpose of the interview. Hence a lot of time had to be spent over several visits on building a good bond and accord with these children.

Some children were not able to speak candidly as they were being constantly watched by the adult worker or the employer during the period of the interview with the researcher. At times the interview of the child had to be continued on a successive day because of their busy working hours.

To unearth the true picture of the situation in totality, the researcher also had to conduct interviews and discussions with the adult co-workers outside and inside the place of work as well as with the parents of the child labourers by visiting their houses. Some parents could not be met as they were staying in the far away states from Goa. Hence the researcher had to meet and interview the guardians or relatives of the child labourer who were residing in Goa. A major barrier in communication was the language problem.

Another tedious and hardworking task for the researcher was that of arranging interviews with the heads of the various government departments. On account of the busy schedule of these departmental head's the interviews most often had to be re-scheduled to some other dates. Even upon successfully gaining an appointment to interact with these people, they would devote very little time for the interview in spite of the large and serious nature of the issue.



The Non-Government Organisations (NGO's) were helpful but mostly since they followed their own ideologies and worked within their own spheres and boundaries, they posed as an impediment for the researcher. Any affiliation to the Non-Government Organisations (NGO's) would ring alarm bells for the employers as well as the child labourers. The employers blamed the Non-Government Organisations (NGO's) for disturbing and imperiling their business and the child labourers mostly considered the Non-Government Organisations (NGO's) their enemy as the actions of such organisations would often jeopardise their job safety.

Above all, the study is restricted to only sixteen locations scattered along North and South of Goa. The conclusion thus drawn is based on the findings in only these locations.

## **CHAPTER 2: REVIEW OF LITERATURE**

### **2.1 INTRODUCTION**

Tremendous work has been done by researchers on the issue of child labour. Some studies establish the economic importance of child labour in the society through historic times while some studies reveal the socio-economic background, working conditions, extent of exploitation at place of work and the problems faced by the child labourers. Some studies deal with the issue of child labour in metropolitan cities whereas some studies deal with the issue of migration and child labour. There are also studies that deal with the employment of child labour in the informal service sector. Furthermore there are also other prominent studies conducted by various scholars that investigate the issue of child labour menace. All such studies are incorporated in this chapter.

The review of literature has been classified into various sections which are as follows:

- Economic history of child labour.
- Studies on child labour employed in industries in India.
- Studies on child labour in metropolitan cities.
- Studies on child labour and migration.
- Studies on child labour employed in informal service sector.
- Other prominent studies on child labour.

### **2.2 ECONOMIC HISTORY OF CHILD LABOUR**

Child labour is a phenomenon which is not only associated with the modern times but it was very much prevalent in the historic times, especially during the era of industrialization.

Various studies have been conducted to understand and analyse the economic role of child labour in the society through the historic times.

According to Tesfay (2003), the concept of employment of children during early industrialization can be understood by referring to historical economic literature in context of Britain and America. Development in this context is considered to be movement from a pre-industrial to industrial to a post industrial economy. Children have always been an integral part of the society from historical times. Thus, society is a body and children its soul. The researcher uses panel data methodology to study the relationship between national income and child labour. The data with regards to Gross Domestic Product (GDP) and child labour for 75 developing countries from 1989-1999 is used in the study. Various econometric analyses are carried out on the data. The study brings to light the role of the child labour at different stages of development. It is evident from the study that at low levels of development the incidence of child labour is higher compared to that at higher levels of development.

According to Horrell and Humphries (1995), the major factor responsible for the initial increase in the incidence of child labour was industrialization. In their study they investigate children's work using data set of household budgets during pre-industrial era, industrial era and post-industrial era. Various econometric tools are used in analyzing the data. It is revealed in the study that Britain and America had a recognizable proportion of child labour in their manufacturing work force during the period of industrialization. In Britain, earnings of the children became a central component of the family earnings. The children's share of workforce in key industries grew immensely as industrialization expanded. Similarly in the United States of America children in the age group of 10 years to 14 years began to be increasingly employed as gainful workers with the coming of rapid industrialization during

the period of 1870-1900. The study concludes that, the children who were mere household help in the pre-industrialization era when production was only limited to household consumption became major wage earners during the period of industrialization when production was carried on a commercial basis to suffice the needs of the market. Thus we can see a change in the nature of children's work with the expansion of factories and industries.

There are some studies that focus on the demand for child labourers and supply of child labourers so as to understand the economic benefits to the family as well as to the employers of the child labourers.

According to Goldin and Sokoloff (1982), during the early phase of industrialization, child labour was employed in various labour intensive industries to do low skilled and menial jobs. These jobs were often hazardous and dangerous. As child labour was cheap and abundantly available more and more children were being employed in the ever expanding industries. This scenario grew to such an extent that the employment of child labour was vital to the success of certain key industries. Many industries even started to substitute child labour for adult male labour as children were cheap to employ, more docile, very gullible and very easy to repress. The study also points out at the keen interest shown by the households in employing their children into key industries so as to improve their own standard of living. This study is conducted with the help of secondary data obtained from the schedules of the 1850 census of the manufacturing sector in northeast America.

The studies by Thompson (1963) and Nardinelli (1990) echo similar thoughts with regards to the economic role of child labour during the industrial era. Both these studies are based on secondary data obtained from various sources during the phase of industrial revolution in

Britain from 1780-1832. Statistical tools are used in analyzing the data. Their studies focus more on the supply of child labourers, though it also pays attention to the economic benefits provided by the child labourers to their employers. According to their studies, during the period of industrialization the key reason behind the households willingly allowing their children to be employed in mining and textile industries was the craving of the families to increase and improve their standard of living. By sending children to work the low income families could add on to the household income. The households were only taking advantage of the wage opportunities resulting from a high demand for child labour. Thus we can see that the supply side of child labour is not characterized by poverty but rather by the increasing incidence of child labour during the period of industrialization. Their studies also reveal that during the era of industrialization on account of expansion in industries large amount of labour was required. Adult labour was expensive to be employed on a large scale. Thus the next best option for the employers was to employ child labour which was cheap and abundantly available.

### **2.3 STUDIES ON CHILD LABOUR EMPLOYED IN INDUSTRIES IN INDIA**

The first nationwide study on child labour was conducted in 1954 by the Labour Bureau, Ministry of Labour by gathering secondary information and also by collecting primary data through a few spot investigations in plantation industry, mining industry, handloom and weaving industry, leather making industry, carpet making industry and pottery industry. Various nationwide rapid surveys and studies on child labour were initiated and funded by the Central Government in 1979, as it was declared as the 'International Year of Child' by United Nations Educational, Scientific and Cultural Organisation (UNESCO). These studies investigated the occupation in which children were employed and also focused on the dimensions of the child labour. These studies also weighed the existing labour laws with regards to their adequacy and implementation. Various facts like long hours of work, low

wages and exploitation were brought to the forefront through these studies. Further these studies recommended model legislation with regards to child labour and even pointed out at the need of involvement of trade unions, voluntary organizations, social workers as well as parents to assist in the enforcement of legislative measures.

There is a high concentration of child labour in several industries in India. This includes match stick making, fireworks, carpet weaving, glass and bangle making, brassware making, lock making, beedi manufacturing, gem stone polishing, diamond cutting and polishing, zari and embroidery, pottery, silk and handloom, brick making, mining and quarrying and agriculture. In the historic times the children from certain households would enter the work field to learn the traits of business either through observation or through on the job training alongside the family. But in the present era, the need of the hour forces the children from disadvantaged households to take up work, where they are most often exploited by the ruthless employers. Small surveys and studies have been conducted by researchers on these industries. The micro level study on child labour was reported as early as 1975. It is seen through these studies that the employment of children in the industries is mainly because the employer can constitute a cheap and uncomplaining workforce thus making them toil for long hours in hazardous operations and sub-standard hygienic conditions. Some surveys/studies on specific industries are as follows:

### **1. The Matchstick Industry**

The study conducted by Menon (1987) shows that Sivakasi has the largest single concentration of the child labour in the world. About 50,000 child labourers are employed in Sivakasi in Tamil Nadu out of which 67 per cent to 72 per cent of the working children are females. The survey method is used for the study. Out of the 500 registered match works factories in Sivakasi, 300 factories are surveyed for the purpose of the study. Interview

schedules and observation method is used to gather information. The aim of the study is to understand the health implications of child labourers working in match stick making factories. The study reveals that the entire production of matches in this area is non-mechanized. The children aged between 5 years to 16 years are loaded on to buses or vans belonging to the industries in Sivakasi town between 4 a.m and 5 a.m. every morning and are dropped back to their respective villages between 6 p.m and 9 p.m in the night. They earn a maximum of Rupees (Rs.) 6 to Rupees (Rs.) 7 per day after working for over 12 hours in a day. The working conditions in the industries are unsafe and detrimental to the mental and physical health of the child. They work in cramped environments with hazardous chemicals and inadequate ventilation. Minimum safety standards are not maintained in most of the units. Thus the study concludes that there is a serious threat to the health of the child labourers working in the match stick making factories.

A recent study conducted by Helen. R Sekar (2007) aims at throwing light on the gender bias prevalent in the matchstick making industry. The researcher conducts a survey of 350 match stick factory units in Sivakasi to gain valuable information. The total population is around 1200 units. The exact population cannot be gauged as primarily some registered units are inactive and secondly there are a lot of unregistered units operating in and around Sivakasi. Skillfully crafted interview schedules are used to get in-depth information from the child labourers as well as the employers. Parents of a few child labourers are also interviewed in this study. A few NGO's operating in the vicinity has been instrumental in aiding the researcher with regards to the conduct of the study. The study reveals that girls account for almost 90 per cent of total child labour force employed in this industry. It just shows that the percentage of female child labourers working in this industry has increased over the years. Almost all the child labourers are found to have a poor socio-economic background. The

study also reveals that there are many other unregistered factory units running in Sivakasi. The underdeveloped and drought prone conditions of the district have made possible the recruitment of children in this industry. The girls are employed in large numbers in this industry because of their skillful attributes, especially so with regards to rolling phosphorous on the match stick heads.

A study conducted by the Planning Commission in 1985 focused on the occupational and health hazards faced by the child labourers employed in the matchstick industry of Sivakasi. The study is conducted on 243 match stick producing units in Sivakasi. Experienced researchers are entrusted with the work of collecting primary data from these units. Semi-structured interview schedules and on field observations are used to record data. Data is analyzed using statistical tools and techniques. The study reveals that anaemia and respiratory diseases are amongst the major occupational hazards of working in this industry. The study notes that 49 per cent of the children have anaemia and another major complaint was recurrent abdominal pain. Owing to the poor socio-economic background of these children, they are compelled to work here irrespective of its dangers. The study concludes that there is a high prevalence of occupational and health hazards in the matchstick making industry.

The study conducted by Kothari (1983) on the child labour employed in matchstick industry of Sivakasi highlights the economic factors leading to the employment of children in this industry. The study also exposes the inhumane working conditions in the matchstick making factories. For the purpose of the study a survey is conducted of 200 matchstick making factory units. In-depth personal interviews are conducted with the child labourers, employers as well as the parents using interview schedules. Observation method is also used in the study to note down valuable information. The study reveals that children are employed in almost all stages of matchstick production. Every stage of the process of producing matchsticks is



hazardous. The study also reveals that the children are made to work for long hours in dark, ill-ventilated rooms and this causes severe eye-strain, night blindness and premature blindness. They are paid very low wages for the amount of work they do. The child labourers are found to be from the lower strata of the society. The study further reveals that a combination of economic and political factors is responsible for the extent and perpetuation of child labour in Sivakasi. Towards the conclusion, the researcher is in strong favour of a need to improve the working conditions, wages and welfare facilities such as schooling and enforcing the laws strictly.

## **2. The Fireworks Industry**

The fireworks industry at Sivakasi accounts for about 90 per cent of India's production of fireworks. According to the 1991 Census there were 30,000 child workers working in this industry but the figure was put at 33,000 according to the study conducted by the State government (1994-95) which was sponsored by the United Nations Children's Fund (UNCF). Currently there are 40,000 child workers employed in this industry (Fr. Thamburaj, 2010). Children are engaged to fill flower pots and rings, to fix the fuse in the fireworks and to make paper pipes according to J. Lazer, Secretary, Sivakasi Unit of Centre of Indian Trade Unions (CITU). During this process they handle hazardous and poisonous chemicals.

A study on Sivakasi Fireworks Industry is conducted by CAUVERI- Development Office, Tiruchy, Tamil Nadu- India (2010) to understand and examine the socio-economic profile, working conditions and problems of the child labourers. For the purpose of the study 152 registered fireworks units are used as sample from a total population of 630 licensed factories in the Virudhunagar district. Survey method is used in this study. The study reveals that the child labourers working in this industry are from extremely poor and vulnerable sections of the society. They are forced to join this industry on account of poverty. The study also reveals

the pathetic working conditions of the child labourers. They are made to work in small cubicles where they are made to sit on gunny sacks to fill or roll hazardous chemicals and gunpowder in the various fireworks products. It is also noted through this study that owing to the strict enforcement of law by the authorities, the fireworks manufacturers have changed their work pattern, and are giving out contracts of pipe making to contractors who in turn hire children to work. Sometimes they also subcontract to households that employ a large number of children. Thus children have now started to work from their homes but their working conditions are still pathetic. Furthermore the study reveals that asthma and Tuberculosis is prevalent among 90 per cent of the child labourers involved in filling of sulphur powder, aluminum powder and gunpowder in the various firework products.

### **3. Carpet industry**

The Mirzapur-Bhadoi belt in the State of Uttar Pradesh is the most important carpet producing area in India. According to a study conducted by National Council for Applied Economic Research (NCAER) in 1992, the carpet industry in Mirzapur-Bhadoi belt accounts for about 85 to 90 per cent of the total value of carpets exported from India. The sample size for the study is 500 child labourers working in the carpet industry of Mirzapur-Bhadoi belt. Valuable information is collected from these child labourers through in-depth interviews and on field observations. The study reveals that the child labourers working in these carpet weaving units are having a poor socio-economic profile. The study also reveals that children are employed in various processes in the carpet industry like sorting, knotting, weaving, washing and dyeing. These activities are treated as hazardous. The study further reveals that since the child labourers are paid on per square yard basis they end up working for roughly around 12 hours in a day. On an average they earn a daily wage of Rupees (Rs.) 12.20/-. The study further also reveals that almost 91 per cent of the sampled children slept and lived within the weaving shed. Lighting, ventilation and sanitation facilities are found to be

negligible or missing. It is seen through the study that the reasons for employment of children in this industry on such large scale is their thin tender fingers and their superior and sharper eye-sight which are essential qualities in weaving intricate and exquisite designs.

There are 1.5 lakh child workers working in the carpet industry of India (Tripathy, 1991). According to a study published by Carpet Export Promotion Council of India (CEPC) in 1998, the child workers accounted for only one per cent of the total workforce (600,000) in the carpet industry. According to Singh (2003) in the Mirzapur-Bhadoi belt there are 12,786 enterprises involved in carpet making. The total workforce is 71,774 out of which 6500 are child workers. The carpet industry in Kashmir employs a considerable large amount of child labour according to a study by Hussain (2011).

A study is conducted by Juyal (1993) on the child labourers working in the carpet industry of Mirzapur-Bhadoi belt to understand and examine the socio-economic profile, working conditions and their problems. The sample used for the study is 362 carpet weaving enterprises covering 14 villages across the Mirzapur-Bhadoi belt. The researcher estimates that out of the total workforce of 600,000 workers employed in the carpet industry there are 450,000 child labourers. These chosen units are meticulously surveyed using interview schedules and field observations. The study reveals that the working conditions of these child labourers are pathetic as they are made to work for long hours without adequate rest intervals in ill-ventilated places where even the lighting is insufficient. The study reveals that the child labourers are earning a monthly income of Rupees (Rs.) 75 to Rupees (Rs.) 300 based on various parameters such as age, experience and skill. The study also reveals that there is a high incidence of tuberculosis amongst these children as they are continuously exposed to fluff and dust from wool and cotton. They also suffer from anaemia, poor vision, night blindness, swelling of limbs and allergies on account of the miserable working conditions.

The poor socio-economic background of these children drives them into working in this dreaded carpet industry.

According to a study conducted by Venkateswarlu (2006), nearly 70 per cent of the carpets that are exported across the globe originate from the Mirzapur-Bhadoi belt. This study is based on primary data collected through interviews with child labourers, adult carpet weavers, labour contractors, exporters, NGO's and government officials. Semi-structured interview schedules, case studies, field observations and focus group discussions are used in this study as tools for data collection. The study is conducted in four districts across thirty villages in and around the Mirzapur-Bhadoi belt. Random sampling is a method used to select 50 per cent of the villages and purposive sampling is used for selecting the remainder of villages. A survey is conducted in a total of 240 looms. The study reveals that the child labourers working in these looms are found to have an extremely poor socio-economic background. They are made to work in ill-ventilated and poorly lit rooms for long duration of time and that too without been given sufficient rest intervals. They are given low wages for the amount of work they do. They are paid between Rupees (Rs.) 300 to Rupees (Rs.) 600 per month depending on the hours they put into work, years of experience, age of the child and level of skills. This clearly indicates exploitation. The study also reveals that the child labourers are exposed to the risk of tuberculosis, night blindness and poor vision on account of their working conditions. The study further reveals that Varanasi, Allahabad, Panipat, Jaipur and Agra are the new production sites of the carpet industry where child workers are employed on a large scale.

#### **4. Glass and Bangle industry**

According to Tripathy (1991), the glass industry of Firozabad produces 99 per cent of India's glass bangles. It is also famous for production of glass-ware, glass blocks, glass beads and

glass pottery. Children are employed in large numbers in this industry. The combination of heat, dust and intense noise in the factories has severe repercussions on the health of workers. The health of workers is cut-short by 10 years to 15 years. It is estimated that 60,000 children are employed in the glass industry at Firozabad. Children are employed in almost all the processes of bangle making and glass blowing.

The miserable working conditions and the exploitation of the child workers working in the glass industry on account of their poor socio-economic background are brought to the forefront in an impressionistic study conducted by Dr. Neera Burra (1997) on these child labourers. Inside the factories the working conditions are appalling. Children sit in front of furnaces where the temperature is about 700 degrees Celcius and draw molten glass from tank furnaces in which the temperature is between 1500 degrees Celcius to 1800 degrees Celcius. The rooms are full of soot and there is no ventilation as otherwise the flames could be extinguished. The child workers work continuously for almost 12 hours. The wages are low and if the worker does not report for work they do not get wages for that period. These children suffer from ill health, loss of childhood, education and leisure. Most of the child workers suffer from asthma, bronchitis, cough and other dust-related diseases as they constantly inhale glass fumes, acetyl fumes and other pollutants. Burns and cuts on hands and feet are common amongst these children. Their physical growth is retarded. Cataract and night blindness are common occupational hazard in this industry.

## **5. Brassware Industry**

According to a study on child labour by Burra (1997), Moradabad located in Uttar Pradesh is one of the most important regions for production of metal ware in the country. It is known for its decorative brassware such as vases, planters, plates, coffee tables and various other objects of art. Children are involved in a variety of processes like casting, scraping and

electroplating. The main reason behind the use of children in this industry is that children are paid less than adults and hence production costs are kept low. Illiteracy among parents, lack of awareness about the hazards of employing children along with economic compulsions helps in ensuring the employment of these children.

The study further adds that in the Pandan industry of Hyderabad, which specializes in making historical brassware products the employers give advance to parents to lure them towards sending their children to work. This advance is then adjusted against the wages of the children. Children work in dingy workshops with very poor sanitary facilities and are exposed to serious hazards. On an average, the children work for 10 hours in a day. Fifty percent of workers involved in moldings in the box furnace workshops are children. They stand barefoot on top of the furnace and are not provided with any protective gear. They are also not provided with safety masks and hence constantly inhale fumes and gases from the furnace. These children most often suffer tuberculosis and other respiratory tract problems on account of poor nutrition and bad working conditions.

## **6. The lock Industry**

In a study conducted on child labour by Sekar (2001), it is revealed that about 80 percent of the country's locks are made in Aligarh district of Uttar Pradesh. For the purpose of the study 18 mohallas are selected from the 48 mohallas in 28 wards across Aligarh. These locations are selected based on the high concentration of child labourers. Random sampling is used in the study. Out of the 18 mohallas selected 700 households with working children and 300 households without working children are selected. Interview schedules are used to interview the child labourers, parents and employers and teachers. Observation method and focus group discussions are also used in the study to gain valuable information. School survey is also conducted by the researcher to assess the schooling and school drop-out status. The study

aims at understanding and examining the socio-eco profile of the child labourers, the working conditions and the health problems faced by the child labourers working in the lock industry. The study reveals that children work as part of the family labour and are engaged in almost all processes like working on hand-presses, polishing on buffing machines, electroplating and spray painting units, for filling components, making springs and assembling and packing of locks. All the processes are hazardous for their health. The study also reveals that children get exhausted under the harsh factory conditions since they are made to work for very long hours, but most often their family compulsions keep them going on as the method of payment is the piece-rate system. Exhaustion causes carelessness which often results in accident such as losing the tips of the fingers while working on machines. The study further reveals that children start showing signs of pneumoconiosis, tuberculosis and bronchitis upon having worked for three to four years. Those working in electroplating and painting units are prone to suffer from occupational dermatitis, eczema and even lung cancer. Towards the conclusion, the study focuses on the importance of education and better legislative laws so as to eradicate child labour.

## **7. Beedi Rolling Industry**

According to Punekar (1975), Tripathy (1991) and Dube (2013) Madhya Pradesh is a hub for the beedi rolling industry of India but beedi rolling industry is also very prominent in Karnataka, Andhra Pradesh and Tamil Nadu. Their studies are based on first hand primary data collected through surveys of the various beedi rolling units. Interview schedules and on field observations are used to gather valuable information. The studies by Tripathy (1991) and Punekar (1975) are conducted on beedi rolling units across the Sagar district of Madhya Pradesh. The study by Dube (2013) focuses on the beedi rolling units in the city of Jabhalpur in Madhya Pradesh. Their studies reveal the pathetic working conditions and the health hazards faced by the child labourers working in the beedi rolling industry. The socio-

economic background of the child labourers is also revealed through their studies. The studies also reveal that Madhya Pradesh employs an estimated two lakh child workers in its beedi rolling industry. The main work of the child worker is to roll the beedies. They are also used by the employer to clean and cut the leaves as well as to close the ends of the beedies. The studies further reveal that the wages given to the child labourers is very low as compared to that given to an adult worker who on the contrary does less work than that done by the child labourer. The child labourers receive a monthly income of Rupees (Rs.) 100 to Rupees (Rs.) 300. They are exploited by their employers on the grounds of quality standard. The child labourers are often paid less or their salary is deducted on account of the beedi not being rolled to the appropriate standard. These child workers are at high risk of developing tuberculosis or lung cancer as they start to work in cramped conditions for long hours from a young age and also as they constantly inhale the smell of the beedi leaves. Towards the conclusion the studies reveal that the child labourers continue to work in this hazardous industry on account of their vulnerable social and economic status in spite of the health risk faced by them.

### **8. The Gem Stone Polishing Industry**

Jaipur, a city in Rajasthan which is lovingly called as 'The Pink City of India' is famous for its coloured gem stones. There is a high demand for these glittering and shining gem stones across India as well as the world. But the sad reality is that the shine and glitter that these gem stones have come at the cost of the childhood of many children.

According to Tripathy (1991), ten thousand child workers are employed in the gem stone polishing industry of Jaipur. Children are engaged in the cutting of the stones, faceting and polishing the semi-precious stones with oxides. As these child workers come from very poor families they agree to work for low wages offered to them by the middleman who hires them.



Children are apparently engaged as apprentices for a few years and are occasionally given old clothes, food and a few rupees so that they continue to be interested in the work. Later as they gain experience they are paid Rupees (Rs.) 100 to Rupees (Rs.) 200 per month. Since the job requires intense visual effort and the work is carried on in insufficiently lit rooms, the strain on the eyes is immense. Due to bad sitting posture, insufficient sitting space, children suffer from severe pain in their body joints. They also injure themselves frequently while cutting the stones.

### **9. Diamond Cutting and Polishing Industry**

A study conducted by the Operations Research Group, Baroda under the sponsorship of the Social Welfare and Nutrition Division of the Planning Commission (1993) on child labourers employed in the diamond industry revealed a sad plight of these children. This study was conducted by visiting 303 diamond cutting and polishing units in Surat. A total of 524 child labourers were interviewed. In addition to this, 153 parents and 56 employers were also interviewed. These children on account of constant drought, acute shortage of water, lack of irrigational facilities, strong caste and village linkages had to migrate to the cities wherein to earn a living they were forced to work in this flourishing diamond polishing industry.

According to ILO (1997), Gujarat contributes 70 per cent of the total processed diamonds in India but the diamond cutting and polishing industry is also fast developing in Tamil Nadu, Kerala, Maharashtra and Rajasthan. In the year 1997, according to the International Conference of Free Trade Unions (ICFTU) child labour was highly prevalent in the Indian diamond Industry.

According to a study on child labour by Desai (2001), it is revealed that the main hub for diamond cutting and polishing in India is Surat in Gujarat but Palanpur and Bhavnagar are

also catching up. There are roughly around 3000 diamond cutting and polishing units in Surat. For the purpose of the study a survey is conducted in 400 diamond cutting and polishing units in Surat. Interview schedules are used to conduct interviews with the child labourers, employers and parents/guardians. Secondary data is also used for the purpose of the study. The study throws light on the working conditions and problems faced by the child labourers working in the diamond cutting and polishing industry. This study reveals that the percentage of child labourers employed in the diamond polishing industry of Surat is as high as 25 per cent of the total workforce. The study also reveals that the working conditions of these child labourers are very poor. They are made to work for long hours in overcrowded conditions and that too for a cheap pay. Very often there are also cases of abuse. All this leads to headache, eye strain, malnutrition and respiratory problems in the child labourer. In this industry the job scenario for these children is short-lived and many of them are rendered jobless in their teens on account of eye defects. The employers heartlessly retrench them on the first signs of eye defect.

#### **10. Zari and Embroidery Industry**

Worldwide India is famous for its zari work and intricate embroidery. According to Tripathy (1991), Lucknow is the heart of the zari and embroidery industry in India. This industry in Lucknow employs 7000 child workers. The child workers are exploited by the employers with regards to wages. They are paid very low wages or no wages at all on the pretext of being employed as child apprentice. But on the work front they are made to do maximum work. They are made to work in crowded rooms which are dimly lit. Thus it puts a strain on their eyes and also causes other respiratory health problems.

According to a survey conducted in 2003 by Bachpan Bachao Andolan (BBA), a Non-Government Organisation (NGO) run by Kailash Satyarthi (Nobel Peace Prize Winner, 2014)

and according to Times Online (2011), it is seen that in the recent times this industry is become quite active in Delhi, the capital city of India. The survey is conducted by professional researchers in potential areas in and around Delhi. First hand primary information about the working conditions, social and economic background as well as the problems faced by the child labourers working in this industry is obtained from the survey. Case study method is also used in this study to understand the intricate details of this industry as well as that of the child labourer. Through the study it is found that there are around 1.75 lakh to 2.10 lakh child workers employed in the 5000 to 7000 zari and embroidery units functioning in Delhi. The study reveals that these child labourers start as shagird (apprentice) and end up becoming karigars over the years. The survey also reveals that most of the child labourers work as slaves or as bonded labourers as their socio-economic culture creates an atmosphere that favours such practices. Their salaries range from zero to Rupees (Rs.) 300 per month. The study further reveals that sometimes their shagird status is exploited by the employers by assigning them duties such as helping in cooking for the unit as well as cleaning and washing of clothes. The study concludes that the birth rights of every child such as freedom and learning should be honoured in a conscious society. The study also points towards education and as being the path towards elimination of child labour.

According to a study by Globalmarch (2010), the ordeal of the child workers working in the zari and embroidery industry is heart wrenching. The study is conducted on child labourers working in zari and embroidery industry of Lucknow, Uttar Pradesh; Tirupur, Tamil Nadu and Delhi. The sample size chosen for the study is 500 child labourers from each location respectively. The total population is around 25,000 to 30,000 (Lucknow- 7000; Tirupur-8000 to 12000; Delhi-10000 to 11000). The study reveals that the children are employed into this industry because of their tender and nimble fingers but a few years through the treacherous

process of this industry they are in a bad shape. They develop defects of hands and fingers and also develop weak eyesight over the years as they are made to do tedious work in overcrowded rooms that are ill-ventilated and often poorly lit. They have to work for long hours in these extreme conditions. The study concludes that the child labourers working in the zari and embroidery industry are ruthlessly exploited by their employers. The condition of the child labourers within this industry is so bad that upon contracting any health problems they are immediately retrenched from job without any medical allowance or benefit.

### **11. Pottery Industry**

The studies conducted on child labour employed in the pottery industry of India by Bhattacharya (1982) and Wal (2006) reveal almost similar findings with regards to the socio-economic background of the child workers, the working conditions, the problems faced by them and the exploitation at place of work. According to these studies Khurja in Bulandshar district of Uttar Pradesh is the core of the pottery industry in India. The pottery Industry of Khurja which is a 600 year old traditional industry employs a large number of child labourers. The studies reveal that children up to the age of 14 years account for up to 25 per cent of the total workforce employed in the 500 units existing in khurja. Most of the child labourers are either sold or pledged to the thekedars (middleman) by their parents or family in return for money as they come from economically and socially lower strata of the society. The thekedars beat the childhood out of these innocent souls. The children are normally employed as phantiwalas (helper boys) who make several trips carrying heavy load on their heads in the scorching heat. They cover up almost five kilometers to six kilometers in an eight hour shift. This leads to fatigue and tiredness in the child workers. They also develop muscle aches and pain. In spite of the extreme hard work, dedication and effort put in by the child workers they are hardly paid Rupees (Rs.) 150 to Rupees (Rs.) 300 per month. The practice of paying salary on a piece rate basis by the employer is highly exploitative.

## **12. Silk and Handloom Industry**

The world's second largest silk producing country is India (INSERCO, 2014). Karnataka, Tamil Nadu and Uttar Pradesh are found to be major states in India's silk industry employing an estimated 350,000 child labourers according to a study conducted by Human Rights Watch in 2003 on child labour employed in the Indian Silk Industry. The official figures given by the government seem to be around 35,000 to 45,000. Most of the children employed in the silk industry of India are bonded child labourers who are often pledged by their parents to the employer for some money.

The primary producer of silk thread in India is Karnataka (TOI, 2002). A study on child labour employed in the silk and handloom industry is conducted by Bhargava (2003). For the purpose of the study 600 child labourers each are interviewed across Mysore, Varanasi and Kancheepuram. Interview schedules and on field observations are used to collect data. The parents and the employers are also interviewed so as to get a better picture into the working conditions and the health problems faced by the child labourers working in this industry. The researcher also takes help and assistance from the NGO's with regards to data collection. The study reveals that children are employed in sericulture and silk thread spinning process in Mysore, Karnataka where they are forced to dip their hands in blistering waters to palpate the cocoons or they are employed at the spinning wheels for spinning the silk threads. They often land up injuring their hands severely. Even though these children work from 7.00 a.m to 9.00 p.m they are paid a pittance. The study also reveals that Varanasi in Uttar Pradesh and Kancheepuram in Tamil Nadu convert the fine silk threads into the finest silk saris. Here children are employed to work on the silk handlooms because of their nimble fingers which enable them to weave intricate designs and borders but yet they are paid around Rupees (Rs.) 60 to Rupees (Rs.) 100 per month. The study further reveals that the child labourers are exposed to various health problems as they work for long hours in crowded silk looms under

damp and poorly ventilated conditions. There is also a likely possibility of them suffering from lung, heart and skin diseases. The study concludes that the working conditions of the child labourers employed in this industry are pathetic and that they are prone to a lot of severe health risks which are detrimental for their well-being.

### **13. Brick kiln Industry**

Employing child labour in the brick kiln industry is a form of child slavery and bonded labour according to Burra (1997). The Human Rights Watch (HRW) in their 1996 study conducted on the child labourers working in brick kilns of India also supports the view of Dr. Neera Burra. It is found in their study that the children working in the brick kilns are bonded to their employers as their parents are paid advances before they begin work. Thus the children work to repay the debt. Sometimes they are also sold to the employers.

According to Gupta (2003), there are around 50,000 brick kilns in India spread across Uttar Pradesh, Gujarat, Rajasthan, West Bengal, Orissa, Andhra Pradesh, Karnataka and Maharashtra, each individually employing a large number of child workers. Delhi, Ghaziabad (Uttar Pradesh) and Faridabad (Haryana) are the locations chosen for the study. A survey conducted by National Labour Institute in 1981-82 at these similar locations had reported that there are 10,000 brick kilns in these locations. The food and supply department of Faridabad and sales tax department of Ghaziabad suggest that there are 800 brick kilns in these locations. Apart from this there is no other recent and relevant data available for the researcher. Going by these statistics the researcher had to conduct a study on an extensively large number of brick kilns. Undertaking such a vast study was not possible for the researcher. Thus for the purpose of this study a survey is conducted on only nine brick kilns in these locations. A sample size of 150 child labourers is chosen for the study. Primary data is collected through on field observations and interviews with the child labourers, owners,

adult workers, NGO's, trade union members, labour inspectors and other officials from government departments. Several visits had to be made to the kilns to get the owners to allow the researcher to proceed with interviewing the child labourers. The study focuses on the socio-economic features of the child labourers as well as their relations with employer and adult co-workers within the kilns. The study reveals that the child labourers working in these brick kilns are from the lower strata of the society. The study also reveals that the employers pay a terribly low wage to the child labourers. They earn a monthly income of Rupees (Rs.) 50 to Rupees (Rs.) 100. The study further reveals that the problems of the child labourers are not addressed appropriately by the concerned authorities due to lapses in the legal and executive machinery. There is lack of concern and intent seen on part of the law enforcing authorities in discharging their duties with regards to child labour issues. Towards the conclusion the study stresses on an urgent need for strict enforcement of laws pertaining to minimum wages, hours of work, social security measures, health care facilities and provision of life insurance cover for the child labourers.

According to Jayachandran (2001), the brick kilns in Thane and Nashik district of Maharashtra alone employ around 25,000 child labourers. The study is conducted in talukas of Vasai, Palghar, Vikramgad, Bhiwandi, Shahapur, Jawhar, Kalyan and Wada in Thane district and Igatpuri in Nashik district. Primary as well as secondary data is used for the study. The study reveals that the child labourers come from poor migrant families who struggle to make ends meet. The study also reveals that these child labourers are totally excluded from education. They are made to work in intolerable heat under inhumane conditions for 10 hours to 14 hours every day by their employers. They are forced to carry heavy load which is unsuitable for their physical structure. The child labourers are thus malnourished, exhausted and exposed to diseases of skin, lungs and stomach. The researcher

in this study also points out the importance of bhonga shalas as a means of promoting education in these brick kiln areas. The Vidhayak Sansad (founded in 1979, with the basic aim of constructive development in the rural areas of Maharashtra with special regards to tribal rights and socio-economic development of tribals, small farmers and rural poor) had started a campaign in 1995 called as 'Bhonga Shalas' (mobile schools) to promote education amongst the child labourers working in these brick kilns. The researcher strongly favours the Bhonga Shalas and feels that if the children are unable to reach the schools for education then the schools must reach the children. This study concludes that education can help the child labourer in becoming a better individual.

#### **14. Mining and Quarrying industry**

There is a high incidence of child labour in the mining and quarrying industry. There is an estimated 70,000 children aged between 5 years to 14 years working in the 5000 mines according to Impulse, a Non- Government Organisation (NGO) based in Shillong, through their study conducted on child labour employed in the coal mines in 2010. The children are often recruited in coal mines because of their small size which enables them to go through narrow tunnels and work deep in the underground mines. The children take up this risky job to earn their daily bread and butter or otherwise they run the risk of dying due to starvation. According to Pati (2013), a large majority of the 400,000 odd working children aged between 5 years to 14 years in Jharkhand work in mines on account of Jharkhand being a mineral rich state. Poverty compels them to work in this dangerous industry.

Stone quarrying is another major industry employing child labour. There are an estimated 800,000 to 1000,000 child workers employed in this industry in Maharashtra alone according to a report by Santulan, a Pune based Non- Government Organisation (2014). The study reveals that there is existence of bonded child labour in this industry. The study also reveals



that on account of the low wages paid to the adult workers, alcoholism amongst the adult males, lack of schooling facilities and increase in debt bondage there has been an increase in child labour in mining and quarrying industry so as to supplement the family income. It is found through this study that the working conditions of the child labourers are pathetic. They are made to break big stones and dig extensively. These activities are not suited for their age. Many a times the children end up injuring their limbs or hands in the process. They also suffer from respiratory diseases on account of inhalation of dust and pollution.

Roy (2000) conducted a study on the child labourers from the Kol tribe of Shankargarh working in the silica mines. Shankargarh is a nagar panchayat in the district of Allahabad in Uttar Pradesh. According to this study the young children from this tribe are forced to work in silica mines as bonded labour. The study reveals that the child workers are made to dig, break, cut and polish the stones as well as sieve and carry heavy loads on their heads. They often endure injuries in the process. For all their hard work they are paid up to Rupees (Rs.) 10 per day depending on the quantity of work they complete.

According to Burra (2009), there is a high incidence of employment of child labour in the iron ore and granite mines of Karnataka and sand stone quarries of Rajasthan. For the purpose of the study the chosen locations are Hospet, Sandur and Illakkal in Bellary district of Karnataka and Budhpura in Bundi district of Rajasthan. The locations are chosen based on the large number of operative mines in these areas. Primary data is collected through rigorous field observations, visits and interviews with child labourers, parents/guardians and employers. The study reveals that there is prevalence of bonded child labour in these mines. The children work to repay the debts of their family. The employers are found to be exploiting the sociological and economic vulnerability of the child labourers. The child labourers are paid a pittance for the amount of work they do. The study also reveals that work

such as cutting, breaking and polishing the stones leads to exhaustion in the child labourers. They often suffer from irritation of eyes, skin and lung problems on account of their miserable working conditions.

### **15. Agricultural Industry**

Out of the approximate 44 lakh child labourers in the age group of 5 years to 14 years in India, more than half of the child labourers are found in the agricultural industry (Census 2011). According to Globalmarch (2012), there are around 1.70 lakh child workers employed in the cotton seed farms across India in states like Gujarat, Maharashtra, Andhra Pradesh, Karnataka and Tamil Nadu.

The various studies conducted by Dr. Davuluri Venkateshwarlu (2010), Ashok Khandelwal et al (2008), Dr. Neera Burra (2008) echo the sad and pathetic plight of the child workers employed in the cotton seed farms. Children are employed in this industry because of low cost of labour and their tender fingers. Furthermore girl child labourers are seen to out run the male child labourers as it further reduces the cost of labour. Child labourers are made to work for long hours (minimum 9 hours in a day) because of the prevalence of debt bondage. The adverse impact of employing child labourers in this industry is seen through the constant sufferings of these children in the form of headaches, convulsions, respiratory and other health issues. The studies reveal that the child labourers are very often out of the educational scenario on account of them being migrants and thus are forced into employment at these farms which makes them illiterate.

According to studies on child labour conducted by Nandy (2012) and Dabas (2015), many children are employed to work on the sugarcane farms mostly during the time of harvesting. Shirur, Haveli, Bhor and Baramati of Pune district; Sangamner, Shirampur, Rahuri and

Mevasa of Ahmednagar district; Karad, Phaltan, Satara and Wai of Satara district are the chosen locations for the study by Nandy (2012). The researcher has selected respondents from the 23 villages in these chosen districts. The researcher makes use of separate questionnaires to collect data from household level and child level. The study also makes use of Focus Group Discussion (FGD) method to collect additional qualitative data. The study by Dabas (2015) is conducted in Bijnor district of Uttar Pradesh. There are a total of 800 jaggery making units in Bijnor district. For the purpose of the study the researcher conducts a survey on 50 jaggery units in the area. Interview schedules and questionnaires are used as data collection tools to collect data from the child labourers, parents/guardians, employers and mukadams (middlemen). Both studies reveal that the child labourers either migrate with their families or they are forced into bonded labour by mukadams (middlemen) who pay a specific amount to their parents. The studies also reveal that the child labourers have to work for long hours on the field mostly cutting the outer husk of the sugarcane or loading the bullock carts or trucks. The studies further reveal that the child labourers suffer from bodily injuries, stress and health problems. Most importantly the studies throw light on the fact that the children miss out on their schooling on account of their employment activities and the migration pattern. Towards the conclusion the studies focus on improving the condition of the child labourers through education and various schemes aimed at alleviating rural poverty.

#### **2.4 STUDIES ON CHILD LABOUR IN METROPOLITAN CITIES**

Metropolitan city is a place where a person can achieve great heights or can even sink into obscurity. Street children are a prominent sight in the metropolitan cities. The Government of India, Ministry of welfare; UNICEF and the child labour cell of V.V. Giri National Labour Institute, Noida in the year 1988 conducted major surveys in big metropolitan cities like Madras, Bangalore, Hyderabad, Calcutta, Kanpur, Delhi, Indore and Mumbai to analyse and

understand the situation of the street children in these cities. The existence of child labour in the metropolitan cities is extensively seen from the studies and surveys conducted by various researchers. The predominance of male child labour is evident in child labour studies conducted in big metropolitan cities like Delhi (Barooh et al, 1977), Jammu and Kashmir (Kitchlu, 1987), Varanasi (Juyal et al, 1985), Calcutta (Ghosh, 1985) Calcutta (Sinha, 1991), Mumbai (Muzafir Singh et al, 1980), Ahemadabad (Singh, 1992), Bangalore (Patil 1988), Cuttak (Mishra, 1977), Madras (Sheriff, 1992), Calicut (Immanuel 1998), Kochi (Patrick 1999). The percentage of the male child labourers vary from 65 per cent to 100 per cent in these studies. But 67 per cent to 72 per cent of working children were found to be females in studies conducted at Sivakashi (Menon, 1987; Krishnan, 1996) and Kancheepuram (Usha, 1996). At the time of entry into the labour market, more than 60 per cent of the children are found to be above 10 years of age according to these studies.

On the educational front, the studies on child labour in Varanasi (Juyal et al, 1985) and Calcutta (Ghosh 1989; Sinha 1991) reveal that 66 per cent of the children who work did not have any schooling. According to studies on child labour in Mumbai (Muzafir Singh et al, 1980) and Delhi (Barooh et al, 1977), 33 per cent and 45 per cent of the child labourers respectively were found to be illiterate. The studies on child labour conducted in Varanasi (Juyal, 1985), Jammu and Kashmir (Kitchlu, 1987), Calcutta (Ghosh, 1984), Mumbai (Muzafir Singh et al, 1980), Delhi (Barooh et al, 1977), Bangalore (Patil, 1988), Ahemadabad (Singh, 1992) show that more than 50 per cent of working children drop their studies before completing primary school. 90 per cent of the working children are illiterate as according to a study in Kerala (Immanuel, 1996; Sooryamurthy, 1996). The poor educational status and the low levels of literacy amongst these working children are on the account of negligence or ignorance of their parents about the importance of education.

## **2.5 STUDIES ON CHILD LABOUR AND MIGRATION**

Migration from rural areas to urban areas or to the cities is on the rise and as such is child labour. There are a large number of migrant child workers in the cities according to micro level studies of Komala (1999), Venugopal (1998) and Rao (1999). This view is shared by Patrick (1999), Immanuel (1996), Vijayakumar (1994) in their child labour studies conducted in Kerala. In a study conducted by Muzafir Singh (1980) in Mumbai it was seen that 90 per cent of the child workers belonged to migrant families and more than 50 per cent of the child workers were born and brought up in the urban slums.

In a study conducted by Tripathy (1997) in Orissa on migrant child labourers, it is revealed that a majority of these migrant child labourers are working in brick kilns where they suffer from various occupational hazards and health hazards. The study is conducted in Bolangir district of Orissa. Primary as well as secondary data is used in the study. The study reveals that there is prevalence of bonded child labour as they are indebted to the local money lenders. It is found through the study that poverty and persistent drought conditions in their native place had forced them to migrate in search of work. The study also reveals that more than 83 per cent of them are illiterate. The study further reveals that 50 per cent of these migrant child labourers had a family with 5 to 8 members and that they contributed substantially towards the family income. Towards the conclusion the study focuses on the importance of education to do away with child labour from the society.

M.Prasad Rao (1999) in his study on child labour in Andhra Pradesh successfully studied the incidence of child labour in rural and urban Andhra Pradesh. The study reveals that there is a large influx of child labour in the urban areas in anticipation of higher wages compared to the wages that they are earning in the rural areas. The study also reveals that almost 65 per cent

of the child workers had come to the urban areas to earn and repay their family debts back in the village. It is found through the study that some children have migrated to the urban areas with their families, and as such the urban life was taking a toll on them. The study concludes that the migrant child labourers are forced to find some form of work so as to lend a helping hand to the family income.

In most of the studies seen above it was found that the child labourers have migrated at least two or three times along with their families or with relatives and friends or alone. Poverty, family disturbances and unemployment are found to be the major push factors for migration of child labourers.

## **2.6 STUDIES ON CHILD LABOUR EMPLOYED IN INFORMAL SERVICE SECTOR**

According to the studies on child labour by Barooah (1977) and Muzafir Singh (1980), the informal service sector gives employment to a large number of working children. In these studies the working children are selected through systematic random sampling method. They are mostly found to be employed in various economic establishments like shops, hotels, roadside restaurants, dhabas, automobile and cycle repair workshop, as shoe shiners, as rag-pickers, as newspaper vendors and as milk-bottle delivery boys/girls. A majority of the working children in the informal service sector are employed on temporary basis. The working children are least bothered about stability of employment unlike the adult workers who are keener on stability of employment. Two third of the child workers employed in the informal service sector were found to be working for less than a year on regular basis. The studies on child labour by Nangia (1987) and Patil (1988) reveal that almost one third of the working children employed in the informal service sector change their job frequently on account of low wages, harsh working conditions and ill- treatment by the employers. Child

labour also plays a significant role in strengthening of the household income as seen in a study conducted in 1990 by Sharma and Mittar on child labour in India's urban informal sector. It was found that when child labour income was included in the household income, 22.2 per cent of the households fall below the poverty line and when it is not included, 77.8 per cent of the households fall below the poverty line.

In a study conducted by Lekshmanan (2002) on migrant child labour employed in hotels and restaurants in Kerala, it is revealed that 30 per cent of the workforce in the hotel industry of Kerala comprises of migrant children. It is also revealed that almost 92 per cent of the working children come from absolutely poor, illiterate and ignorant families and as such are found to be contributing significantly towards the family income. Survey method has been used in this study and as such the researcher has used interview schedules to personally interview 150 working children, 20 parents and 20 employers. Observation method has also been used in this study as and when needed. This study is descriptive in nature. It is found that the wages paid to the child labourers is extremely low in comparison to the amount of work done by them. Most of the child labourers are found to be engaged in night work but no additional wages are paid to them. There is absence of sick leave or casual leave and as such any absenteeism from work results in deduction of salary. The mode of payment is found to be highly exploitative as it is dependent on the convenience of the employer. The child workers suffered from various health problems on account of the arduous working conditions. It was also found that child labourers employed in the informal service sector are more prone to vices like alcoholism, smoking and chewing tobacco.

A study is conducted by Reddy (2012) on child labour employed in hotel industry of Tirupati. Poverty is revealed to be the foremost reason for children to take up work at hotels followed

by lack of protective child labour legislation and evasion of existing laws meant to protect children from this evil of child labour. Since Tirupati is a holy place there is a large inflow of tourists on a daily basis. Hence the vegetarian restaurants in the vicinity make good business. This situation generates a high demand for child labourers as they are easily available for employment at low wages. The child labourers are employed as cleaners, sweepers and helpers. They are made to work for long hours in unhygienic conditions. The child labourers are prone to injuries and infections on account of lack of safety and medical facilities at the place of work. The salaries are mostly paid to the parents of the child labourers. The employers are often found to be physically and verbally abusing the child labourers. It is an affront to the human society that such inhumane activities are conducted in the vicinity of such a holy place.

The study on child labour by Rathod and Ningshen (2013) throws light on the problems faced by child labourers employed in the urban hotels and restaurants in the city of Pune. The researcher has interviewed 300 child labourers working in small and medium size hotels as the total child labour population in Pune city is 6000. Large numbers of child labourers are found to be employed by the small and medium sized hotels as compared to the large sized hotels and as such the researcher has chosen these hotels for research. The child labourers are from backward classes living below poverty line. It is seen in this study that the families are dependent on the income of the child labourer. The child labourers could not attend school as they had to regularly go for work. The child labourers are paid low wages and neither fringe benefits nor overtime wages are provided to them by the employer. Their physical and mental health is affected by working for long hours. Their work involves sitting or standing in the same position for a prolonged period of time or carrying heavy loads thus putting a strain on their tender muscles. The child labourers experience body aches and fatigue on account of the



arduous work. This retards their physical and mental growth. The employers are found to be strict and harsh towards the child labourers and on most occasions ill-treating them. The child labourers are also found to be abused physically and mentally on a regular basis. It is further found in the study that the child labourers are either staying in rented rooms or are cramped into a single room at the premise of the establishment. Around five to ten persons are made to stay in a single room.

A study conducted by Mohanty and Mohanty (2015) reveals that children from the tribal areas of Mayurbhanj and Keonjhar are employed in the informal service sector of Odisha. The study highlights the socio-economic profile of these child labourers as well as brings to the forefront the causes and consequence of incidence of child labour in the tribal areas of Odisha. The sample size for this study is 300 child labourers. Structured questionnaires are used to collect data for this study. Apart from the in-depth interviews with the child labourers, valuable information is also gained from interviews with the parents, employers as well as the adult co-workers. It is understood from the study that the child labourers have a very poor socio-economic background. Young children in the age group of 11 years to 14 years are employed in hotels, restaurants, dhabas, repair shops, garages and workshops, service stations, as hawkers, as street vendors and as rag pickers. The child labourers largely belong to the scheduled tribe community and most of them are found to have a family size of 7 to 9 members. They work at these establishments for survival and thus cannot go to study in schools. They have no economic support from their family but on the contrary they financially support their family.

The study also reveals that those child labourers employed at hotels, restaurants and dhabas are made to clean the floor, kitchen, dining tables and the messy utensils as well as help the

main cook in allied cooking activities. They are also made to serve food to the clients and sometimes they are employed at the bars as waiters and waitresses. They are paid a very low wage by the employer in comparison to the amount of work they do and the efforts they put into the work. Those child labourers employed at the repair shops, service stations, garages and workshops are made to do laborious work which is way beyond their capability and age. The employers take advantage of their economic and social vulnerability by paying them extremely low wages. Those employed as hawkers and street vendors have to toil through harsh conditions in a day to earn a pittance. Those child labourers employed as rag-pickers have to begin their day early in the morning by collecting things they find on the road. They collect paper, polythene, plastic, leather, tin, scrap metal and rubber. They generally operate as a gang and normally there is a gang leader who is in charge of activities. They sell the collected items to the traders by evening and make money. But very often they are cheated by the traders who buy the items at an extremely cheap rate or sometimes their leader itself takes away a share of their earnings as commission. The child labourers are also subjected to various punishments at the place of work. Wage cut, disbursement of additional work and scolding are the most rampantly used forms of punishments. Some few child labourers are also beaten up by the employer for their mistakes.

The study further attributes the cause of child labour to broken families, poverty and social neglect. It is shocking to find that child labour is accepted as a process of socialization by the parents of the child workers. A major consequence of child labour as revealed by the study is that when a child begins to work early in life by forgoing education then he/she is unable to develop as an individual and achieve greater heights in the future. The study suggests that a strong political will and intervention is required to bring about an end to child labour which is considered by the elite class as a necessary evil.

According to a study on child labour conducted by Swain (2014) there is a high prevalence of child labourers working in the informal service sector at Rourkela in Odisha. The study aims at examining the socio-economic profile and the working conditions of the child labourers. The health and occupational hazards are also examined in this study. The study is conducted in Rourkela on child labourers employed in hotels/restaurants, automobile and cycle repair garages and as rag-pickers, street vendors and domestic workers. For the purpose of the study the child labourers are divided into five occupation groups based on the work they do by the researcher. The different groups are given a proportional representation in the sample. This study makes use of primary as well as secondary data. The researcher makes use of interview schedule to personally interview 200 child labourers. The parents/guardians as well as the employers of the child labourers are also interviewed by the researcher. The secondary data for this study is obtained from the Child Labour Commission of India (CLCI) and International Labour Organisation (ILO). The study reveals the poor socio-economic background of the child labourers. It also highlights the fact that majority of the families are living below poverty line. The study also reveals that poverty, large family size, illiteracy, unemployment amongst the adult members of the family, broken families or parental abuse and ineffective child labour laws are the main causes driving children into work. The child labourers work for survival. The study further reveals that the health of the child labourers is adversely affected by working for long hours doing arduous work. The child labourers working at the hotels/restaurants are made to sweep the floors and thus end up constantly inhaling dust. The child labourers working at the car/cycle repair garages constantly inhale toxic battery fumes. Those children employed as rag-pickers and street vendors are constantly exposed to dust and pollution as they have to work under extreme weather conditions throughout the day. The children employed as domestic workers are constantly exposed to

water as they are made to wash utensils and toilets. Thus on account of the working conditions the child labourers undergo stress and suffer from lung, respiratory and skin diseases.

In the conclusion the study reveals that the child labourers are unable to avail education on account of their economic compulsions towards the families even though they have a burning desire to go to school. The study also points towards the start of income generating activities for the adults in this area so as to increase family income as well as initiating family planning measures by the government so as to curb population growth and thus help in alleviating child labour.

Maggie Black (1995) in her work titled “In the Twilight Zone” conducts a study on child labourers working in the hotel industry of Kenya, Mexico, Philippines and Sri Lanka. These countries are chosen as they are major tourist destinations. This study is based on primary data collected by well-established researchers across the four countries as for a single researcher it is too difficult to collect such a vast data. The aim of the study is to investigate the type of work and the working conditions of the child labourers. Most of the children are employed in guest houses and low grade establishments as they are part of the informal hotel industry. The hotel industry is a booming industry in these countries and thus generates a lot of employment for unskilled child labourers. The available employment opportunities at the workplace are with regards to accommodation, catering and entertainment. There is found to be ambiguity with regards to the minimum age of employment. In Philippines, Kenya and Sri Lanka it is 15 years while in Mexico it is 14 years. Poverty, disturbed family background and casualty within family of the child labourer are found to be major reasons forcing children

into work. There is tremendous loss of education for these child labourers as they are unable to go to school on account of their work duties.

The study reveals that the child labourers are made to work for an extremely low pay or no pay at all under the disguise of being a trainee or apprentice. Some are not paid wages but are paid on commission basis depending on the amount of sales they do to the customers. The child labourers are employed as cleaners, sweepers, kitchen helpers and as waiters and waitresses. They are made to work from 6.00 a.m. to 10.00 p.m. without any fixed set of rest intervals. They clean the floor, wash the utensils, help in cutting fish, meat and vegetables, serve food and alcoholic beverages to the customers and sometimes also help in preparing the rooms. The working condition of the child labourers is miserable. They are made to work in kitchens which are ill-ventilated, poorly lit, hot, stuffy and noisy. The floors are also damp, moist and slippery thus posing danger of falling. The child labourers complain of frequent headaches on account of the hot and stuffy conditions existing in the kitchen. They also complain of body pain and muscle aches on account of the arduous work they do. Cuts and infections are also common amongst the child labourers. They are made to sleep on the floor of the premises and the meals that they get to eat largely consist of leftovers.

The study further reveals that the child labourers are fearful of their employers in spite of sharing a friendly relation with them. The child labourers are physically, verbally and sexually abused by the employers as well as the customers. The child labourers suffer from psychological trauma on account of this abuse. The child labourers working at the hotels, bars and restaurants are also found to be indulging in drugs, alcohol, tobacco and illicit sexual activities. This highly exposes them to the risk of acquiring HIV, STD's and other lung and liver infections.

The study further also suggests that more effective laws as well as co-operation from the employers are needed to categorize the establishments that sell alcohol. There is also an urgent need to set up and practice codes of workplace that deter the child labourers from selling or serving alcoholic beverages at the establishments. The study also points towards a need for a larger will from leaders, international organisations, NGO's as well as employers to bring down this evil of child labour.

All these studies reveal the exploitation of the child labourers employed in this sector with regards to long working hours, low wages and unhygienic, hazardous and stressful working conditions.

## **2.7 OTHER PROMINENT STUDIES ON CHILD LABOUR**

Child labour is rampant in India and is most likely a facet of poverty which is prevalent in the Indian Economy. In India the child labourers are often seen to be from the lower strata of the society. In poor Indian households, sending the children to work is not foreseen as an opportunity to earn an additional income for the household as in the west but on the contrary it is a necessity for survival. It is mostly the economic hardships that compel the parents to send their children to work.

Certain studies reveal the economic role of children as being an income earning asset to the households.

According to Lansky (1997), children are considered as income earning assets in economies that allow children's participation in the workforce. This study makes use of available data on

school enrolment rate, school dropout rate and fertility rate in industrialized as well as the developing countries. Statistical techniques and tools are used to analyze the data. The study reveals that effect on fertility is seen when there is greater market potential for children. In some cases child labour contributions are amounting to one third of the household income thus making the child an important component in the household earnings. Parents will bear more children when the labour market in agriculture, manufacturing industries and informal service sector readily absorb the child labourers and offer wages in return for their services. The study concludes that in the developing countries, the children are found to be largely engaged in agriculture or related activities.

A study is conducted by Rosenzweig and Evenson (1977) to understand and examine the contribution of children in the rural Indian households. The researchers use district-level data from 1961 census of India for the purpose of the study. The data is analyzed using sophisticated econometric techniques. A household time-allocation model is developed by the researchers to understand the relationship between fertility and the economic contribution of the children in rural India. The researchers in their study also use the simultaneous equations systems to understand the allocation of male and female child time to schooling and other work related activities. The study reveals that rural households require labour to work on fields and thus employ their own children into work. Some children are also employed outside the family work so as to add to the household income on account of poverty. The study also reveals that rural households consider children as income earning assets and as such stop them even from going to school. The study concludes that in rural India the fertility rate among the families of working children is high. Greater the number of children in the family thus mean greater helping hands towards work and income.

Different studies give varied reasons for children being in labour market. Economic compulsion of the families is seen to be the most important factor responsible for driving children into gainful employment. Apart from studies that are helpful in understanding the reasons for child labour there are also studies that uncover the root causes of child labour.

In a study conducted by Noronha (1999) on child labour in India, she points out at poverty, dropping out of school, loss of an earning member of the family, loss of a job by an earning member of the family, easy availability of child labour without many obligations for the employers as well as slow advance of protective labour legislation as being the root causes of child labour. Implementing the Act prohibiting child labour, regulating the conditions of work for the child labourer, providing educational facilities as well as health and medical facilities to the child labourers are seen to be certain suggestions provided by the study for alleviating child labour.

A study by Datta (2001) also tries to trace the root causes of child labour. The study is conducted on child labourers working in urban Bangalore. The study reveals that poverty along with large family size, illness or death of the earning family members, unemployment amongst the adult members of the family and illiteracy are the root causes driving children into work. During such hard times the households turn on to their children to earn money for the family. The study also reveals that the incidence of child labour within the family increases with increase in family size. The study also suggests certain pragmatic solutions for the abolition of child labour such as providing education to the child labourers, providing income generating schemes for the adult members and forceful implementation of the Acts and laws prohibiting child labour.



Child labour is a social menace which is weakening the very roots of our society. The child labour menace in India has been thoroughly probed by many scholars. These probes and exploration into the issue of child labour have resulted in a number of impressive and evocative works.

The study by Hirway (1991) focuses in detail on magnitude and nature of the child labour problems in the tourism industry of India. The study also provides extensive demographic and statistical data in this regards. The demographic trends of child labour with relation to fertility, literacy and education are well analysed in the book 'Child Labour in Indian Subcontinent: Dimensions and Implications' by Kanbargi (1991). The determinants of child labour correlated to the context of liberalization, privatization and globalization is admirably discussed in the edited work of Kannan (2001) titled 'The Economics of Child Labour'.

The nature, magnitude, working conditions, causes and consequences of child labour are discussed in detail in 'Exploited Children: A Comprehensive Blueprint for Child Labour Rehabilitation' which is an edited work by Rao (2000). The pathetic, miserable and vulnerable position of child workers engaged in various industries across different parts of the country is presented in this study. The socio-economic characteristics of child labour with regards to their earnings, their levels of living and impact on household income is also revealed and analysed through this study. Providing education to the child labourers is an important strategy put forward by this study to eliminate the problem of child labour. The study also points towards the fact that rehabilitating the child labourers would further enhance the prospects of eliminating child labour.

The factors responsible for the prevalence of child labour is analysed by Saxena (1999) in his work 'Human Rights and Child Labour in Indian Industries'. The consequences and

repercussions of sending children to work are examined through this study. The steps taken by the Government of India to curb the menace of child labour is also analysed in this study and furthermore the study brings to the forefront the various loopholes in legislation, programs and policies.

The problem of child labour in India is explored more in- depth and extensively by Sanon (1998) in his work 'Working Children: A Sociological Analysis'. In this study it is revealed that the amount of help, support and attention provided by the government and various NGO's towards the menace of child labour is miniscule compared to the rate of expansion of this menace. Within a blink of the eye children turn into working children. During this phase because of limitation of their age and innocence they are unable to present their case of exploitation in front of the concerned authorities. And by the time they become aware of their condition they have already become adult workers. Thus the study points out to the fact that since the phenomenon of child labour is transitional in nature it is difficult to find solutions to end this menace. The study also reveals that the rise in the problem of child labour is on account of unregulated urbanization and industrialization. This study is conducted by interviewing 459 child labourers living in the slums of the cities of Ahmedabad and Baroda in Gujarat. Over and above this, 203 employers and 366 parents/guardians of the child labourers are also interviewed by the researcher in order to provide a comprehensive analysis of the problem. The child labourers are found to be working in agarbatti and beedi making production units, as helpers in automobile repair garages, cycle repair shops and in engineering and metal works workshops. They are also found to be employed in hotels, restaurants, as domestic help, as rag-pickers, as shoe shiners and as street vendors. The researcher has made case studies to provide qualitative as well as quantitative dimension to the study. By unfolding the qualitative and quantitative aspects of the issue of child labour the

study provides a holistic picture of the problem. The study further points towards providing education to the child labourers and limiting their family size as the most meaningful suggestions towards putting an end to the problem of child labour.

An excellent academic discussion on the varied aspects of child labour is presented by Weiner (1991) in his work 'The Child and The State in India'. The study makes use of primary as well as secondary data. The primary data for the study is collected by extensively interviewing employers, parents, trade union leaders, social activists, government officials, policy makers, teachers and even child labourers all across India. The educational policies of the Government at the central and state level are critically analysed as education is the focal centre of this study. Weiner strongly feels that lack of resources and political leadership along with the caste system prevalent in the Indian society are the major impediments towards India catching up with the rest of Asia in the area of education of children. Towards the conclusion of the study Weiner strongly portrays the view that child labour is perpetuated in the country due to the caste system and the privileged class prevalent within the Indian society and that the other reasons making the round such as the low per capita income and the developing nature of the Indian economy are a mere farce.

The miserable and saddening plight of the child labourers is effectively reflected in the above review of the studies on child labour. Individual capitalism that thrives in our society itself is responsible in bestowing such an unfortunate plight upon some children. Therefore there is a great need to take a closer look into the deep roots of the issue of child labour. Thus understanding the socio-economic situation and the working conditions of the child labourers is of immense importance so as to uncover the economic contribution of the working children

to their families, the extent of exploitation and the problems they undergo at the place of work.

## **2.8 SIMILARITIES AND DISSIMILARITIES OF PRESENT STUDY WITH OTHER STUDIES**

Certain similarities are drawn by the present study with respect to various other studies conducted by varied researchers and scholars on the issue of child labour, but it is also distinct from these studies in certain aspects.

### **2.8.1 Similarities**

The present study mainly covers the socio-economic profile of the child labourers, the working conditions of the child labourers, the problems faced by the child labourers and the pernicious consequences of child labour, as covered in various earlier studies (Bhattacharya, 1982; Menon, 1987; Tripathy, 1991; Juyal, 1993; Krishnan, 1996; Burra, 1997; Desai, 2001; Jayachandran, 2001; Sekar, 2001; Lekshmanan, 2002; Bachpan Bachao Andolan, 2003; Bhargava, 2003; Wal, 2006; Venkateshwarlu, 2010; Rathod and Ningshen, 2013; Mohanty and Mohanty, 2015).

The present study is based on child labour employed in the informal service sector as is the case in many studies conducted by researcher's earlier (Barooah, 1977; Muzafir, 1980; Black, 1995; Sanon, 1998; Lekshmanan, 2002; Reddy, 2012; Rathod and Ningshen, 2013; Mohanty and Mohanty, 2015). Within the informal service sector the present study focuses exclusively on the child labourers employed in beach shack restaurants (hotel industry) as done by studies earlier (Black, 1995; Lekshmanan, 2002; Reddy, 2012; Rathod and Ningshen, 2013).

Primary data is largely collected through in-depth personal interviews with the child labourers, employers, parents/guardian and adult co-workers in the present study, as is also seen in earlier studies (ORG, 1993; Black, 1995; Sanon, 1998; Lekshmanan, 2002; Venkateshwarlu, 2006; Rathod and Ningshen, 2013; Mohanty and Mohanty, 2015).

The present study lays stress on the importance of education and efficient economic, social and political measures in eliminating the evil of child labour from the society just as done by earlier studies (Weiner, 1991; Sanon, 1998; Noronha, 1999; Saxena, 1999; Rao, 2000; Jayachandran, 2001; Reddy, 2012).

### **2.8.2 Dissimilarities**

The present study exclusively deals with the child labourers employed in beach shack restaurants (informal hotel industry) in Goa whereas studies like Muzafir (1980); Barooah (1997); Sanon (1998) and Mohanty and Mohanty (2015) also deal with child labourers employed in varied other jobs within the informal service sector such as at automobile and cycle repair garages as helpers, at engineering and steel works workshops as helpers, at service stations as washer boys, as shoe shiners, as domestic helpers, and as street vendors and rag-pickers.

The present study is a state wise study covering both the districts as compared to other studies which are conducted in a few districts (Venkateshwarlu, 2006; Mohanty and Mohanty, 2015) or cities (ORG, 1993; Rathod and Ningshen, 2013).

Above all, the present research on ‘Socio-Economic Study of Child Labour in Beach Shack Restaurants in Goa’ is the first of its kind to be undertaken in the state. The research findings

will be useful for the concerned authorities to frame appropriate policies and bring on certain key reforms that would eventually perhaps eliminate the evil of child labour.

# **CHAPTER 3: SOCIO-ECONOMIC PROFILE AND FACTORS INFLUENCING CHILD LABOUR**

## **3.1 INTRODUCTION**

Child labour is a pervasive issue throughout the society. A cause of great concern is that the children are driven away from education, which is crucial to their development and forced into labour where they are exploited. Society is a garden and children its blooming flowers, thus making them a valuable asset of a nation (Naick, 2013). Illiteracy or low levels of education of parents, abject poverty and lack of social security network, inadequate schools and high cost of schooling, large family size and neglect of parents has deprived the children of education and transformed them into child labourers. Childhood is a crucial stage in human development. It is most unfortunate to see that the joy of childhood is lost in many children who are working due to economic and social compulsions. Despite hectic planning, welfare programmes, legislation and administrative action in the past five decades a large majority of the children continue to remain in distress and turmoil. Children are actually the wealth of tomorrow (Agarwal & Bharti, 2013). Public and professional concern is yet to be translated into positive and realistic action.

Through historic times, the family has always been seen as an economic unit, with all the members (including children) working for sheer survival. This was not just an economic necessity but an essential way to teach livelihood skills to children. By hunting, gathering, farming, weaving, rearing animals and doing some household work, children gained skills on the job. Parents taught all vocational skills to their children. Working children were a part and

parcel of the social, economic and skill-building system (Aiyar, 2014). But in today's society child labour has taken a very commercial and exploitative form.

A study conducted by ILO (1995) found that children's work was essential in maintaining the economic level of the households, either in the form of work for wages or help in the household enterprise or lend a helping hand in the daily household activities. By doing so, the adult members of the family got the much needed free time to work at some other place and earn an income. In a study conducted by Chaudhri (1996), it is seen that children contribute 34-37 per cent of their income towards the family income.

The term 'child labour' is used as a synonym for 'Employed Child' or 'Working Child'. According to De la Luz Silva, in case of children, apprenticeship may contribute to children's socialization and acquisition of technical skills, but when it is simply a device to obtain cheap labour; 'apprenticeship' hinders future development. This element highlights the specific kind of exploitation inherent in child work (Maria, 1981).

Child labour is a complex problem whose roots are deeply embedded in cultural, social and economic structures and traditions of the countries. There are approximately 218 million working children (aged 5-14 years) in the world. The majority of the child workers live in developing countries of Latin America, Asia and Africa. There are also pockets of child labour in many industrialised countries (Parker, 1997). India has 4.4 million child labourers in the 5-14 years age group, the highest in the world (Census 2011). Most of the children who work are not privileged to make their own free choice which can have an immense impact on the child's physical and intellectual development. Child labour is understood by the International Conventions and National Legislation as a violation of Human Rights and hence the attack on child labour must be comprehensive and advance on several fronts



simultaneously (Berquele, 1995). Preventing child labour is the ultimate objective. The removal and rehabilitation of the millions of children who are currently working in harmful conditions is important, but unless the flow of children into work is stemmed, the violation of child rights will persist on a wide Scale.

Industrialisation coupled with urbanisation has changed the social structure of the society by opening newer occupational systems and avenues. Agriculture- based occupations have also changed, with landless labourers and their children joining the urban economy in the form of a pushed force (Satapathy et al, 2004). The urban lifestyle has its own limitations as one has to make ends meet to survive. Low levels of income and large household size forces the poor families to send their children to work.

To employ children is unethical (Satyarthi, 2014), but most of the times people do employ them as they are easy to deal with. Many a times these child workers come from broken families or families drenched in debt that have lost all hope and are helpless, thus they end up biting the bait thrown by the employers.

There are 6920 working children (5-14 years age) in Goa (Census 2011). The tourism industry is one of the major revenue generating industry in Goa. Continuous inflow of tourist's all year round leads to increase in demand for child labour at beach shack restaurants across the coastal belt of Goa. The scenic and pristine beaches of Goa form a major tourist destination. Thus this phenomenon sustains child labour. It is easy to procure child labour in Goa because of the weak economic position of the child's family as they are mostly migrants. All this puts the child through treacherous situations early on in his journey of life.

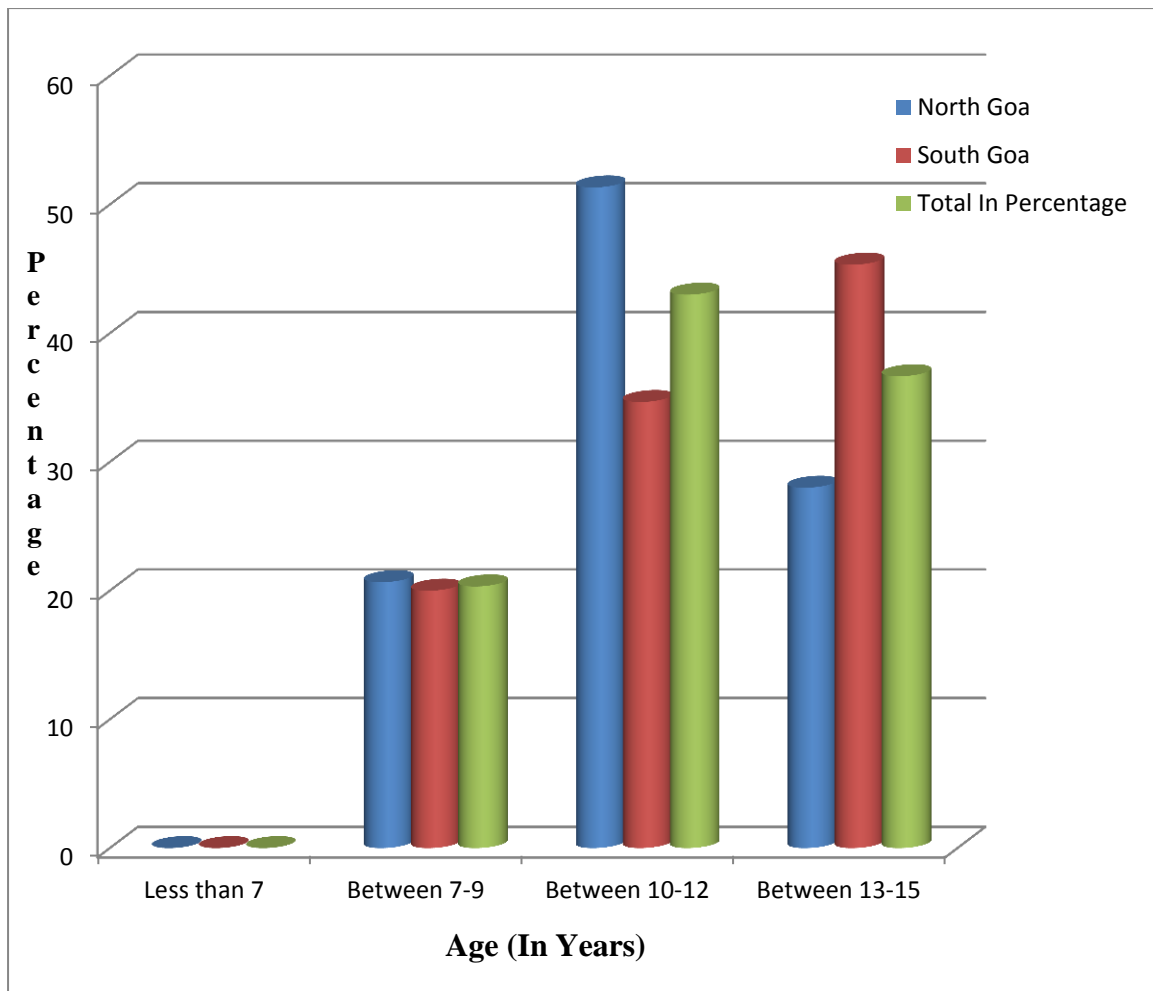
Child labour is an affront to the global society (Hussain, 2011). The society should therefore put an end to this evil practice of child labour as the welfare of the society depends on the welfare of the children. In this chapter an attempt has been made to analyse the socio-economic characteristics of children working in beach shack restaurants across coastal areas of Goa.

## **3.2 SOCIOLOGICAL PROFILE OF THE CHILD LABOURERS**

### **3.2.1 Age**

At an age where the child is supposed to receive education at school, the child is sent to earn money at work. Economic compulsions of the family, force the child to work at an early age. The Juvenile Justice Act bans child labour below the age of 14 years, though not in totality and the Right to Education makes schooling compulsory up to the age of 14 years, but yet we see children in the age group of 5-14 years working as child labourers. Hence age becomes a very crucial aspect of analysis in this study.

**Figure 3.1: Distribution of Child Labourers by Age (%)**



N= 300

Source: Based on Primary Survey

Figure 3.1 shows that of the total number (N=300) of respondents interviewed, 43 per cent are in the age group of 10-12 years, closely followed by 36.67 per cent in the age group of 13-15 years. Thus we can see that almost 3/4<sup>th</sup> of the respondents are above the age of 10 years. It is also seen that 20.33 per cent of the child labourers are in the age group of 7-9 years, which are considered to be the most formative years in a child's development. There are no child labourers below 7 years of age. It is most unfortunate to see how these children indulge themselves in back breaking jobs at this tender age. Thus when a child works, they are forced to give up all the enjoyments of childhood and shoulder the responsibilities of life.

### 3.2.2 Native State

There is a large influx of migrant population from other states into Goa. These migrants come to Goa in search of better jobs and a brighter tomorrow for themselves. Some of the migrants also bring their families along. But they are soon bitten by the reality of the urban living. The hardship of making ends meet forces them to send their children to work. Thus we see in this study that the child labourers working at the beach shack restaurants across the coastal areas of Goa are migrants from other states of India.

**Table 3.1: Distribution of the Child Labourers by Their Native State**

Sr. No.	Native State	No. of Respondents		Total	Percentage
		North Goa	South Goa		
1	Uttar Pradesh	114	0	114	38.00
2	Rajasthan	24	0	24	8.00
3	Maharashtra	7	0	7	2.33
4	Karnataka	0	100	100	33.33
5	Kerala	5	6	11	3.67
6	Odisha	0	13	13	4.33
7	Assam	0	20	20	6.67
8	Manipur	0	11	11	3.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

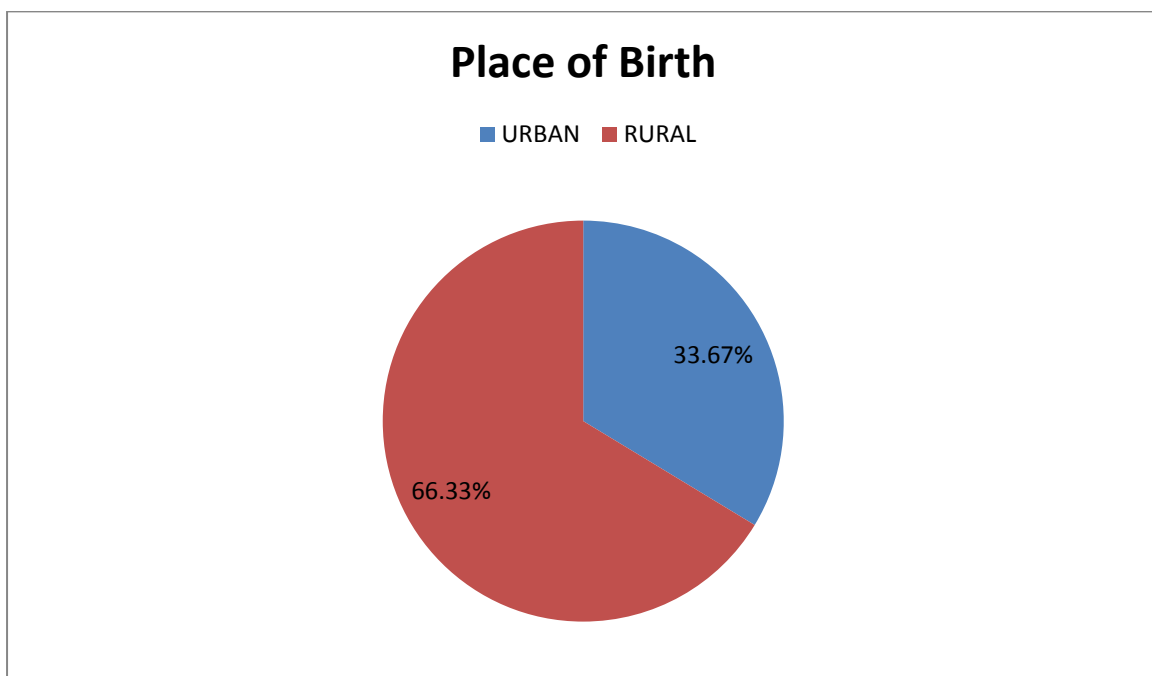
Table 3.1 shows that majority of the respondents are from Uttar Pradesh (38%) followed by Karnataka (33.33%). It is very surprising to note that majority of the child labourers working in beach shack restaurants in North Goa are from Uttar Pradesh rather than being from the neighbouring state of Maharashtra which is a more feasible inter-state migration. Only 2.33 per cent of the respondents are found to be from Maharashtra. This perhaps is the outcome of the large adult migrant population from Uttar Pradesh residing and working in North Goa. In South Goa, migrant child labour from Karnataka dominates the work scenario due to the large influx of adult migrants from Karnataka into the southern cities and coastal regions of

Goa. Some of the child labourers are also found to be from Rajasthan (8.00%). There are also child labourers from the North Eastern states of Assam (6.67%) and Manipur (3.67%). Few child labourers are from Odisha (4.33%) and Kerala (3.67%).

### 3.2.3 Place of Birth

In this study an attempt has been made to identify the native place of the child labourers. For this purpose, the place of birth has been divided into two categories, namely Urban and Rural.

**Figure 3.2: Distribution of Respondents by Place of Birth (%)**



N=300

Source: Based on Primary Survey

Figure 3.2 shows that 66.33 per cent of the child labourers are from rural areas. The people in these rural areas are poor due to acute problem of unemployment and low wages thus making it difficult for them to feed their families. Thus they are compelled to send their children to work. Sometimes seasonal unemployment amongst the rural landless labour population drives them to the urban areas in search of better jobs. Thus in order to satisfy the basic

necessities of life, children are forced to work. The child labourers from urban areas accounted for 33.67 per cent of the total respondents (N=300). In the urban areas there were job opportunities but most of them said that back home they were ashamed of doing the job that they are doing here due to social traditions and restrictions. Some of them also state that they prefer working in these beach shack restaurants as compared to working in heavy manufacturing industries in their native states.

### **3.2.4 Level of Education of the Child Labourers**

Education is the basic right of every child. An educated child adds up to the assets of the nation. If a nation wants to succeed, then it should see to it that every child is educated. Decent schools should be provided throughout the country. The Right To Education (RTE) guarantees compulsory education to all children up to the age of 14 years. But this can be termed as a mere farce as it is not implemented optimally. There is a large gap between the Juvenile Justice Act and the RTE. There needs to be further amendments to these Acts. Only education has the power to eradicate child labour from its roots as education helps in building a higher social status and also helps in securing a good job.

This study reveals that majority of the children moved away from school due to economic compulsion of the family. It is not that they do not want to go to school but the economic hardships are such that, if they go to school in pursuit of getting educated and thus securing a good job in future by forgoing work today, then perhaps they might not survive to see the future.

**Table 3.2: Distribution of Respondents by Level of Education**

Sr. No.	Level of Education	No. of respondents		Total	Percentage
		North Goa	South Goa		
1	Illiterate	45	40	85	28.33
2	Primary school	55	66	121	40.33
3	Middle school	36	32	68	22.67
4	Secondary School	14	12	26	8.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

\* Illiterate – Zero Schooling

Table 3.2 shows the level of education of these child labourers. It is seen that 28.33 per cent of the respondents are illiterate who have never enrolled in school. Majority of the respondents (40.33%) have either completed primary schooling or enrolled in a primary school. Many of these child labourers are drop outs from school. Poverty and migration has forced them to leave school and join the labour market. Only 8.67 per cent of these child labourers have either enrolled or dropped out from Secondary school education and 22.67 per cent have either enrolled or dropped out from Middle school level of education. Some few respondents have left school either due to lack of interest in studies or due to the punishments and abuse meted out to them by the school teacher.

### **3.2.5 Level of Education of Parents of Child Labourers**

The social status of the family is determined by the level of education of its members. If the educational background of a family is poor, then the social aspirations of the family members will also be low.

**Table 3.3: Distribution of Respondents by Education Level of Parents**

Sr. No.	Level of Education of Father / Mother	No. of Respondents			Percentage
		North Goa	South Goa	Total	
	<b>Father</b>				
1	Illiterate	34	67	101	33.67
2	Primary school	75	40	115	38.33
3	Middle school	23	27	50	16.67
4	Secondary School	14	11	25	8.33
5	Others	4	5	9	3.00
	<b>Total</b>	150	150	300	100.00

	<b>Mother</b>				
1	Illiterate	63	84	147	49.00
2	Primary school	56	36	92	30.67
3	Middle school	25	20	45	15.00
4	Secondary School	4	6	10	3.33
5	Others	2	4	6	2.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

\* Illiterate – Zero Schooling

It is seen from Table 3.3 that majority of the parents of the respondents are illiterate, thus automatically making the child labourers first generation learners. These children do not have high aspirations as they do not have an educated role model in the family to look up to. Illiteracy is seen to be rampant in 33.67 per cent of fathers and 49.00 per cent mothers of respondents. 38.33 per cent of fathers and 30.67 per cent of mothers of child labourers are primary educated. Another 16.67 per cent of fathers and 15.00 per cent of mothers of respondents have reached middle school. Only 8.33 per cent of fathers and 3.33 per cent of mothers have reached secondary school. 3.00 per cent of the respondents fathers and 2.00 per cent of the respondents mothers are literate but they have never been to school for gaining formal education. They have become educated through on the job training and experiences of life.



### 3.2.6 Household Size

Family is a closely knit unit. It is in a family that the child learns the basic skills to cope with social norms, values and demand. Family acts as an agency for socialisation which in turn is affected by the socio-economic conditions prevalent within the family. Large families sent their children to work as they considered every child to be an asset to the family. Smaller families sent their children to work more due to economic compulsions. A large household with comparatively lower income was pushed into abject poverty and hence had to send their children to work so as to survive the economic hardships compounded upon them. Thus we can see that the size of the family influences the socio-economic condition of the child labourer.

**Table 3.4: Distribution of Respondents by Household Size**

Sr. No.	Household Size	No. of Respondents		Total	Percentage
		North Goa	South Goa		
1	Below 4 members	2	5	7	2.33
2	4-6 members	32	29	61	20.33
3	7-9 members	85	68	153	51.00
4	10-12 members	22	30	52	17.33
5	Above 12 members	9	18	27	9.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Table 3.4 shows the distribution of respondents by household size. It is evident from table 3.4, that majority of the child labourers belong to families having 7 to 9 members (51%) and 20.33 per cent of the respondents are from nuclear families having 4 to 6 members. 17.33 per cent of the child labourers belong to a large sized family having 10 to 12 members. Only 9 per cent are found to be from very large sized families having more than 12 members and 2.33 per cent of the respondents are from families having below 4 members. Thus it is seen that very small and very large families are comparatively less prevalent.

### 3.3 ECONOMIC PROFILE OF THE CHILD LABOURERS

#### 3.3.1 Monthly Family Income

One of the key determinants of child labour is the level of monthly household income. Lower the household income, higher will be the incidence of child labour in that family. Lower income of parents makes it necessary for them to send their children to work. Some families struggle to earn even two meals per day. In certain cases it is seen that families with comparatively higher income also send their children to work. This is an outcome of lack of social awareness and irresponsibility on the part of the parent. In this study the monthly family income is calculated by adding the income of the child labourer to the income of all the other working members of the family. The monthly family income is presented in Table 3.5.

**Table 3.5: Distribution of Respondents by Monthly Family Income**

Sr. No.	Monthly Family Income (Rs.)	No. of Respondents		Total	Percentage
		North Goa	South Goa		
1	0-1000	12	11	23	7.67
2	1000-2000	20	21	41	13.67
3	2000-3000	78	79	157	52.33
4	3000-4000	38	31	69	23.00
5	4000-5000	2	8	10	3.33
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Here it is seen that more than half of the total respondents have a monthly family income of Rupees (Rs.) 2000 to 3000 (52.33%). 23 per cent of the respondents have a monthly family income of Rupees (Rs.) 3000 to 4000. Only 3.33 per cent of the child labourers have a comparatively higher monthly family income of Rupees (Rs.) 4000 to 5000 whereas 7.67 per cent of the respondents struggled to make ends meet with a monthly family income of Rupees

(Rs.) 0 to 1000. Another 13.67 per cent of respondents are slightly better off with a monthly family income of Rupees (Rs.) 1000 to 2000. Rangarajan Panel (2014), states that Rupees (Rs.) 47 and Rupees (Rs.) 32 are required per day to survive in the urban areas and rural areas respectively. This study reveals that owing to the large family size and low family incomes, it is practically impossible for these families to reach that value, thus pushing children in the labour market. Hence it can be inferred that there is an inverse relationship between household income and child labour.

### 3.3.2 Contribution of Child Labourers to the Family Income

Children are forced or pushed into work to contribute towards the family income. These children have to part away with a major portion of their income to give to the family. Though they are not happy about parting with such large portion of their income but still they have to do so because of economic compulsion and poverty within the family. In women headed households due to death or illness of the father, it is almost mandatory for these child labourers to contribute all their income to the family.

**Table 3.6: Showing Child Workers Contribution to Family Income**

Sr. No.	Contribution of The Child Worker (%)	No. of Respondents		Total	Percentage
		North Goa	South Goa		
1	Up to 25%	5	7	12	4.00
2	25 % to 50 %	52	41	93	31.00
3	50% to 75 %	71	77	148	49.33
4	75% to 100 %	22	25	47	15.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Table 3.6 shows data regarding contribution of the children to the family income. This table reveals that 49.33 per cent of the child labourers working at beach shack restaurants across

coastal areas of Goa contribute 50 to 75 per cent of their income to their family. 31 per cent contribute 25 to 50 per cent to the family income. Another 15.67 per cent contribute 75 to 100 per cent of their income towards the family income. Only 4 per cent of the respondents contribute up to 25 per cent to the family income. It is seen in this study that a majority of the child labourers give a part of their income to the family due to economic hardships of the family members. In women headed families, these child labourers consider it their duty to provide for the family and thus opt to work suppressing their own wishes. In this study it is also seen that some children work for their own existence and live according to their whims and wishes. They engage in work to escape their ill- treating family and to avoid school.

### 3.3.3 Indebtedness of Households of Child Labourers

The households always try to maintain a balance between income and expenditure. On certain occasions such as loss of agricultural crop due to scanty or no rainfall, marriage and festivals, hospitalization or death of family member, construction of house and any other unforeseen activity/event, the households tend to avail of a loan. The amount of loan availed by the households is seen in table 3.7.

**Table 3.7: Showing Debts of Households of Child Labourers**

Sr. No.	Amount of Debt (Rs.)	No. of Respondents		Total	Percentage
		North Goa	South Goa		
1	Up to 5000	21	27	48	16.00
2	5000-10000	2	15	17	5.67
3	10000-20000	5	8	13	4.33
4	Above 20000	3	2	5	1.67
5	No debt	119	98	217	72.33
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

It is seen from table 3.7 that 72.33 per cent of the households of the child labourers have no debt whereas 27.67 per cent of the households are debt ridden. Majority of the households have no debts as they may have either not been eligible for a loan or perhaps they may have never felt the need to avail of a loan. Table 3.7 also shows that 16 per of the households have a debt up to Rupees (Rs.) 5000 and only 1.67 per cent of the households have a debt above Rupees (Rs.) 20000. There are also 5.67 per cent of the households having a debt between Rupees (Rs.) 5000 to Rupees (Rs.) 10000 and 4.33 per cent of the households having a debt of Rupees (Rs.) 10000 to Rupees (Rs.) 20000. The families are found to have availed the loan for medical expenses, marriage of family member and on account of agriculture. The families are most often unable to repay the loans and hence force their children into work to repay back the debt.

### 3.3.4 Sources of Borrowings for Households of Child Labourers

The amount of debt of the households of the child labourers is seen in table 3.7 but the sources of borrowings are seen in table 3.8. The families of the child labourers are found to be borrowing from various sources. Table 3.8 shows the detailed information regarding the sources of borrowings of the households of the child labourers.

**Table 3.8: Showing Sources of Borrowings of the Households of the Child Labourers**

Sr. No.	Sources	No. of Respondents		Total	Percentage
		North Goa	South Goa		
1	Money Lenders	19	34	53	17.67
2	Employers	3	8	11	3.67
3	Co-operative Banks	5	7	12	4.00
4	Friends and Relatives	4	3	7	2.33
5	No Borrowing	119	98	217	72.33
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

It is clear from table 3.8 that majority of the households are having no borrowings (72.33 %). The remaining 27.67 per cent of the households of the child labourers are seen to be borrowing from different sources. Money lenders are the major source of borrowing for a large number of households that have debts. It is also seen in table 3.8 that 17.67 per cent of the households of child labourers borrow from the money lenders. The money lenders are found to be charging an exorbitant rate of interest. On non-repayment of the debt and interest the families fall into a debt trap and thus are later forced to send their children to work. The households that have some valuables to pledge are found to be taking a loan from the co-operative banks (4.00 %). The employers of the child labourers are the source of borrowing for 3.67 per cent of the households of child labourers. The parents often get an advance from the employers. The child labourers are made to work until the repayment is done. This often leads to exploitation as the child labourers are forced to work for long hours at low wages so as to prolong the repayment process over a long period of time. Last but not the least friends and relatives are a source of borrowing for 2.33 per cent of the households of the child labourers. The households are found to be borrowing from these sources in times of exigencies arising due to loss of agricultural crop due to scanty or no rainfall, marriage and festivals, hospitalization or death of family member, construction of house and any other unforeseen activity/event.

### **3.4 Factors Influencing Child Labour**

Life becomes a treacherous journey for many of these child labourers on account of the various factors affecting and influencing their lives. Push and Pull factors are responsible for forcing children to take up jobs at these beach shack restaurants. The study reveals that the economic factors are a major push factor in influencing child labour. Chronic poverty, adverse financial position of the parents, repeated failure of agriculture leading to debt

liabilities, death or illness of either/both parents in addition to large family size along with low family income compels the parents to send their children to work. Attraction of city life, higher income opportunities, following family, wish to acquire new skills and above all, the sustained demand for child labour at these beach shack restaurants form the pull factors responsible for child labour. Apart from the push and pull factors, there are also other factors that aide child labour. Table 3.9 shows an enhanced overview of the factors influencing child labour.

**Table 3.9: Distribution of Respondents by Factors Influencing Child Labour**

Sr. No.	Factors	No. of Respondents		Total	Percentage
		North Goa	South Goa		
I	<b>Economic Factors</b>				
a	Debt and Financial Liabilities of Parents	31	52	83	27.67
b	Economic compulsion of families	69	41	110	36.67
c	Desire to earn better	8	6	14	4.67
d	Scarcity of work opportunities at the place of origin	7	10	17	5.67
II	<b>Sociological Factors</b>				
a	Social/Traditional problems at the place of origin	6	7	13	4.33
b	To follow family	13	15	28	9.33
c	Penchant for city life of Goa	3	5	8	2.67
III	<b>Other Factors</b>				
a	Discouraging behaviour of parents	4	5	9	3.00
b	Lack of interest in studies	7	5	12	4.00
c	To acquire new skills	2	4	6	2.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

As seen from table 3.9, economic factors play a vital role in forcing parents to send their children to work. Economic compulsion of the family compelled 36.67 per cent of the respondents to work. In some cases it is seen that the mother is the head of the family due to

death or illness of the father. Thus the economic burden is automatically transferred onto the children. Debt and financial liability of the parents (27.67%) is another important economic factor influencing child labour. It is found that the parents borrowed money from the money lenders, who charged exorbitant rates of interest. Failure to repay due to lean agricultural season or adverse financial position due to unemployment put them in a debt trap. This scenario compels the parents to send their children to earn. 4.67 per cent of the respondents are pulled into this work with the desire to earn better. Scarcity of work opportunities at the place of origin (5.67%) is another economic factor influencing child labour. Social and traditional problems at the place of origin are found to be the sociological factor influencing child labour in 4.33 per cent of the respondents. These children are able to take up a job here, which otherwise they would not have been able to take up at their native place. Following family (9.33%) and penchant for city life of Goa (2.67%) are other sociological factors pulling a child towards this job. Discouraging behaviour of the parents (3.00%), lack of interest in studies (4.00%) and a wish to acquire new skills (2.00%) are the other factors influencing child labour.

### **3.5 CONCLUSION**

Child labour is seen to be an integral part of the urban society today. The child labourers working on the beach shack restaurants are found to be migrant children largely from Uttar Pradesh and Karnataka. The push and pull factors contribute towards the growing demand for child labourers at the beach shack restaurants across coastal areas of Goa. These child labourers are seen to be coming from socially as well as economically poor families. The poor social background, poor economic conditions and large household size force the children to take up jobs early in life for contributing to the family income. Economic factors are seen to influence a majority of these child labourers. Educational backwardness of the



parents is also seen as a reason for forcing these children to leave school and join the labour market. The incidence of child labour is found to be high in families having large household size and comparatively lower incomes. It is therefore imperative to explore a variety of approaches in order to eventually eliminate child labour from the society.

# **CHAPTER 4: WORKING CONDITIONS OF CHILD LABOUR EMPLOYED IN BEACH SHACK RESTAURANTS IN GOA**

## **4.1 INTRODUCTION**

Children are the future of a nation, but unfortunately, the world over a large number of these children are neglected on account of various reasons like poverty, illiteracy, lack of facility, natural disaster and terrorism. This leads them to take up employment in various economic establishments like farms, shops, hotels, roadside dhabas and factories. There are various laws and Acts that prohibit and regulate child labour, but in reality we see that child labour is rampant in our society. It is observed that many hotels and motels in every city, town, suburban areas and roadside and national highways are not regulated and are using child labour services (Das & Singh, 2014).

Child labour is prevalent even in the most developed countries of the world such as United States of America, Japan, Australia and New Zealand (Mizen, 2009). These countries differ on the subject of child labour based on the degrees of restrictions and regulations that they impose. In some states in the U.S these restrictions and regulations about employment of child labour are found to be stringent whereas in some states of Australia they are found to be mild.

In developing countries like India, Pakistan and Bangladesh, children are employed in occupations such as manufacturing of beedies, leather products, stone carving, textiles, jewellery and agriculture. Multinational firms produce their products by sub- contracting their work to local firms which in turn employ child labour to reap more profits. They pay them

one-third or sometimes even less than that given as an average wage to the adult workers (Venkateswarlu, 1998). Thus the child labour is exploited because of the indirect involvement of the multinational firms.

From historical times it has been seen that sometimes children work along with their parents or relatives in a family undertaking from an early age as part of a socialisation process to learn the skills of the trade by observing and participating in such activities. After the Industrial Revolution, children started being employed outside the family undertaking as they provided a cheap and uncomplaining workforce. When the child works in a family undertaking, the conditions of work are not very bad. But however when these children work for external employers, the conditions of work are appalling. They are ill-treated by their employer and very often exploited. They receive least welfare facilities from their employers and are made to work hard for the meagre wages that they earn after long durations of work.

The Declaration of the Rights of The Child, 1959 states the following: “Mankind owes to the child the best it has to give. The child shall enjoy special protection and shall be given opportunities and facilities, by law and by other means to enable him to develop physically, mentally, morally, spiritually and socially in a healthy and normal manner and in conditions of freedom and dignity. The child shall be protected against all forms of neglect, cruelty and exploitation.”

In a strong contrast to this Declaration, in reality the working conditions of the child labourers are found to be deplorable. They are made to perform monotonous, repetitive and dull work which is often not suited to their mental and physical capacities (Lekshmanan, 2002). The children are made to clean heavy utensils, tables, floors and even toilets. Some children are ill-treated, humiliated and abused verbally and physically. The children work in

the night way beyond their regular working hours. The children are also paid less remuneration compared to the adult workers. Mostly they have to work for all seven days and during work they are given less rest intervals. Sometimes in case of emergencies they do not have access to first aid or medical facilities. All this puts stress on the child and adversely affects their health and well-being.

The revenue generated by the Travel and Tourism industry makes it the fastest growing economic sector in the world and the largest employer of manpower. This industry earns multi-billion dollars annually by attracting millions of people from one destination to another. In India, the tourism industry has made a significant contribution to the Indian economy by providing an increase in foreign exchange earnings, creating more employment and bringing about infrastructural development (Sharma et al, 2012). According to the World Travel and Tourism Council (2011), India will be a major tourism hotspot by the year 2018. Goa is no far behind from India with regards to tourism. It is one of the major tourism destination attracting both domestic as well as foreign tourists. There are 6920 working children (5-14 years age) in Goa (Census 2011). The tourism industry is one of the major revenue generating industry in Goa. Continuous inflow of tourist's all year round leads to increase in demand for child labour at beach shacks and hotels across the coastal belt of Goa. Thus this phenomenon sustains child labour. It is easy to procure child labour in Goa because of the weak economic position of the child's family as they are mostly migrants.

The tourism industry has various economic, environmental, cultural, psychological and social impacts on the larger fabric of the society. All the positives of the tourism industry come at a grave cost and the cost is the various social problems such as child labour, child trafficking and child pornography that it gives birth to. Many children are seen to be employed in the

tourism sector, working in extremely unhealthy and dangerous working conditions unprotected by Acts, Rules and Regulations.

The arduous working conditions severely affect the child workers mental and physical health. According to the Child Labour Prohibition and Regulation Act, 1986, these working children are supposed to enjoy good working conditions along with weekly holidays, proper rest intervals, leave, bonus, a stipulated number of working hours and no night work. Many a times these Principles and Acts set forth by National and International agencies to protect the rights of working children are violated and most of the times the employers are ignorant about such provisions. Thus in this chapter an attempt has been made to understand the working conditions of the child labourers working in beach shack restaurants in Goa.

## **4.2 WORKING CONDITIONS**

### **4.2.1 Working Hours of the Child Labourers**

Good amount of rest and sufficient sleep is what the child requires at this tender age, but in reality what the child is given is long hours of work. These long working hours of the child labourers are inhumane. In the beach shack restaurants mostly along the coastal areas of Goa, the hours of work and time schedule of work vary considerably based on the tourist season prevailing in Goa. During the peak tourist season which stretches from October to May, the child labourers have to work for roughly around 12 to 14 hours in a day and sometimes it can even stretch to 14 to 16 hours in a day. During the other time of the year they work for around 8 to 10 hours in a day. It is also observed that the length of the working hours is more in establishments overwhelmingly patronised by tourists and locals. Most child workers begin their day at around 11.00 am and continue up to 1.00 am. Some child workers begin their

work as early as 7.00 am or 8.00 am. Hours of work are a major factor in understanding and analysing the working conditions of the child labourers.

**Table 4.1: Distribution of Respondents by Working Hours**

<b>Sr. No.</b>	<b>Working Hours</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Below 6 hours	5	3	8	2.67
2	6 to 8 hours	6	8	14	4.67
3	8 to 10 hours	39	46	85	28.33
4	10 to 12 hours	57	61	118	39.33
5	12 to 14 hours	39	29	68	22.67
6	14 to 16 hours	4	3	7	2.33
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

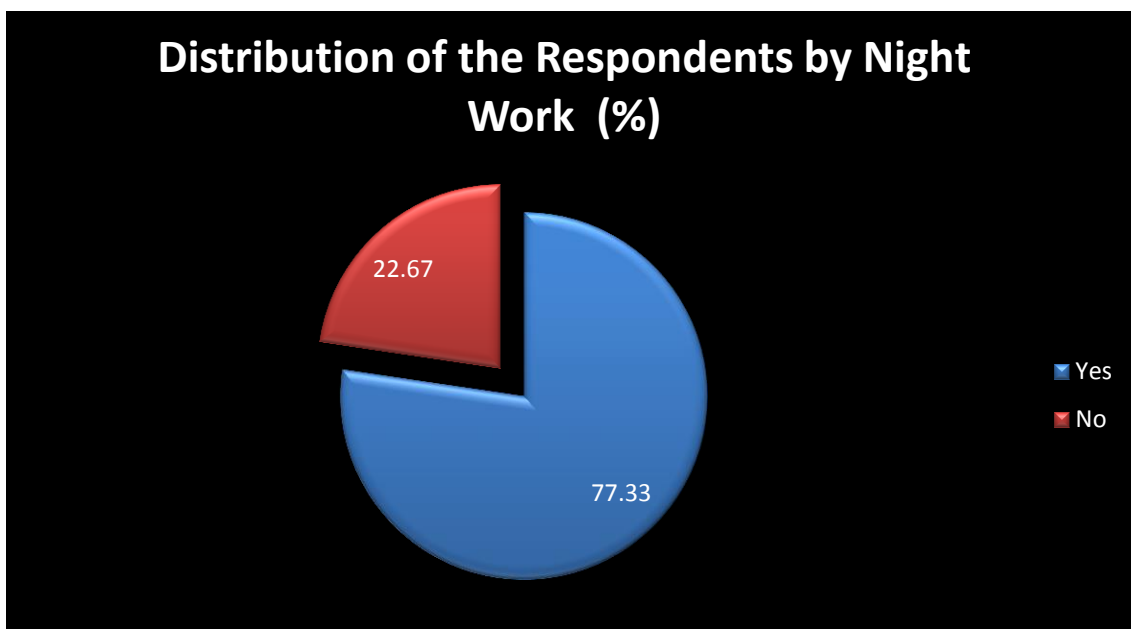
Table 4.1 shows that hardly 2.67 per cent of the respondents are working for below 6 hours in a day. 4.67 per cent of the child labourers work for 6 to 8 hours in a day. Around 90 per cent of the respondents work for 8 to 14 hours in a day. Out of these 39.33 per cent work for 10 to 12 hours in a day, 22.67 per cent work for 12 to 14 hours in a day and 28.33 per cent work for 8 to 10 hours in a day. Only 2.33 per cent of the respondents work for 14 to 16 hours in a day. These long working hours pose a serious threat to the health and well-being of the child labourer. Long hours of work and sleep deprivation result in excessive fatigue, which hampers their physical and mental growth and may lead to serious life threatening mental ailments in the future. The working hours seen in table 1 openly violate the Child Labour Prohibition and Regulation Act, 1986 which specifies that no child is supposed to work for more than 6 hours including the resting intervals. Thus work for many of the child labourers

working in the beach shack restaurants in Goa becomes an ordeal, a source of suffering and exploitation and above all an abuse of their fundamental human rights.

#### 4.2.2 Night Work

The working conditions of the child labourer is also measured and analysed through the occurrence of night work. At a time when the child should enjoy a good night's sleep, it is found that the child is working. The Child Labour Prohibition and Regulation Act, 1986, prohibit children from working in any establishment between 7.00 pm and 8.00 am. A majority of the child labourers on these beach shack restaurants are found to be working late into the night. This is a blatant violation of the Act that protects these children. The extent of exploitation of these child labourers is seen from the fact that they are not given any extra wage for working in the night.

**Figure 4.1: Distribution of the Respondents by Night Work (%)**



N=300

Source: Based on Primary Survey

Figure 4.1 shows that 77.33 per cent of the respondents work in the night. 22.67 per cent of the respondents do not work in the night but yet they have considerably long hours of work.

The child labourers working at night were asked to describe their night working hours. Table 4.2 shows the details of the night working hours of the respondents. Night working hours officially mean that work which is carried on beyond 7.00 pm.

**Table 4.2: Distribution of Respondents Based on Working Hours of Children at Night**

<b>Sr. No.</b>	<b>Working Hours</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	2 hours	17	18	35	11.67
2	2 to 4 hours	34	36	70	23.33
3	4 to 6 hours	57	42	99	33.00
4	Above 6 hours	19	9	28	9.33
5	No Night Work	23	45	68	22.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

It is seen from table 4.2 that 33 per cent of the child labourers work for 4 to 6 hours in the night and 23.33 per cent work for 2 to 4 hours in the night. 11.67 per cent of the respondents are found to be working for 2 hours in the night. Table 4.2 also shows that considerable amount of respondents work for above 6 hours (9.33 %). As further seen in table 4.2, there are also 22.67 per cent of respondents who have no night work. The child labourer does the night work in addition to the day work. Thus it further indicates the pathetic working condition of these child labourers as well as the exploitation by the employer.



### 4.2.3 Availability of Rest Intervals

Rest is important for all individuals and especially so for working individuals. Proper amount of rest helps in increasing the workers efficiency at work. The child labourer has a weak physical structure and hence tends to get tired soon and as such needs rest intervals during work. Long hours of work without any rest intervals affect the child's mental and physical well-being and can cause serious diseases.

**Table 4.3: Distribution of Child Workers Based on Rest Interval during Work**

Sr. No.	Resting Hours Per Day	North Goa	South Goa	Total	Percentage
1	No Rest Interval	17	10	27	9.00
2	No Binding	46	48	94	31.33
3	Half an Hour only	27	28	55	18.33
4	One hour only	52	54	106	35.33
5	Two hours and more	8	10	18	6.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Table 4.3 shows the details regarding rest intervals during work in these beach shack restaurants. It is absolutely inhumane to make the child labourer work without any rest intervals, but it is seen in table 3 that 9.00 per cent of the respondents work without any rest intervals. Majority of the respondents (35.33%) are found to be given one hour of rest during work. The work on these beach shack restaurants is mainly dependent on its customers and hence sometimes there might be an overload of work when there are abundant customers and less work when the customers are few. Thus 31.33 per cent of the child labourers are seen to have no fixed rules with regards to rest. If they are free they can rest. Out of the total number

of respondents (N=300), 18.33 per cent are given only thirty minutes of rest interval during work. Only 6.00 per cent of the child workers have a rest interval of two hours during work.

The Child Labour Prohibition and Regulation Act, 1986 states that “the child has to be given at least one hour of rest for every three hours of work”, but majority of the employers seem to be unaware of this Act either deliberately or due to ignorance. Most of the employers are not giving adequate resting hours to the child workers. This puts a lot of stress on the child worker and may induce harmful effects of long hours of work on their health.

#### **4.2.4 Number of Working Days per Week**

Every individual needs a day off after a tough and a grueling week at work. This is necessary to rejuvenate the individual’s body and mind. Thus a weekly holiday is rejoiced by every worker and more so when it’s a paid weekly holiday. Majority of the child labourers in this study are in no luck of availing a weekly paid holiday from their employers. Thus they end up working all seven days of the week. The wages are paid according to the number of days they work. If they are absent from work, their wages would be deducted accordingly.

**Table 4.4: Distribution of the Respondents by Number of Working Days Per Week**

<b>Sr. No.</b>	<b>Number of Working Days</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	7 days	95	87	182	60.67
2	6 days	48	47	95	31.67
3	Others	7	16	23	7.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Table 4.4 shows that 60.67 per cent of the respondents work for seven days in a week. 31.67 per cent of the respondents work for six days in a week, thus getting one regular holiday per week with pay. Only 7.67 per cent of the respondents work for less than six days in a week. They work for less than six days in a week as the employers themselves demand their services for five days or so. They are paid only on those days that they attend work.

The Child Labour Prohibition and Regulation Act, 1986 states that “every child worker should be given a weekly holiday with pay”, but on these beach shack restaurants in Goa we find that majority of the child workers are working for all seven days of the week and they run the danger of losing their wage on the day they are absent. This working condition is absolutely in violation of The Child Labour Prohibition and Regulation Act, 1986 and a form of exploitation of these child workers.

#### **4.2.5 Availability of Leave**

Sick leave, medical leave and casual leave is the right and privilege of every worker. But unfortunately there is no provision of such leaves for the child labourers working in these beach shack restaurants in Goa. Providing such leaves depends entirely on the wish of the employer and it varies from one establishment to another. In some cases the child worker could avail of a leave for a specified number of days without pay, if they informed their employers sufficiently early. Table 4.5 shows the details with regards to availability of leave.

**Table 4.5: Distribution of Child Workers Based on Availability of Leave in Need**

<b>Sr. No.</b>	<b>Response</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Often	31	36	67	22.33
2	Sometimes	74	71	145	48.33
3	Rarely	39	36	75	25.00
4	Never	6	7	13	4.33
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

According to table 4.5, 22.33 per cent of the child labourers get leave often whenever they require. A majority of the child workers get leaves sometimes (48.33%) and that too when it's absolutely necessary. 21.33 per cent of the respondents get leave rarely. Even leave without pay is refused to them during the peak tourist season which runs for almost eight months in Goa as during this time the business is good. It is also seen from table 5 that 4.33 per cent of the child workers never get a leave. They run the risk of losing their job if they ask for a leave. They have to work for a whole year without leave. Since the livelihood of these child workers depends on the wages that they earn from their work, it becomes difficult for them to avail leaves when required. Availing a leave means deduction in wages or jeopardising their job and both these outcomes are unfavourable for these child labourers.

#### **4.2.6 Wage Structure**

A wage is defined as “a monetary compensation paid by an employer to an employee in exchange for work done”. The payment may be calculated as a fixed amount for each task completed or at an hourly, daily, weekly or monthly rate. Child labourers work for long hours with very low wages all over the world. Wage is an important variable in determining the working conditions. Thus an attempt has been made in this study to examine and understand

the monthly income received by the child workers working on the beach shack restaurants in Goa.

**Table 4.6: Distribution of Respondents by Monthly Income**

Sr. No.	Earnings Per Month (Rs.)	North Goa	South Goa	Number	Percentage
1	Up to 500	35	24	59	19.67
2	500-700	43	72	115	38.33
3	700-900	58	40	98	32.67
4	900-1100	8	9	17	5.67
5	Above 1100	6	5	11	3.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

It is seen from table 4.6, that majority of the child workers are receiving low wages from their employers. 19.67 per cent of the child labourers receive less than Rupees (Rs.) 500 per month as salary. This is highly unjust considering the long hours that they put into work. Table 6 reveals that 71 per cent of the respondents are receiving salary between Rupees (Rs.) 500 to Rupees (Rs.) 900 per month. According to the Rangarajan Committee Recommendations (2014) an individual requires Rupees (Rs.) 47 per day in an urban area and Rupees (Rs.) 32 per day in a rural area to get two square meals. Thus it is seen that these wages are barely sufficient for the child labourers to earn them their two square meals. Rupees (Rs.) 900 to Rupees (Rs.) 1100 is the monthly income of 5.67 per cent of the total number of respondents (N=300). Only 3.67 per cent of the child labourers receive a monthly income of above Rupees (Rs.) 1100. In spite of the child labourer working for ten to fourteen hours in a day, the wages given to them are meagre. This scenario is highly exploitative.

#### 4.2.7 Mode of Payment

Mode of payment differs from one establishment to the other. There is no uniformity with regards to mode of payment. Quality of working condition is also determined through the mode of payment. Table 4.7 shows the mode of payment utilized by the employers.

**Table 4.7: Distribution of Respondents by Mode of Payment of Wages**

Sr. No.	Mode of Payment	North Goa	South Goa	Total	Percentage
1	Daily	8	4	12	4.00
2	Weekly	21	24	45	15.00
3	Monthly	75	81	156	52.00
4	Yearly	10	8	18	6.00
5	Employer's Convenience	36	33	69	23.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

It is seen from table 4.7 that 52 per cent of the respondents get their wages on a monthly basis, followed by 23 per cent of the respondents that get their wages as per the employer's convenience. Sometimes when the business is good, they would receive their wages promptly and when the business is bad, the wages would be paid after a prolonged period of time. 15 per cent of the child labourers receive their wages on a weekly basis and 4 per cent receive on a daily basis. Only 6 per cent of the respondents receive their wages on a yearly basis. Some child labourers have reported that they receive their wages only when they visit their native place.

#### 4.2.8 Mode of Receiving Wages

Mode of receiving wages is another important parameter in understanding the working conditions of the child labourers. Most child labourers contribute their monthly earnings

either fully or partially towards the family income due to economic compulsions of their families.

**Table 4.8: Distribution of Respondents by Mode of Receiving Wages**

<b>Sr. No.</b>	<b>Mode of Receiving Wages</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Entirely received by worker	60	67	127	42.33
2	Entirely received by parents	53	46	99	33.00
3	Partly handed over to parents	34	29	63	21.00
4	Parents get advance	3	8	11	3.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Thus it is seen from table 4.8, that the wages are fully received by the parents in 33 per cent of the respondents and the wages are partly handed over to the parents in 21 per cent of the respondents. The other part of the wage was deposited with the employer which is handed over to the child labourer while visiting his native place. In 3.67 per cent of the respondents, their parents collected an advance from the employer. Here the child labourers only work to repay the advance collected by their parents. On rare occasions they may get a small part of their wage for personal use. In contrast to this 42.33 per cent of the child labourers themselves received their full wages. They use their wages in a manner in which they like.

Table 4.8 reveals that, a majority of the respondents religiously hand over their earnings either entirely or partially to their families. Some child workers are more responsible towards their families while others live their lives on their own will.

#### 4.2.9 Fringe Benefits

A fringe benefit is defined as “a payment to the worker in addition to salary or wages in the form of cash, goods or services”. Some establishments provide the child labourers with additional incentives and benefits apart from wages.

**Table 4.9: Distribution of Respondents by Fringe Benefits**

<b>Sr. No.</b>	<b>Benefits</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Getting Benefits	61	65	126	42.00
2	Non - Availability of Benefits	89	85	174	58.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

It is seen from table 4.9, that 58 per cent of the child labourers are not getting any kind of fringe benefits from their employers whereas 42 per cent of the respondents receive such benefits. The benefits received by the child workers come in the form of goods and cash bonus. It is reported by some of these respondents that they received cake and sweets on the birthday of the employer or the birthdays of his family members. Some of the child labourers received cash bonus as an incentive for garnering more customers to their respective establishments. Sometimes these child labourers are given flyers or pamphlets to distribute to prospective customers so as to advertise about their respective establishments. Incentive in the form of cash bonus was mostly witnessed in the months of November, December and January.



#### 4.2.10 Income Satisfaction

The opinion of the child labourer about their wages is very important in understanding their working conditions. Upon asking the child labourers and through observation it is found that the child labourers are paid far less compared to the adult workers who do almost the same job.

**Table 4.10: Distribution of Respondents by Income Satisfaction**

Sr. No.	Opinion	North Goa	South Goa	Total	Percentage
1	More than Enough	4	3	7	2.33
2	Enough	37	40	77	25.67
3	Not Enough	109	107	216	72.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Table 4.10 reveals that in spite of the injustice in payment of wages between the child labourer and the adult worker 25.67 per cent of the child labourers are satisfied with their income. The beach shack restaurants are found to be paying much better to its child labourers compared to other establishments and occupations in which they are employed. Some few child labourers are overwhelmingly satisfied (2.33%) with their income. They find their income more than enough given the support for sustenance such as free food and accommodation by the employer. In their own hometown they struggle for sustenance. In contrast to all this, a majority of the child labourers are not satisfied (72%) with their income. They believe that they deserve a higher wage for the long hours of work and the amount of work they undertake.

#### 4.2.11 Expected Amount of Work and Salary by the Child Workers

The opinion of the child labourers regarding the expected amount of work and salary is tabulated and shown in table 4.11.

**Table 4.11: Showing Opinion of the Child Worker about the Amount of Work and Salary they Expect**

<b>Sr. No.</b>	<b>Opinion</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Less work less salary	0	0	0	0
2	Less work same salary	57	54	111	37
3	Same work more salary	93	96	189	63
	<b>Total</b>	150	150	300	100

N= 300

Source: Based on Primary Survey.

It is thus seen that majority of the respondents (63%) expect the work to be same but the salary to be more. They did not mind doing the arduous work for long hours, but all they wanted was their wages to increase. The remaining 37 per cent of the child labourers expected the work to be less but the salary to be same. The child labourers are not too satisfied with the present amount of work and salary. The amount of work done is too large and the salary earned is immensely meagre.

#### 4.2.12 Accommodation

The living condition of the child labourers is very miserable. These child labourers live in unhygienic conditions. Very few child labourers have moderate living conditions. The accommodation of the child labourers is tabulated in table 4.12.

**Table 4.12: Distribution of Respondents by Accommodation**

<b>Sr. No.</b>	<b>Category</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Staying with Parents/Relatives	30	23	53	17.67
2	Sleeping within the Beach Shack Restaurants	64	67	131	43.67
3	Sleeping outside the Beach Shack Restaurants	56	60	116	38.67
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

It is seen from table 4.12, that 17.67 per cent of the respondents stay with their parents or relatives as they had migrated along with them. 43.67 per cent of the child labourers are sleeping within the beach shack restaurants after their work. Mostly they sleep in the kitchen or the main dining place once the place shuts down. They sleep on or under the tables. Thus they do not get proper rest or sleep. The remaining 38.67 per cent of the respondents sleep outside the beach shack restaurants. They either sleep on the beach beds laid on the beach for the guests by the employer or in low sheds built by the employer near the beach shack restaurant. These places have little or no ventilation and they offer very little bathing and sanitary facilities. The child labourers use the beach or the open areas to complete their toilet duties. The child labourers sleep in places cramped for space which can create an improper sleeping posture, thus leading to health problems for the child labourer. These places are also infested by bugs, mosquitoes and various other insects that can cause deadly diseases. Some fortunate child labourers are found to be living in places rented by the adult workers. Here the living conditions are slightly better. Overall, a large number of respondents are dissatisfied by their accommodation facilities. In spite of all these odds, the major advantage is that the child labourers who do not have a place to stay or are homeless can get benefit from these accommodations as the employer allows them to sleep on the premises of the establishment.

#### 4.2.13 Quality of Food

Nutrition is defined as “nourishment or energy that is obtained from the food we eat”. Every individual requires food to continue working on a day to day basis. Food gives us energy to work efficiently. A nutritious diet in the formative years of childhood can help the child to grow into a healthier individual, but unfortunately not many have this privilege. Large numbers of children the world over die of hunger and malnutrition. Thus food is an important factor that attracts the children to work. Through observations and discussions with the children, it is revealed that all the child labourers working on the beach shack restaurants in Goa are getting adequate food.

**Table 4.13: Distribution of Respondents Based on Quality of Food They Get to Eat at the Beach Shack Restaurant**

<b>Sr. No.</b>	<b>Category</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Normal food served in the Beach Shack Restaurant	71	79	150	50.00
2	Separate food prepared for Beach Shack Restaurant Staff	58	52	110	36.67
3	Only Veg Food	21	19	40	13.33
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Table 4.13 helps in understanding the quality of food they get. Out of the total number of respondents (N=300), 13.33 per cent get to eat only veg food even though non-veg is served at these establishments. Half of the total number of respondents gets to eat normal food served in these beach shack restaurants (50%), though not the delicacies and the exquisite dishes. They can choose their food according to their taste. Also there is no strict control as

with regards to quantity of food that these child workers can eat. The only problem they face is that they are not able to eat their food on time. Majority of these child labourers have lunch at around 3.30 pm to 4.00 pm and dinner at around 11.30 pm to 12.00 midnight. It is also seen in table 4.13, that 36.67 per cent of the child labourers eat food that is separately prepared for the beach shack restaurant staff. Here they cannot choose their food. The menu is fixed comprising of rice, dal, vegetable and chicken curry. On certain rare occasions there can be a fish in that menu. All the respondents reveal that they are satisfied with the food they get and most important fact is that they never remain hungry.

#### **4.2.14 Employer- Employee Relationship**

Another important parameter of understanding the working conditions of the child labourers is the employer- employee relationship. The main factors that govern this relationship are fear and obedience. The employer is the supreme authority for these child labourers. They are made to believe that if they obey the terms and conditions of the employer and put up with the harsh conditions at work, their chance of continuing for a longer period of time with better wages is bright. Hence these innocent child workers have to bear up with the strict and hard at work behaviour of the employer. Many a times the economic compulsion of the child workers also compels them to hold on to the job in spite of the pathetic working conditions and the atrocities of the employer. This gives a chance to the employer to extract more and more work from the child labourers. Through observation and discussion with the child labourers, parents and employers, it is seen that the parents often support the employers and criticise their own children for any of their wrong doings or even for the wrong doings of the employer. The employers often use punishments as a means of bringing about fear and obedience.

**Table 4.14: Distribution of Respondents Based on Employer-Employee Relationship**

<b>Sr. No.</b>	<b>Category</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Very Cordial	3	11	14	4.67
2	Cordial	58	59	117	39.00
3	Strict	46	50	96	32.00
4	Very Strict	27	22	49	16.33
5	Abusive	16	8	24	8.00
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

According to table 4.14, 39 per cent of the child workers shared a cordial relationship with the employer and 4.67 per cent of the child workers have very cordial relationship with their employer. This kind of relationship is mostly found in those establishments in which the child labourers interact freely with the employer as the employer himself is a worker. 32 per cent of the respondents reported that their employers are strict towards them especially at the time of work and 16.33 per cent of the respondents reported that their employers are very strict towards them. Only 8 per cent of the child labourers suffer from abusive relationship with their employer. They are physically or verbally abused on a regular basis. It is also seen from table 4.14 that abusive relationships are found more in North Goa and very cordial relationships are found more in South Goa.

#### **4.2.15 Approach of the Adult Workers**

Adult workers frequently come in contact with the child labourers. Hence they make a positive or negative impression on the child labourers. Some adult workers are role models for the child labourers and some are hated by the child labourers as they try to dump their

work upon them. Hence it is important to analyse the approach of the adult workers towards the child labourers in understanding the working conditions.

**Table 4.15: Showing Approach of the Adult Workers Towards the Child Workers**

<b>Sr. No.</b>	<b>Category</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Very Cordial	27	30	57	19.00
2	Cordial	76	83	159	53.00
3	Indifferent	33	23	56	18.67
4	Abusive	14	14	28	9.33
	<b>Total</b>	150	150	300	100.00

N= 300

Source: Based on Primary Survey.

Table 4.15 shows that, 53 per cent of the child labourers are receiving affectionate and loving treatment from their adult counterpart and hence share a cordial relationship with them. 19 per cent of the respondents share a very cordial relationship with the adult workers as they are highly co-operative and sympathetic towards them. Some of the adult workers also share their accommodation with them. 18.67 per cent of the respondents reported that the adult workers are indifferent towards them. 9.33 per cent of the child labourers reported of being abused by the adult workers. They are mentally harassed and physically and verbally abused for not obeying their orders. These adult workers try to shrug off their work onto the child labourers. When the child labourer who is already burdened with his own work is unable to accept any further work and rejects the offer, then these adult workers take it as an offence and they mentally and physically start to harass the child labourer. When the child labourers go through such conflicting relationships with their own adult co-workers, they run a risk of

developing the same attitude and anger towards the society, whereas when the relationships are cordial, they run a chance of becoming a better citizen in the future.

### **4.3 CONCLUSION**

The findings of the present study indicate that in spite of the various laws, measures and Acts protecting the interest of the child labourers at the place of work, they are found to be working in deplorable conditions at these beach shack restaurants in Goa. Instead of six hours of work, they are made to work for eight to fourteen hours in a day. Majority of the child labourers are also working in the night on these beach shack restaurants. Majority of the child labourers also complaint about not getting a weekly holiday and leave in time of need. The wages they earn are also meagre in comparison to the long hours of work and the amount of work they do. They also receive lower wages in comparison to the fellow adult worker who does the same amount of work or sometimes even less. The child labourers are of the opinion that they deserve higher wages. The mode of payment engaged by the employer as well as the mode of receiving wages by the child labourers is highly exploitative. Majority of the child labourers are not getting any fringe benefits in the form of bonus, cash benefits, health insurance or a social security cover from their employers. The employer-employee relationship is also found to be cordial and extremely informal. The approach of the adult workers is found to be warm, loving and affectionate towards a majority of these child workers apart from some few cases of indifference and physical and verbal abuse. It can thus be inferred that the working conditions of the child labourers is pathetic and miserable.

Amidst all this exploitation and misery, the only blessings for these child labourers working at the beach shack restaurants in Goa is that they get free food and accommodation from their employers.



# **CHAPTER 5: PROBLEMS FACED BY CHILD LABOURERS WORKING IN BEACH SHACK RESTAURANTS IN GOA**

## **5.1 INTRODUCTION**

Child labour still remains one of the widespread problems in the world today even though children are considered to be valuable human resource of the nation. Childhood is a highly crucial stage of development in a child's life as the children are moldable and gullible during this phase. In most families, the parents neglect them, care-takers batter them and in work places employers sexually and physically abuse them leading to emotional, physical, social and sexual abuse of children. Despite hectic planning, welfare programmes, legislation and administrative action in the past five decades a large majority of the children continue to remain in distress and turmoil. Children are actually the wealth of tomorrow (Agarwal & Bharti, 2013). Public and professional concern is yet to be translated into positive and realistic action.

The issue of child labour occupies a core position nationally and internationally and as such was indicated during the Seattle Round talks. International trade has been highly instrumental in shaping these talks (Meera, 1990).

An easily exploitable position in the labour market and a relatively weak position in work relations are occupied by the children who work. Children work in industrial and non-industrial jobs, organized and unorganized sector. These jobs are often injurious to their health and development (ILO 1997).

It is very difficult to define precisely both 'child' and 'labour'. Maria De la Luz Silva (Maria, 1981) defines a 'child' as "someone who needs adult protection for physical, psychological and intellectual development until able to become independently integrated into the adult world". Similarly 'labour' too, has various definitions. Labour force is synonym for the working or economically active population. The Census of India defines work as "participation in any economically productive activity. Such participation may be physical or mental in nature. Work involves not only active work but also effective supervision and direction of Work" (Census 2001). According to De la Luz Silva, in case of children, apprenticeship may contribute to children's socialization and acquisition of technical skills, but when it is simply a device to obtain cheap labour; 'apprenticeship' hinders future development. This element highlights the specific kind of exploitation inherent in child work (Maria, 1981).

Child labour is a complex problem whose roots are deeply embedded in cultural, social and economic structures and traditions of the countries. There are approximately 218 million working children (aged 5-14 years) in the world. The majority of the child workers live in developing countries of Latin America, Asia and Africa. There are also pockets of child labour in many industrialised countries (Parker, 1997). India has 4.4 million child labourers in the 5-14 years age group, the highest in the world (Census 2011). Most of the children who work are not privileged to make their own free choice. This can have an immense impact on the child's physical and intellectual development. Child labour is understood by the International conventions and National Legislation as a violation of Human rights. Hence the attack on child labour must be comprehensive and advance on several fronts simultaneously (Berquele, 1995). Preventing child labour is the ultimate objective but unless the flow of children into work is stemmed, the violation of child rights will persist on a wide scale.

To employ children is unethical (Satyarthi, 2014), but most of the times people do employ them as they are easy to deal with. Their innocence becomes their weak point and thus they fall prey to the exploitation by the employers. Many a times these child workers come from broken families, families drenched in debt that have lost all hope and are helpless, thus they end up biting the bait thrown by the employers.

According to Fassa (1999) the fact that children are working is a grave concern in itself but far more serious concern lies in the type of work they perform as the work is harmful to them. Child labour is more harmful if it interferes with school, recreation and rest of the child. The younger the child, the worst the nature of work schedule. The longer the hours or frequency of nocturnal work, more is the damage. Also the more hazardous the occupation, the more is the damage. When exposed to similar levels of hazards, the children could have higher health risks compared to the adults as is suggested by few environmental epidemiological studies on young workers.

There are 6920 working children (5-14 years age) in Goa (Census 2011). The tourism industry is one of the major revenue generating industry in Goa. Continuous inflow of tourist's all year round leads to increase in demand for child labour at beach shacks and hotels across the coastal belt of Goa. The scenic and pristine beaches of Goa form a major tourist destination. Thus this phenomenon sustains child labour. It is easy to procure child labour in Goa because of the weak economic position of the child's family as they are mostly migrants. All this puts the child through treacherous situations early on in his journey of life.

Thus the child suffers and can go through a variety of problems while working and also problems that would have an impact on the psychological behaviour of the child in future. Sometimes when a child is physically or verbally abused it can leave a deep bad scar on the

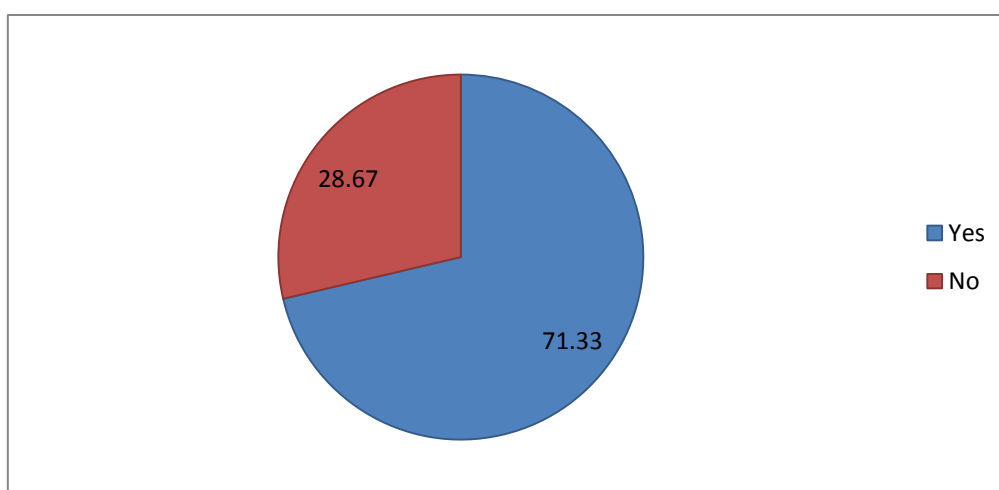
child's mind for life. It is thus important to find out the child workers experience of drudgery at the place of work, the major health hazards encountered by them while working, the various punishments meted out to the child workers on the job and other important aspects. In the view of these discussions, this chapter tries to understand and explore the problems faced by the child workers working in beach shack restaurants across coastal areas of Goa in terms of drudgery, health hazards and punishments.

## 5.2 PROBLEMS FACED BY CHILD LABOURERS AT THE WORKPLACE

### 5.2.1 Drudgery at the Workplace

At an age where the child is supposed to receive endless love and affection, the child is subjected to endless drudgery at the place of work. The child at this tender age is not able to withstand such pressures, but due to economic compulsions of the family the child has to try and sustain at work. Drudgery is one of the major problems that the child labourers face and is rampant at the beach shack restaurants across coastal belt of Goa.

**Figure 5.1: Drudgery at Work Place in (%)**



N=300

Source: Based on Primary Survey

Figure 5.1 shows that of the total number (N=300) of respondents interviewed, 71.33 per cent of them experienced endless drudgery of work. Only a meager 28.67 per cent did not experience endless drudgery at place of work. So it can be inferred that majority of the child labourers working at the beach shacks and hotels across coastal areas of Goa experienced endless drudgery. Due to the un-retaliating nature and the helpless condition of the child labourer, drudgery fortifies itself at the place of work.

#### **5.2.1.1 Type of Work Disliked by the Child Workers**

In the present study it is seen that the child workers working at these beach shack restaurants in Goa are subjected to harsh menial work such as sweeping and cleaning, fetching water in big vessels, washing of big utensils or even more arduous work such as cleaning of urinals. At an age where the child is supposed to have held a pen in the hand, they are entrusted with a knife to cut and clean the fish and meat. Many a times the child worker has to get up early in the morning to participate in cooking and allied activities such as boiling of potatoes, boiling of peas, cutting onion and vegetables etc. Thus the child worker develops a dislike towards these activities which take away the freedom to live their childhood. But bound by the economic compulsions, they have to stay deep rooted in these same activities which they dislike. With a gleaming light of hope in their eyes and faith in their hearts that one fine day they may be able to enjoy their childhood by doing the work of their choice, they silently continue doing the work they dislike every single day. The various kind of work that is disliked by the child labourers is tabulated in table 5.1.

**Table 5.1: Showing Frequency Distribution of the Type of Work Disliked by Child Workers**

Sr. No.	Type of Work	North Goa	South Goa	Number	Percentage
1	Sweeping & Cleaning	147	143	290	96.67
2	Fetching water in big vessels	143	144	287	95.67
3	Cleaning the tandoors	140	141	281	93.67
4	Cleaning the fish and meat	143	142	285	95.00
5	Cooking & Allied Activities	141	142	283	94.33
6	Washing big vessels	144	145	289	96.33
7	Cleaning Urinals	150	149	299	99.67

N= 300

Source: Based on Primary Survey.

From table 5.1 it can be inferred that cleaning of urinals (99.67%) is the most disliked work by the child workers across North Goa and South Goa, followed by sweeping and cleaning (96.67%). Another major activity disliked by the child workers was that of washing big vessels (96.33%). The other activities disliked by the child workers are: fetching water in big vessels (95.67%), cleaning of fish and meat (95%), cooking and allied activities (94.33%) and cleaning of the tandoors (93.67%).

Some of the respondents were found to be optimistic about this arduous work that they were subjected to because according to them rather than dying out of hunger in their native states, they did prefer doing this work thus earning and contributing to their family for survival.

## **5.2.2 Occupational and Health Hazards at the Place of Work**

The present study shows that the occupational and health hazards are very much present even in the hotel sector and not just confined to the industrial, manufacturing and agricultural sector. The beach shack restaurants in Goa pose grave occupational and health hazards to the workers and more so to the child labourers working there. The body of the child is not fully developed physiologically and psychologically and hence is not yet ready to take on the arduous work they are designated to do. Yet the job compels them to do arduous work. Thus there is a high risk of health hazards in the child labourers.

### **5.2.2.1 Occupational Hazards**

Every occupation has its fair share of occupational hazards as they are a part and parcel of the working environment. It is the duty of the employers to try and reduce these occupational hazards at place of work by engaging and implementing safety norms and measures. But very often the employers fail to do so. The child labourers confront a variety of problems while working in these beach shack restaurants. The occupational hazards take a toll on their health. In spite of the dangers associated with the occupation, the child labourers continue to work. In the long run these occupational hazards can be life threatening. The occupational hazards confronted by the child labourers are displayed in table 5.2.

**Table 5.2 : Showing Frequency Distribution With Regards to Occupational Hazards Faced by Working Children**

<b>Sr. No.</b>	<b>Category</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Continuous exposure to smoke due to use of coal	114	107	221	73.67
2	Dust-inhalation while sweeping	141	132	273	91.00
3	Flour inhalation while kneading	123	112	235	78.33
4	Intensive heat at place of work	133	129	262	87.33
5	Lifting of heavy loads	66	68	134	44.67
6	Exposure to wet floors while cleaning, swabbing and mopping the floor	54	54	108	36.00
7	No usage of Gloves while working with ovens and tandoor	100	119	219	73.00
8	Strenuous work	142	138	280	93.33
9	Overwork to the extent 12 to 16 hours a day	43	32	75	25.00
10	Irregular hours of food	129	115	244	81.33
11	Inadequate sleep	98	91	189	63.00
12	Low wages	114	108	222	74.00
13	Ill Treatment by the employer	81	88	169	56.33
14	Lack of safety measures for maintaining health and hygiene of child worker	136	121	257	85.67
15	Continuous exposure to water while cleaning and washing utensils	57	68	125	41.67
16	Continuous exposure to cuts and wounds while cutting and cleaning of vegetables, fish and meat	89	101	190	63.33
17	Lack of Proper Toilet Facilities	71	70	141	47.00
18	Cramped Sleeping Space	90	99	189	63.00

N= 300

Source: Based on Primary Survey.



According to Table 5.2, strenuous work (93.33%) is a major problem confronted by the child labourers. Most of the child labourers are found to be doing the work which does not match their age. Dust inhalation while sweeping (91 %) and flour inhalation while kneading (78.33%) were found to be other major problems confronted by these child labourers. The intense heat at the place of work along with low levels of ventilation and continuous exposure to smoke due to the use of coal in tandoors and ovens makes the environment inside the kitchen extremely suffocating for these child labourers. The present study also reveals that there are no safety measures being used to maintain the health and hygiene of the child labourers. Gloves are not being used while working with ovens and tandoors by 73 per cent of the respondents. There was found to be negligence on the part of the employer in providing proper sanitation facilities at the place of work. Every child should get food on time but unfortunately these child labourers faced a problem of irregular hours of food (81.33%). Another noted problem was the low wages (74%) that the child labourers got compared to the adult workers in lieu of doing the same amount of work or sometimes even more than that done by the adult worker. It is seen that 63.33 per cent of the respondents face a problem of being continuously exposed to cuts and wounds while cutting and cleaning of vegetables, fish and meat. Inadequate sleep (63%) was also another problem reported by the child labourers. The beach shack restaurants across the coastal areas of Goa are open till late in the night and hence the child labourers are forced to stay awake for work. The long hours of work, the damp, dusty, dirty and cramped environment that they sleep in is also not favourable for their sleep. More than half of the respondents have complained about being ill-treated by the employer. Some of the other problems confronted by these child labourers are: Lifting of heavy loads (44.67%), continuous exposure to water while cleaning and washing of utensils (41.67%) and exposure to wet floors (36%).

### 5.2.2.2 Health Hazards

Most of the child labourers are confronted with a variety of problems while working as seen from table 5.2. These problems lead to various psychological and physical health hazards in the child labourers. Long hours of work, late hours of night employment, continuous standing or sitting or use of a single set of muscle, carrying of heavy loads or lifting of heavy weights, indoor confinement to ill-ventilated kitchens, irregular hours of food, continuous exposure to heat, water, smoke and constant strenuous work leads to the child developing certain deformities and diseases. Ill-treatment by the employer and the adult worker leads to psychological and emotional disorders associated with stress, fear and anxiety. In the present study it is found that almost three fourth of the total respondents are affected by health problems.

**Table 5.3: Frequency Distribution of Respondents by Type of Health Hazards Experienced While Working**

<b>Sr. No.</b>	<b>Category</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Body pain	109	94	203	67.67
2	Skin diseases	55	49	104	34.67
3	Breathing problems	93	79	172	57.33
4	Allergies	53	48	101	33.67
5	Heart ailment	20	18	38	12.67
6	Burns on hand and feet	69	82	151	50.33
7	Infections due to cuts and wounds	76	91	167	55.67
8	Stress	125	111	236	78.67
9	Gastric and stomach disorders	68	77	145	48.33

N= 300

Source: Based on Primary Survey.

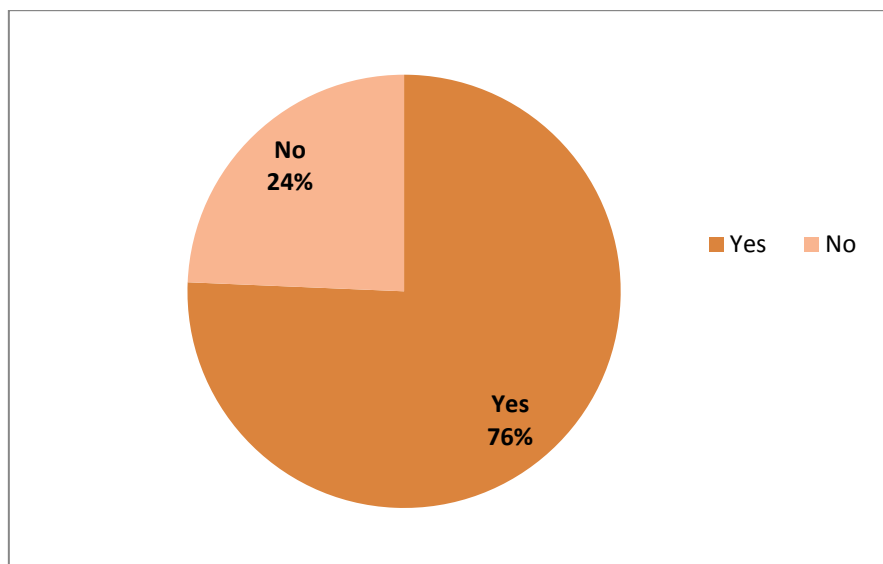
Table 5.3 shows that 78.67 per cent of the child labourers suffer from stress due to the strenuous work they undergo for long hours. The hotel industry is very demanding and hence the child labourers have to be on their toes all the time. There is no much time for them to rest. If they snooze they lose.

The body of the child is physiologically not developed to perform arduous work, but unfortunately here we see that the child labourer is bestowed with work which is of arduous nature and thus these child labourers suffer from muscular problems and body pain (67.67%). Dust, smoke and flour inhaled during work leads to breathing problems in 57.33 per cent of the respondents. These child labourers are also prone to infections due to cuts and wounds (55.67%) acquired by them while cutting and cleaning vegetables, fish and meat. As no gloves are used while handling ovens and tandoors, the burns on hands and feet are a common feature in 50.33 per cent of the child labourers. Irregular hours of food along with inadequate sleep are found to contribute towards gastric and stomach disorders prevalent in 48.33 per cent of the child labourers. Skin diseases are a common sight in 34.66 per cent of the child labourers working in these beach shack restaurants. The intense heat and lack of proper ventilation in the kitchens of these beach shack restaurants further aggregates this health hazard. Damp and dusty conditions, wet floors and cramped sleeping spaces are found to be contributing factors in various allergies developed by 33.67 per cent of the child labourers. This present study also reveals that around 12 per cent of the respondents suffered from heart ailments. This is a shocking revelation as mostly the heart ailment is something associated with adult workers. One of the unfortunate problems with respect to the health aspect is that the respondents are not aware of the seriousness of the sickness. They consider and treat heart ailment as a normal sickness and continue to do the arduous work they are assigned in exchange for money. Thus here we see a trade-off between health and wealth.

### 5.2.3 Punishment at Workplace

The term punishment refers to the authoritative imposition of an undesirable or unpleasant outcome upon an individual or group by another individual, in response to behaviour that the authority deems unacceptable or a violation of some norm. Punishments differ in degree of severity and may include sanctions, fines, deprivation of privileges, verbal abuse or corporal punishment in which physical pain is intended to be inflicted upon the transgressor. Punishments are often harmful rather than being helpful, and when used upon the child labourers it is extremely harmful and dangerous as it hampers their psychological development by inducing stress, fear, pain and anxiety in them and physical development through bodily harm and damage. In the present study it is seen that the employers use punishments as a means and method of commanding their position amongst the child labourers. Figure 5.2 clearly shows that 76 per cent of the child labourers face punishment at the workplace.

**Figure 5.2: Punishment at Work Place (%)**



N=300

Source: Based on Primary Survey

### 5.2.3.1 Types of Punishment

The present study reveals that the employers use a variety of punishments ranging from deduction of salary to physical abuse to retrenchment from job to get the work done from the child labourers. It is found that sometimes the adult workers also participate in inflicting punishments upon the child labourers. The child labourers often succumb to these punishments because of their economic dependence on the job and also they cannot retaliate as there is no trade union to back them.

**Table 5.4: Frequency Distribution of Punishment At Work Place**

<b>Sr. No.</b>	<b>Types of Punishment</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Deduction of Salary	126	117	243	81.00
2	Verbal Abuse	149	139	288	96.00
3	Physical Abuse	43	38	81	27.00
4	Increase in working hours	20	22	42	14.00
5	Retrenchment from job	36	26	62	20.67

N= 300

Source: Based on Primary Survey.

It is seen from Table 5.4 that 96 per cent of the child labourers working in beach shack restaurants across the coastal areas of Goa face verbal abuse on a daily basis. Another major form of punishment is deduction of salary (81%). The salary is often deducted based upon the nature of violation of a certain norm or the degree of an unacceptable behaviour. How much salary is to be deducted is solely decided by the employer and it often depends upon the mood of the employer as there are no fixed rules with regards to deduction of the salary. Physical abuse as a form of punishment was not found to be high in these beach shack restaurants. Perhaps this could be the possible outcome of the NGO's working tirelessly on

the issue of employment of child labour around these areas. Only 27 per cent of the respondents faced physical abuse. Retrenchment from job was another form of punishment faced by 20.67 per cent of the child labourers. Here it is found that retrenchment from job is a mere farce as the same child labourer is re-employed by the same employer upon forfeiting the salary for the services offered in the past. This exposes the exploitation of the helpless child labourer at the hands of the employer. It is also seen that 14 per cent of the child labourers face increase in working hours as a form of punishment.

A rather fascinating fact revealed in the present study is that of North Goa being more severe with respect to punishment as compared to South Goa. More number of respondents in North Goa faced a variety of punishments compared to South Goa. The North of Goa being a busy tourist destination and having a more active night life had no room for errors from the child labourers and hence the severity in aspect of punishment whereas South Goa is relaxed and has a laid back night life and hence less severe in aspect of punishment.

#### **5.2.4 Child Labourers Getting into Bad Habits**

Childhood is a time to enjoy the joys of nature in the caring arms of the parents but here the child labourer is thrown into the exploitative arms of the employer. When childhood becomes a journey full of struggles and the essence of innocence is lost in earning money, the child labourer develops a feeling of hatred and dislike towards the society. Sometimes to sink their depressions or hide their fears, the child labourers indulge in various vices. Lack of affectionate relationship with the family is also a major reason for the child labourer to get into bad habits. The child labourers are mostly influenced by their friends, older co-workers and sometimes even customers. Thus they can easily fall prey to the bad habits which welcome them with open arms.

**Table 5.5 : Frequency Distribution of Child Labourers Getting into Bad Habits**

<b>Sr. No.</b>	<b>Particulars</b>	<b>North Goa</b>	<b>South Goa</b>	<b>Total</b>	<b>Percentage</b>
1	Chewing of tobacco	93	90	183	61.00
2	Smoking	73	87	160	53.33
3	Drinking	44	53	97	32.33
4	Gambling	102	112	214	71.33
5	No bad habits	24	18	42	14.00

N= 300

Source: Based on Primary Survey.

Table 5.5 shows that 86 per cent of the respondents are indulging themselves in various bad habits. Gambling is found to be rampant amongst 71.33 per cent of these child labourers. Gambling (locally called as Matka) becomes an additional source of income for these cash starved child labourers. It is also evident from the present study that chewing tobacco (61%) and smoking (53.33%) are the other bad habits that these child labourers get into. Chewing and smoking of tobacco by these young child labourers adversely affects their health. Of the total number of respondents only 32.33 per cent indulged in drinking. Mostly they would indulge in drinking only if they were offered free drinks by some customers during night shifts. Drinking being a costly activity was not favoured by many. Sometimes the customers also offered them cigarettes along with tips. The respondents agreed to indulge in these habits to relieve them of stress and to help them undertake the arduous work that they do. As off now there are no cases of child labourers indulging in drug abuse or promiscuous sexual behaviour, but with the fast changing night life at these beach shacks and hotels in the hot spot tourist destinations, these things could very soon be a reality. There is an urgent need for greater awareness and education amongst these child labourers with regards to these deadly vices which have the potential of swallowing our future human resource.

### **5.3 CONCLUSION**

Child labour being an integral part of the urban society is very much in demand at the beach shack restaurants in Goa. The child labourers face a variety of problems ranging from endless drudgery to getting into bad habits. The findings of the present study indicate that the child labourers are exploited because of their economic vulnerability. The child labourers working in the beach shack restaurants in Goa face harrowing problems at the place of work which also leads to severe health implications for them in present and future. The employer is found to command his position with the use of punishments. The child labourers suffered a lot of verbal and psychological atrocities along with physical atrocities which can hamper their future growth and development. To fight these atrocities and to undertake the work given to them the child labourers found strength in the bad vices such as drinking, smoking and chewing of tobacco. Gambling is found to be a favourite vice amongst the child labourers. The oasis in this desert of problems is found to be that these child labourers are slowly being enrolled in school as part of the Sarva Shiksha Abhiyaan. Most of the employers did not have much opposition to this as the school timings are in the morning and the peak beach shack restaurant timings are mostly in the afternoon and night. It is therefore important to understand their problems and find solutions to it, so that they are not exploited and can enjoy an adequate and decent means of livelihood.



# **CHAPTER 6: SUMMARY, FINDINGS, CONCLUSION AND RECOMMENDATIONS**

## **6.1 SUMMARY OF CHAPTERS**

This study is presented in six chapters. The summary of each chapter is as follows:

### **6.1.1 Chapter 1**

The first chapter of this study is titled as 'Introduction'. This chapter begins with the historical background of child labour and ends with the limitations of this present study. This chapter also comprises of nature of the research, statement of the research problem, objectives of the study, hypothesis, scope of the study, significance of the study and methodology.

### **6.1.2 Chapter 2**

The second chapter of this study is titled as 'Review of Literature'. This chapter comprises of six main sections: Economic history of child labour, studies on child labour employed in industries in India, studies on child labour in metropolitan cities, studies on child labour and migration, studies on child labour employed in informal service sector and other prominent studies on child labour. The section on 'economic history of child labour' discusses the market for child labour in relation to demand and supply of child workers. The socio-economic profile, working conditions and problems faced by the child labourers working in various industries of India are discussed in detail in the section titled 'studies on child labour employed in industries in India'. The section on 'studies on child labour in metropolitan cities' deals with child labour surveys in Madras, Sivakasi, Bangalore, Hyderabad, Calcutta, Varanasi, Kanpur, Indore, Delhi and Mumbai. The section titled 'studies on child labour and migration' focuses on child labour issues due to migration from rural areas to urban areas.

The working conditions, socio-economic background and health and occupational hazards faced by the child labourers employed in various economic establishments like shops, hotels, roadside restaurants, dhabas, automobile and cycle repair workshop, as shoe shiners, as rag-pickers, as newspaper vendors and as milk-bottle delivery boys/girls are discussed in the section titled 'studies on child labour employed in informal service sector'. The role of children as an income earning asset in the household, root causes of child labour, the issue of child labour with relation to fertility and child labour and educational policies is discussed in the section titled 'other prominent studies on child labour'. In this chapter various studies and works conducted on the issue of child labour by prominent researchers, private and public institutions, government organisations, semi-government organisations and Non-Government Organisations (NGO's) have been thoroughly reviewed.

### **6.1.3 Chapter 3**

This chapter is titled as 'Socio-Economic Profile and Factors Influencing Child Labour'. The socio-economic characteristics of the child labourers are revealed in detail through this chapter.

Child labour is perceived to be an indispensable part of the urban society. The growing demand for the child labourers at the beach shack restaurants across Goa are on account of the push factors and pull factors. The child labourers are seen to be coming from socially and economically poor families. The poor social background and equally poor economic conditions force the children to take up jobs early in life for contributing to the family income. The age of these children is found to be a crucial aspect in determining the socio-economic profile of the child labourers. Children as young as 7 to 9 years are found to be working in these beach shack restaurants. These are the most formative years in the child's development. Working during these years will have a negative impact on the child's

development and growth. Almost 3/4<sup>th</sup> of these child labourers are aged between 10 to 15 years. In North Goa, majority of the respondents are found to be between 10 to 12 years of age. In South Goa, majority of the respondents are in the age group of 13 to 15 years. These children are forced to work at an early age in their life to shoulder the responsibilities of the family and hence they miss out on all the enjoyments of childhood.

Goa ranks amongst the highly developed states of India, thus attracting a large influx of migrants from other states. These migrants come to Goa along with their families from various states of India in search of better jobs and a good living. To supplement their inadequate income, they send their children to work. In this present chapter we can see that majority of the respondents are from Uttar Pradesh and Karnataka owing to the large adult migrant population from Uttar Pradesh and Karnataka residing and working in North and South Goa respectively. 10 per cent of these child labourers are from the North Eastern States of Assam and Manipur. Some of the child labourers are found to be from Rajasthan, the western state of India. A few child labourers are found to be from Kerala and Odisha. Thus the chapter reveals that the child labourers working at the beach shack restaurants across coastal areas of Goa are migrants from other states of India. The chapter also suggests that there is a positive correlation between adult labour migration and child labour. It is also seen in this study that 66.33 per cent of these child labourers are from rural areas. Acute poverty, unemployment and low wages prevalent in their native places has compelled them to come to Goa and work. Another 33.67 per cent of the total respondents are from urban areas. They are working in these beach shack restaurants as it is better off working here rather than in their native places.

The chapter reveals that Economic factor is a major factor influencing child labour. It plays a vital role in forcing parents to send their children to work. Amongst the Economic factors, the

economic compulsion of the family is a major push factor influencing child labour. Debt and financial liabilities of parents is seen to be another important push factor influencing child labour. Desire to earn better and scarcity of work opportunities at the place of origin are the other economic factors influencing these child labourers. They consider working at these beach shack restaurants to be a lucrative employment opportunity for them. Sociological factors are seen to influence 16.33 per cent of the respondents. Some land up in Goa just to follow their family while some land up in Goa because of their penchant for the city life of Goa. A few others work here as they are not bound by any social and traditional problems. Discouraging behaviour of the parents, lack of interest in studies and a wish to acquire new skills are some of the other factors influencing child labour. Some respondents say that they have come to Goa to escape the harsh punishments meted out to them by their teachers in school, while some respondents say that they work here to enhance their skills so that one day they can be employed in starred hotels and restaurants.

The chapter shows that education which is a basic right of every child, guaranteed by Right to Education (RTE) is thoroughly neglected. Some of the respondents are found to be forced to leave education on account of the economic compulsion of the family. Some have never reached the doors of school, while some have dropped out of school on their own will or to follow family. It is a shocking revelation that 28.33 per cent of these child labourers are illiterate even in spite of having the Right to Education in force. Majority of the respondents have either enrolled or completed primary schooling. This is closely followed by 22.67 per cent of the respondents who have middle school level of education. Only a few of these child labourers have secondary school education. Majority of the parents of these child labourers are illiterate thus making their children first generation learners. The social aspirations of the family members are found to be low on account of the poor educational background of the

family and hence the child has no role model to look up to. 38.33 per cent of fathers and 30.67 per cent of mothers of these child labourers have primary education. Some of the parents of the respondents have middle school level of education. Only a few parents have secondary school level of education. 3 per cent of fathers of respondents and 2 per cent of mothers of respondents are literate without having gone to school for formal education. Experiences of life and on the job training have helped them become educated and literate.

It is seen in this chapter that a large size of family with comparatively lower income can push the family into abject poverty. As a result, the parents cannot provide for their children and hence these children are sent to work to suffice their own needs as well as the needs of the family. Thus we can see that the size of the family influences the socio-economic condition of the child labour. Majority of the respondents in the present study belong to families having 7 to 9 members. 20.33 per cent of the respondents come from nuclear families having 4 to 6 members. There are 17.33 per cent child labourers belonging to a large sized family having 10 to 12 members. Very few respondents belong to families having more than 12 members or less than 4 members. Thus it is seen that very small and very large families are less prevalent.

This chapter also reveals that the incidence of child labour is higher in families having a lower monthly household income. Thus we see an inverse relationship between monthly household income and incidence of child labour. Lower incomes of the parents make it necessary for them to send their children to work. Majority of the respondents have a monthly family income of Rupees 2000 to 3000. 23 per cent of these child labourers have a monthly family income of Rupees 3000 to 4000 and only 3.33 per cent of respondents have a monthly family income of Rupees 4000 to 5000. There are some child labourers having monthly family income between Rupees 1000 to 2000 and very few having monthly family income of less than Rupees 1000. In certain cases it is seen that the families with comparatively higher

income also send their children to work. This is mainly because of lack of social awareness and irresponsibility on part of the parent.

The chapter further also reveals that the child labourers have to part away with a major portion of their salary to contribute towards the family income. In certain women headed households, these child labourers consider it their responsibility to provide for the family. It is seen that majority these child labourers contribute 25 to 75 per cent of their salary towards the family income. Only 15.67 per cent of the respondents contribute almost their entire income to the family. Some child labourers work for their own existence and live their life accordingly. They contribute zero to 25 per cent of their salary towards the family income. They engage in work to escape their ill-treating family and to avoid school.

The extent of indebtedness of the households of the child labourers is also seen in this chapter. Majority (72.33 %) of the households of the child labourers have no debt while 27.67 per cent of the households have debt. Only 1.67 per cent of the households have a debt of above Rupees (Rs.) 20000 whereas 16 per cent of the households have a debt up to Rupees (Rs.) 5000 and 10 per cent of the households have a debt between Rupees (Rs.) 5000 to Rupees (Rs.) 20000. The debt is incurred by the households on account of agriculture, medical expenses, marriage of family member, construction of house or any other unforeseen event or activity.

Furthermore the chapter also reveals the source of borrowings for the households of the child labourers. Majority (72.33 %) of the households have no borrowings as they do not have any debts. Money lenders are a source of borrowing for 17.67 per cent of the households. Co-operative banks are a source of borrowing for 4 per cent of the households while friends and relatives are a source of borrowing for only 2.33 per cent of the households of the child

labourers. Sometimes the parents are found to be getting an advance from the employers of the child labourers. Thus employers of the child labourers are a source of borrowing for 3.67 per cent of the households. The child labourers are made to work until the repayment is done. Agricultural need, medical expenses, marriage of family member, construction of house or any other unforeseen event or activity leads the households into borrowing from these sources.

The findings of this chapter indicate that the child labourers working in the beach shack restaurants across Goa have a poor socio-economic profile. The economic factors affecting child labour and the low levels of education of the respondents as well as their family members adds to the worsening of their socio-economic profile. Raising the income levels of the adult workers and imparting quality education to all is the key in improving the socio-economic conditions of these child labourers.

#### **6.1.4 Chapter 4**

The fourth chapter of this study is titled as 'Working Conditions of Child labour Employed in Beach Shack Restaurants in Goa'. This chapter reveals the working conditions of the child workers with regards to the working hours, night work, rest intervals, wages, fringe-benefits, mode of payment, food and accommodation provided by the employer, employer-employee relationship and the relationship of the child workers with the adult workers.

The work environment is an important aspect of an individual's life. If the work environment is miserable, the individual will not get any joy in working at such a place. Thus the efficiency at service may be affected. The individual is efficient when the work environment is tolerable, pleasant and delightful. Child labour is a serious social evil, but more so it is their

working condition that needs attention and repair. It is clear from this study that working conditions of the child workers is pathetic and needs urgent reforms.

It is seen through this chapter that majority of the child workers work for long hours in a day. 90 per cent of the child workers work for 8 to 14 hours in a day. A few child workers are also seen to work for 14 to 16 hours in a day. 77 per cent of the child workers are forced to do night work between 7.00 pm and 1.00 am. Goa being a tourist hub, these beach shack restaurants makes good business and hence they operate unto late in the night. Extended hours of work can lead to problem of social isolation in these child workers as they do not have time to enjoy and play with their peers. It is also seen that there are no proper resting hours in between work compared to the long working hours. A majority of them have rest intervals of half an hour to one hour. They can distribute and utilise this time as and how they want, but have to report to the call of the employer if any. 31 per cent of the child workers do not have a fixed rest interval. They are free to take rest as and when there is no work. On these beach shack restaurants, the work depends on the incoming number of customers. Mostly it is observed that there is a good flow of customers all through the day. Hence practically there is no much time to rest.

This chapter shows that 60 per cent of the child workers are working for all seven days in a week without a weekly paid holiday. Their salary would be deducted if they would stay absent from work. 31.67 per cent of the child workers are lucky to get a six day week and that too with a weekly paid holiday. But in reality, on one hand the employer shows grace by giving a weekly paid holiday and on the other hand, deducts salary for the smallest of the offence committed by the child worker.



The chapter reveals that there is no provision of casual leave, sick leave or medical leave for the child workers at the place of work. Leaves are granted on the wish of the employer. The process of granting leaves is not common to all the establishments. Different establishments work on different set of rules. Majority of the child workers are not getting a leave as and when they want, but they get a leave sometimes or rarely. Only 22.33 per cent of the child workers are getting a leave often whenever they require. No pay is given to the child worker for the number of days they are on leave and the child worker has to inform the employer sufficiently in advance before availing the leave. During the peak tourist season which runs from October to May, even leave without pay is refused to the child worker as the business is good and work is more. Sadly, some few child workers are working for the whole year without a leave. Their economic compulsion compels them to work and earn for each and every day. The employers exploit this situation by threatening them about running the risk of losing their job if they ask for a leave. Availing a leave thus becomes a costly affair and means deduction in wages or jeopardising their job and both these outcomes are unfavourable for the child workers.

This chapter also reveals that the child workers are getting a meagre salary in comparison to the long hours that they put at work and also compared to a fellow adult worker who does the same amount of work or perhaps even less. This working condition is highly exploitative. The chapter further reveals that a majority of the child workers are earning between Rupees (Rs.) 15 and Rupees (Rs.) 30 per day which is way below the poverty line. An individual who earns less than Rupees (Rs.) 47 per day in an urban area and less than Rupees (Rs.) 32 per day in a village is considered to be poor according to the Rangarajan Committee Recommendations (2014). Thus it is seen that, the daily wage of these child workers is barely

sufficient to earn them their two square meals. There are a few child workers who earn more than Rupees (Rs.) 30 per day, but yet they struggle to cross the poverty line barrier.

It is seen in this chapter that a majority of the child workers get their salary on a monthly basis as compared to some who get daily or weekly wages. Monthly income inculcates the habit of saving in the child workers whereas daily or weekly wages tends to make them spend thrifts is the ideology of the employers. But in reality the child workers favour the daily or weekly wage system. They believe that receiving a wage on a daily or weekly basis is helpful for them in meeting their daily expenses. Those few child workers who get their income on a yearly basis are found to be struggling with their daily expenses as they have no much money in hand through the year. This leads them to borrow from their fellow co-workers which in turn can land them into a debt trap. It is also seen that 23 per cent of the child workers receive their salary based on the employer's convenience. Some employer's deliberately delay the payment of salary to these child workers citing bad business conditions during a particular period of time while some employers pay them the salary only when they visit their native place.

It is revealed through this chapter that parents receive the salary either partly, entirely or as an advance in 58 per cent of the child labourers and only 42 per cent of the child labourers, themselves receive their entire salary. Almost all child labourers contribute towards the family income. Those child labourers having more responsibility towards their family contribute entirely or a large share of their earnings towards the family income whereas others contribute depending upon their economic compulsion.

It is also revealed in this chapter that a majority of the child workers are not getting any fringe benefits at work while only 42 per cent of them do get some fringe benefits from their employers. These fringe benefits are in the form of cash bonus for garnering more customers to their respective beach shack restaurant through means of distributing flyers and pamphlets to prospective customers or in kind through distribution of cake and sweets on the birthday of the employer or his family members. The cash bonus incentive sees a tremendous increase in the months of November, December and January.

This chapter further reveals that 72 per cent of the child workers are not satisfied with the income they receive. The employer exploits these child workers by paying them a lower wage as compared to an adult co-worker. They are also made to work for long hours without any extra pay. The only respite for these child workers from the exploitation is that they do not have to work under the harsh factory conditions, which they would have had to work in their own hometown. Some child workers are satisfied with their income and some few child workers are found to be more than satisfied with their income. These child workers find it better-off working here at these beach shack restaurants rather than dying of hunger at their own native place.

It is further also revealed through this chapter that, a majority of the child workers expected more salary for the amount of work they do. Given their economic compulsion, they did not mind doing the arduous work for long hours, but all they wanted was an increase in their wages. Some child workers expected a decrease in their workload, but did not want a decrease in their salary. Less work is acceptable for them but not less salary.

In this chapter it is found that majority of the child workers are living in unhygienic conditions either within the beach shack restaurant or outside. 44 per cent of the child workers sleep on or under the tables within the premise. These places are normally wet, damp and infested with mosquitoes and bugs. They are also cramped for space. This causes discomfort in sleeping for the child worker. 39 per cent of the child workers sleep on beach beds put outside the beach shack restaurant for the guests or in sheds built by the employer in close proximity to the establishment. These places lack proper bathing and sanitation facilities. They also lack proper ventilation and lighting facilities. Some child workers are found to be staying with their parents or relatives and some fortunate few are found to be staying with the adult co-workers in rented spaces where the living conditions are slightly better. Some children are forced to stay at these beach shack restaurants in spite of having parents and family because of lack of space at their home. Though a majority of the child workers are dissatisfied with their accommodation facilities, yet it proves to be advantageous to the child workers who do not have a place to stay as at least the employer is considerate enough to allow them to sleep on the premise free of cost.

An important finding in this chapter is that none of the child workers working at the beach shack restaurants remain hungry. All of them are getting sufficient food at the place of work. 50 per cent of the child workers are having normal food served at these beach shack restaurants around the coastal areas of Goa. Some child workers are having food separately prepared for the beach shack restaurant staff. Some few child workers are only served vegetarian food even though non-vegetarian food is served at these places. Almost all the child workers are happy with the food they are getting. On a normal basis they get to eat rice, dal, vegetables and chicken. On rare occasions they get fish. During the Christmas and New Year season these child workers are also able to feast on the left overs of the buffets laid for

the guests and sometimes left over from the plates of the guests. The quality and quantity of food they are getting is helpful in keeping them working for long hours. The only thing the child workers complaint about is their timing of eating food. They are forced to eat lunch and dinner at irregular timings due to their long hours of work.

There is prevalence of an informal and cordial employer-employee relationship between the employers and the child workers. The employers make the child workers obey their orders by instilling fear into them. The main fear for the child worker is of losing the job. In those establishments where the employer himself worked alongside the child worker, the employer-employee relationship is found to be very cordial. A cordial relationship with the employer is shared by 39 per cent of the child workers whereas 32 per cent of the child workers complained that their employers are strict. Some of the employers are very strict towards the child workers during work as they believe in getting work done with an iron fist. They often deduct wages for negligence or minor mistakes on part of the child worker. Very few child workers suffer from abusive employer-employee relationship. These child workers are physically abused on certain occasions but verbally abused on a more regular basis. It is also seen that in North Goa, there are more number of abusive employer-employee relationship compared to South of Goa and in North Goa there are less number of very cordial employer-employee relationship compared to South Goa.

A majority of the child workers are receiving affectionate and loving treatment from their adult co-workers. Some adult workers are highly co-operative and sympathetic towards the child workers. It is also observed that some of the adult workers share their rented spaces with the child workers. Some child workers are facing an indifference treatment from their fellow adult co-workers whereas few child workers are mentally harassed and abused both

physically and verbally by the adult workers. These adult workers often want to pursue their own allotted task through the child workers.

The Child Labour Prohibition and Regulation Act, 1986 provides certain benefits to the child workers working in miserable conditions at these beach shack restaurants. This Act specifies certain provisions to improve the working conditions of the child workers. According to Part III of The Child Labour Prohibition and Regulation Act, 1986, which deals with regulation of conditions of work of children, no child should be allowed to work at any establishment for more than six hours in a day. The child workers should be given rest for at least one hour after every three hours of work. No child should be permitted to work between 7.00 pm and 8.00 am and also no child should be permitted to do overtime work. In addition to this the Act also makes provision for a weekly holiday and clean and hygienic conditions at place of work. But in reality this Act is not implemented to its full potential and thus the child workers are not getting any benefits of the above said provisions. On the contrary the child workers are being exploited by the employers who turn a blind eye to the provisions of The Child Labour Prohibition and Regulation Act, 1986 either deliberately or due to ignorance.

### **6.1.5 Chapter 5**

The fifth chapter in this study is titled 'Problems Faced by the Child Labourers Working in Beach Shack Restaurants in Goa' as it deals with the issue of drudgery faced by the child workers, occupational and health hazards that they are exposed to at the place of work, punishments meted out by the employers and child labourers getting into bad habits. These child labourers face a variety of problems ranging from endless drudgery to getting into bad habits. Working at an early age often creates obstacles for their future growth. Child labourer is exploited by the employer given the weak and helpless economic condition of the child. The child labourer is often made to undertake arduous and menial work which causes

physical and psychological damage to the child's health and emotional well-being apart from depriving them of their basic rights to education, development and freedom. Some child labourers are found to be happy with the work they do without understanding or realising the negative long term effects on their health.

The nature of work, its hazards and possible health effects, the situation and conditions in which the child labourers work are important aspects with respect to predictive short term and long term effects on physical and psychological health and development of the child labourers in the social system. The child labourers are more prone and at a higher risk of acquiring health hazards than the adult workers because of rapid skeletal growth, development of organs and tissues, smaller size, lower heat tolerance and greater need for food and rest.

The basic problem faced by majority of the child labourers was that of endless drudgery at the place of work. The helpless condition of the child labourer binds them to their jobs and stops them from complaining to the legal authorities. The child labourer due to their economic difficulties needs the job and the employers are keen on employing them to exploit this situation. Many respondents have clearly stated the various kinds of arduous activity that they hate to do, but yet are forced to continue with these activities day in and day out. The child labourer has to undertake arduous activities for a long duration of time at work. The most disliked activity by almost all respondents was that of cleaning the urinals. Some of the respondents were positive and happy about the job they did as it helped them survive in the society without dying of hunger. The government and NGO's should look into this matter to at least reduce the burden of arduous work and drudgery from the shoulders of these child labourers.

The chapter also shows that the hotel industry is not free from occupational and health hazards. These hazards are very much prevalent in the beach shack restaurants across coastal areas of Goa where the child labourers work. There is a high risk of health hazard in child labourers as their bodies are not fully developed physiologically and psychologically. Majority of the child labourers confronted the problem of strenuous work which increased the level of stress in them. Stress was found to be a major health hazard amongst the child labourers. The arduous work undertaken by the child labourer caused muscular problems and body pain in 67.6 per cent of the respondents. Dust, flour and smoke inhalation were found to be the major factors causing breathing problems in the child labourers. Irregular hours of food and late night work hours were found to cause gastric and stomach disorders in the child labourers. The unattended cuts and wounds on the body of the child labourers often lead to infections due to lack of first aid activity at the place of work. Ill-ventilated kitchens, damp and dusty conditions along with intense heat at the place of work caused a variety of skin diseases in these child labourers. Some child labourers also reported of heart ailments but did not care much about the severity of the sickness. There is a need for conducting awareness camps to make the employers aware of these problems faced by the child labourer, so proper medication and treatment can be given to the affected lot. Proper sanitation facility and first aid for the child labourers should be made mandatory at all beach shack restaurants across Goa.

Another important finding of the chapter is the use of punishments by the employers to get the work done from the child labourers. 76 per cent of the respondents faced punishment at the place of work. Deduction in salary was found to be the most used punishment by the employers. From the already meagre salary that the child labourer gets, the salaries would further be deducted if there was violation of a certain norm or if there was an unacceptable



behaviour on part of the child labourer. Majority of the child labourers faced verbal abuse on a day to day basis. The child labourer would be verbally abused with foul language or cutting remarks by the employers or the adult workers for their small petty mistakes. This is not good for a healthy growth of the child and hence can lead the child labourer into a psychological trauma. Physical abuse was not found to be rampant on account of the NGO's working tirelessly in and around the areas. Retrenchment from job was a punishment used to exploit the helpless condition of the child labourer. It was highly exploitative as the child labourer was retrenched and then re-employed by the same employer upon forfeiting the salary for the services offered in the past. Increasing the number of working hours was also used as a form of punishment by the employers. North Goa being a busy tourist destination with a more active night life had no room for errors and hence was more severe on the punishment aspect as compared to South Goa.

The chapter further reveals that 86 per cent of the respondents were indulging themselves into various bad habits and vices such as gambling, drinking, smoking and chewing of tobacco. Gambling was found to be an additional source of income for a majority of the child labourers who indulged in it. Gambling was favoured as they could invest less and gain more. More than half the respondents indulged in vices such as drinking, smoking and chewing of tobacco. Smoking and chewing of tobacco was a more preferred option to drown their sorrows and stress and also to help them undertake the arduous work. This adversely affects their health. This would also have long term implications on the health of the child labourer in future. It is also found that sometimes the customers also add up to this menace by offering the child labourers drinks and cigarettes along with tips. This is more evident during the night shifts when the customers are in high spirits. With the fast changing night life at the beach shack restaurants in the hot spot tourist destination there is a greater possibility that it can

bring about even more deadly vices like drug abuse and promiscuous sexual behaviour. Thus there is an urgent need to bring about greater awareness and spread education amongst these child labourers with regards to the vices. These vices otherwise have the potential of swallowing our future human resources.

The findings of the chapter indicate that the child labourers employed in the beach shack restaurants across Goa face harrowing problems and are exploited because of their economic vulnerability. The child labourers suffered a lot of physical, verbal and psychological atrocities thereby on most occasions falling prey to the deadly vices such as drinking, smoking, chewing of tobacco and gambling which have the potential of hampering their future growth and development. The employer made use of punishments as a means to command his position with the child labourers. The Sarva Shiksha Abhiyaan is seen as an oasis in this desert of problems as this mission imparts education to these child labourers by helping them to enroll in school.

### **6.1.6 Chapter 6**

The sixth chapter of this study is titled ‘Summary, Conclusion, Recommendations and Suggestions’. The highlights of all the chapters along with conclusion of the present study and the various recommendations to alleviate and further gradually eliminate child labour from the beach shack restaurants in Goa is presented in this chapter.

## **6.2 MAJOR FINDINGS OF THE STUDY**

1. Almost 80 per cent of the child labourers are in the age group of 10 years to 15 years, while there are also traces of children as young as 7 years to 9 years working in these beach shack restaurants.

2. Goa being one of the highly developed states of India attracts a large influx of migrants from other states. These migrants come to Goa along with their families in search of better jobs and a good living. To supplement their inadequate income, they send their children to work. In the present study we can see that all the child labourers working at the beach shack restaurants across Goa are migrant children from other states of India. Majority of them come from the states of Uttar Pradesh (38%) and Karnataka (33.33%) owing to the large adult migrant population from Uttar Pradesh and Karnataka residing and working in North and South Goa respectively. Thus the study shows a strong positive correlation between adult labour migration and child labour.
3. In 75 per cent of the respondents economic factor is seen to be the major factor influencing them to take up work on the beach shack restaurants in Goa.
4. A large number of the child labourers (40.33%) are found to have either completed or enrolled for primary school level of education. In most cases they dropped out of school to follow their family on their migrant journey and in some cases they dropped out of school on their own will.
5. In spite of The Right to Education (RTE) being in force in the State of Goa, 28.33 per cent of the child labourers are found to be illiterate on account of economic compulsion of their family.
6. The parents of majority of these child labourers are illiterate, thus making their children first generation learners.
7. Majority of the respondents (51%) in the present study belong to families having 7 to 9 members. Large size of family with comparatively lower income is seen to push the family into abject poverty thus forcing the children to take up work to suffice their own

needs as well as the needs of the family. Thus the incidence of child labour is found to be high in families having large household size and comparatively lower incomes.

8. Rupees (Rs.) 47 are required by an individual per day to survive in the urban areas and Rupees (Rs.) 32 are required by an individual per day in a rural areas according to Rangarajan Panel (2014). This study reveals that owing to the large size of the family and low household income, it is practically impossible for these families to reach that value, thus pushing children in the labour market. Hence it can be inferred that there is an inverse relationship between household income and child labour.
9. The child labourers contribute immensely towards the family income and more so in women headed households. 80 per cent of the child labourers contribute 25 to 75 per cent of their salary towards the family income.
10. Majority (72.33 %) of the households of the child labourers have no debt while 27.67 per cent of the households are debt ridden.
11. Money lenders are found to be a source of borrowing for a majority (17.67 %) of the households of the child labourers amongst those that have debts.
12. Almost 90 per cent of the child labourers are seen to be working for 8 to 14 hours in a day without proper rest intervals.
13. It is seen through this study that the beach shack restaurants operate late into the night and hence 77 per cent of the child labourers are found to be working in the night from 7.00 pm to 1.00 am. They are forced to work in the night by the employer for no extra wage.
14. Majority of the child labourers (60%) are seen to be working for all seven days in a week without a weekly paid holiday.

15. In the present study it is seen that there is no provision of casual leave, sick leave or medical leave for the child workers at the place of work. There is also no set of fixed rules for granting leaves across the establishments. The leaves are granted purely on the wish of the employer. Leave availed by the child labourer leads to deduction of wages. During the peak tourist season even leave without pay is refused to the child labourer as the business is good and work is more.
16. In this study the employers are seen exploiting the vulnerable socio-economic condition of the child labourers by compelling them to work for long hours with a meager salary. The child labourers are found to be earning between Rupees (Rs.) 15 to Rupees (Rs.) 30 per day which is way below the poverty line.
17. A uniform system of payment of wages is found to be missing across the beach shack restaurants in Goa. Majority of the child labourers (52%) get their salary on a monthly basis as compared to 19 per cent of the respondents who get daily or weekly wages, 6 per cent of the respondents who get a yearly salary and 23 per cent of the child labourers who receive their salary based on the employer's convenience.
18. It is revealed through this study that the mode of receiving wages by the child labourers is highly exploitative. The parents receive the salary either partly, entirely or as an advance in 58 per cent of the child labourers and only 42 per cent of the child labourers, themselves receive their entire salary.
19. There is absence of any form of benefit in the form of health insurance, pension, life insurance and social security measures for the child labourers working at the beach shack restaurants in Goa.

20. The employers are found to be exploiting the child labourers by paying them a 50 to 60 per cent lower wage as compared to that given to an adult co-worker. No extra payment is given to the child labourer for putting in extra hours of work and effort. The only respite for these child workers from the exploitation is that they do not have to work under the harsh factory conditions, which they would have had to work in their own hometown.
21. It is revealed in this present study that though a majority of the child labourers are dissatisfied with their accommodation facilities provided by the employer, yet it proves to be advantageous to the child labourers who do not have a place to stay as they can at least sleep on the premises of the establishment free of cost.
22. It is seen in the present study that none of the child workers working at the beach shack restaurants remain hungry. All of them are getting sufficient food at the place of work.
23. The employer-employee relationship on the beach shack restaurants in Goa is found to be informal and cordial. It is also seen that majority of the child labourers (53%) share a cordial relationship with the fellow adult co-workers.
24. This study reveals that 71.33 per cent of the child labourers working at the beach shack restaurants in Goa undergo endless drudgery.
25. The present study shows that occupational and health hazards are very much a part and parcel of the beach shack restaurant business. The strenuous work is found to be a major occupational hazard in 93.33 per cent of the child labourers. The major health hazards faced by the child labourers working on these beach shack restaurants are Stress, muscular/body pain and breathing problem. It is also revealed in this study that

systematic and regular medical check-up camps are not conducted to examine the condition of health of the child workers at these establishments.

26. The employer is found to be making use of punishments to command his position over the child labourers. Verbal abuse (96%) and Deduction in salary (81%) are found to be the most rampantly used punishments across the beach shack restaurants in Goa. These punishments can hamper the future growth and development of the child labourers.
27. It is seen in this study that the child labourers are falling prey to vices such as gambling (71.33%), chewing of tobacco (61%), smoking (53.33%) and drinking (32.33%). The child labourers resort to vices to drown their sorrows and also to help them undertake the arduous work.
28. The present study reveals that the Child Labour Prohibition and regulation Act, 1986 that protects the interests of the child workers is blatantly violated by the employers either intentionally or due to ignorance.

### **6.3 CONCLUSION**

Goa is one of the highly developed states even though it is the smallest state of India. But neither the size nor the stature has helped in insulating Goa from the menace of child labour. Goa is deeply plagued by the evil of child labour. The issue of child labour is very much prevalent in the tourism industry of Goa, especially a large number of child labourers are found to be employed in the beach shack restaurant across Goa.

The impact of tourism on the society is harmful as the growth of this industry is uncontrolled and often based on short- term priorities. Many a times the negative impacts of tourism are not monitored thoroughly as the development of tourism is highly unregulated. The most

negative and severe impact of tourism is on children from marginalized and vulnerable sections of the society who are employed in this industry. An increased demand for child labour at the beach shack restaurants in Goa is seen as a result of irresponsibility and unaccountability of this industry.

The present study indicates that the child labourers working in the beach shack restaurants across Goa have a poor socio-economic profile. All the children working at the beach shack restaurants in Goa are found to be migrant child labourers and amongst them a majority is found to be from Uttar Pradesh. This is the outcome of the large adult migrant population from Uttar Pradesh residing and working in Goa. Reasoning out a feasible inter-state migration, it was hypothesized at the beginning of this study that **“most child labour employed in beach shack restaurants in Goa are migrants from the neighbouring states of Maharashtra and Karnataka”**. But it is strongly revealed in this study that majority of the child labourers in North Goa are from Uttar Pradesh which is a far away state from Goa and majority of the child labourers in South Goa are from Karnataka.

Majority of the child labourers working at the beach shack restaurants in Goa are in the age group of 10 to 15 years. The children during this age are highly impressionable and very malleable. Working during these formative years will have a negative impact on the child's development and growth. To work and to do a job the children have their whole lives but to be a child and enjoy their childhood they have only a few years. Thus it is saddening to see that children at this tender age are forced to work to shoulder the responsibilities of the family.

The incidence of child labour is higher in families having a lower monthly household income and a large family size. The large size of family with comparatively lower income can push



the family into abject poverty. As a result, the parents cannot provide for their children and hence these children are sent to work to suffice their own needs as well as the needs of the family. The child labourers contribute significantly towards the family income. The income of the child labourer is crucial for the survival of the family. Without the contribution from the child labourer, the families which are already facing an economic crunch in making ends meet will run into a worse economic crisis. In certain households where a woman is the head of the family on account of death or illness of the elderly male, these child labourers consider it their responsibility to provide for the family and part away with a major portion of their salary to contribute towards the family income. If the income of the parents was sufficiently high then there would have been no need to send their children to work. Rather they could have sent their children to school. Thus we see an inverse relationship between monthly household income and incidence of child labour.

The second hypothesis of this study was that **“economic compulsion of the family influences child labour employed in beach shack restaurants in Goa”**. This is proved correct as it is seen in this study that the economic factors play a key role in forcing parents to send their children to work. Economic compulsion of the family is a major economic factor influencing child labour. By sending children to work does not mean that the family would be able to do away with poverty but on the contrary child labour perpetuates the problem of poverty and unemployment and even mars the opportunity of a better livelihood for the child in the future. Elimination of child labour is difficult due to the prevalence of poverty in the families. The families which are poor and already suffering from chronic economic crisis would suffer even more if any attempt is made to eliminate child labour. Thus child labour is an inexorable consequence of the economic compulsion of the families.

The child labourers contribute to the economy by going to work and engaging themselves in productive activity. This is a constructive scenario with regards to the economy in the short run but in the long run it is a destructive scenario as the children that go to work miss out on formal education which is an important aspect of human development. Child without education is like a well without water. Education which is a basic right of every child and which is guaranteed by Right to Education (RTE) is thoroughly neglected. The child labourers are forced to leave education on account of sociological factors or the economic compulsion of the family or both. Some of the child workers working at the beach shack restaurants have never reached the doors of school while some have dropped out of school. A hollow feeling grips their heart when they see children of their age from the privileged class going to school. They often think about going to school but the sociological and economic hardships bestowed upon them by life curtails their journey to school. The parents of the child labourers are also not very keen on sending their children to school as they themselves are illiterate and hence do not understand the value of education but they thoroughly understand the value of money. Some parents who are keen on sending their children to school cannot do so due to economic compulsions. On account of the poor socio-economic background of the family the child labourers have no role model to look up to and hence monetary gains are valued more than educational gains. The success, growth and development of the nation are dependent on an efficient workforce. Efficiency can be gained through education. Children are the future human resource of the nation and thus the most precious asset for the nation in present. Therefore, just as the plants require water to grow into beautiful trees the children require quality education to grow into an efficient workforce.

Child labour employed at the beach shack restaurants in Goa is a serious social evil, but more so it is their working condition that needs attention and repair. The government agencies and

the NGO's channelize their efforts and devise policies with an aim to eliminate child labour but they fail to devise policies which aim at improving the working conditions of the child labourer. A large number of children find employment at the beach shacks/restaurants in spite of the Goa Children's Act 2003 being in force, which apparently does not allow any child under the age of 14 years to work irrespective of the hazardous or non-hazardous nature of the work. The Child Labour Prohibition and Regulation Act, 1986 also seems to have been breached as exploitative working conditions prevail at the beach shack restaurants. It is appalling that the working conditions of the child labourers are highly deplorable. Thus the very Act's, laws and measures that protect the interest of the child labourers are blatantly violated by the employers for their own profits.

The weak and helpless economic condition of the child labourers makes it easy for the employers to exploit them. They are made to undertake arduous and menial work which causes physical and psychological damage to the child's health and emotional well-being. The work on these beach shack restaurants depends on the incoming number of customers and Goa being a tourism hot spot there is a good flow of customers all through the day. Hence practically there is no much time to rest. Long hours of work and sleep deprivation on account of night work results in excessive fatigue, which hampers the physical and mental growth of the child labourers and may lead to serious life threatening mental ailments in the future. Extended hours of work can also lead to problem of social isolation in these child labourers as they do not have time to enjoy and play with their peers. As there is good business for all seven days in a week, the child labourers are made to work like machines for all the days. Working at an early age deprives them of their basic right to education, development and freedom thus creating obstacles for their future growth prospects.

The wages given to the child labourers are barely sufficient for them to earn their two square meals. The child workers are not too satisfied with the present amount of work and salary. They believe that they deserve a higher wage for the long hours of work and the amount of work they undertake. Rightly so, they do deserve a higher wage for the enormous efforts and sincerity they put into the work. The mode of payment engaged by the employers is also highly exploitative and as such the child labourers struggle to meet their daily expenses. This leads them to borrow from their fellow co-workers which in turn can land them into a debt trap. The employers fail to provide fringe benefits in the form of health insurance, pension, life insurance and other social security measures to the child labourers. The exploitation by the employer stoops to such a level that availing a leave means deduction in wages or in extreme cases loss of job and both these outcomes are unfavourable for the child labourers since their livelihood depends on the wages that they earn. The child labourers are so fearful of this practice that they refrain from availing leaves casually or even when they are sick. Thus it is difficult for them to avail leaves when required.

The occupational hazards and health hazards are very much prevalent in the beach shack restaurants of Goa. The child labourers are more prone and at a higher risk of acquiring health hazards than the adult workers because their bodies are not fully developed physiologically and psychologically. The child labourers suffer from stress on account of the strenuous work undertaken by them. This stress if left unattended can lead to psychological or heart problems in the future. The child at this age should be actually enjoying childhood in a stress free environment rather than working in a stressful place. Body pain and muscular problems are a routine for the child labourers as their work is arduous and menial in nature. Dust, flour and smoke inhalation are found to cause breathing problems in the child labourers. Irregular hours of food are found to cause gastric and stomach disorders in the

child labourers. An ill-ventilated kitchen, damp and dusty conditions along with intense heat at the place of work causes a variety of skin diseases in the child labourers. The beach shack restaurants are not prepared to handle medical emergencies as they lack the basic first aid activity at the place of work. Thus the life of the patrons, workers as well as the child labourers is at risk. The beach shack restaurants also lack proper sanitation facilities thus causing inconvenience to the patrons, adult workers as well as the child labourers. The child labourers do not care much about their health neither about the health hazards nor about the severity of the sickness as they are more focused on the monetary gains from the job. The employers are also not conducting systematic and regular medical check-up camps. Thus the health condition of the child labourers is not monitored and the severity of the sickness often goes unnoticed until the time that hospitalisation is inevitable.

There is prevalence of an informal and cordial employer-employee relationship between the employers and the child labourers at the beach shack restaurants. This is because of the fact that the employers are present at the place of work in close proximity of the child labourers and sometimes are also workers themselves. The employers often use punishments as a means of instilling fear and obedience in the child labourers. Violation of a certain norm or an unacceptable behaviour on part of the child labourers would lead to deduction in salary. Verbal abuse was a daily routine for the child labourers. Sadly so, rather it was a means of greeting them. The employers would pass cutting remarks filled with foul language for their small petty mistakes. This is not good for a healthy growth of the child and hence can lead the child labourer into a psychological trauma. Physical abuse is found to be in moderation at the beach shack restaurants on account of the NGO's working in and around the areas. Retrenching the child labourers and then re-employing them upon forfeiting the salary for the services offered in the past is another highly exploitative form of punishment used by the

employers. The approach of the adult workers towards the child labourers is warm, loving and affectionate as they themselves might have been a part and parcel of this system at some point in time.

The economic compulsion of the child labourers compel them to hold on to the job in spite of the pathetic working conditions and the atrocities of the employer. To fight these atrocities and to undertake the work given to them the child labourers are slowly but surely finding strength in the bad vices such as drinking, smoking and chewing of tobacco. The freedom of earning at an early age also opens them up to such vices. The tender and formative age of the child labourer persuades them to imitate their fellow co-workers and the patrons that visit the beach shack restaurants who indulge in such vices on a daily basis. Smoking and chewing of tobacco is a more preferred option to drown their stress and sorrows as it is cheaper to alcohol. This will have adverse long term implications on the health of the child labourer in future. Many child labourers also indulge in gambling (matka) to make quick money by investing less, as it becomes an additional source of income for them. Since these vices have the potential of swallowing our nation's most prized assets there is an urgent need to bring about greater awareness and spread education amongst the child labourers with regards to these vices. The child labourers should also be made aware of vices such as drug abuse and promiscuous sexual behavior which are far more lethal and potent and are fast catching up in the coastal areas of Goa. The growth and development of the children and indirectly of the nation is stunted when they are working in an environment that bestows exploitation and misery upon them. Amidst all this exploitation and misery, the only blessings for the child labourers working at the beach shack restaurants in Goa are that they get free food and accommodation from their employers. Though the food is not very delicious it is yet helpful

in sufficing their hunger and though accommodation is not very hygienic it yet provides them with a shelter.

The government agencies and the various NGO's working towards child rights have made valiant efforts to contain the evil of child labour but most of these efforts are futile as they fail to achieve a degree of convergence. There is a lack of collaboration between the Goa Children Act 2003 that prohibits any form of child labour, National Child Labour Project Committee constituted by the Labour Commissioner's office, various government schemes, NGO's working towards child rights and the citizens to create a zero tolerance policy towards any form of exploitation of the child. Many a times the NGO's are not sufficiently trained to conduct rescue and rehabilitation operations and they are often found to be working on their instincts. Their basic instinct and motive is to eliminate child labour and hence they instantly try to displace the child labourer from the work place without giving a thought to its repercussions. They fail to analyse that sudden withdrawal of child labour from work will put an additional economic stress on the families which are dependent on the contribution of the child labourer in the family income for survival. Thus the socio-economic condition of the families will worsen further. The conviction rate is also not very high as the police as well as the child rights and human rights agencies display lack of sensitivity towards the issue of child labour. This encourages the employers to employ more child labourers.

The child labour employed at the beach shack restaurants in Goa is exploited in the face of the Acts, laws and measures that deal with child labour. Blindly banning child labour through legislative laws does not help in achieving the ultimate goal of eliminating child labour from the society, but on the contrary it may worsen the scenario. Legislation alone cannot achieve the objective of stemming out the evil of child labour. Economic and Social measures are equally needed to supplement the laws that are implemented. Child labour can be eliminated

or at least alleviated with the help of the two fold approach. Firstly by imparting quality education to all, as it is the key to economic growth. Secondly by raising the income of the parents of the child labourers their socio-economic condition will improve.

Substantial economic growth depends on quality education. Decent schools are required to spread quality education. Decent schools provide children with skills that greatly improve their earning capacity thereby improving their livelihood prospects. Hence an educated workforce and economic growth require good quality education. The Sarva Shiksha Abhiyaan, even though it is helpful to a certain extent it has failed to make a great impact on reduction of child labour. The notion that if children go to school then the employers would find it unprofitable to hire them for half a day and hence the employment of child labour would stop is a myth. The employers at the beach shack restaurants are unfazed by the Sarva Shiksha Abhiyaan which promotes compulsory free education to children through enrollment in schools. The peak work timings are mainly from afternoon to late in the night and as such no hindrance is caused to the employer by children going to school in the morning. The real problem is for the children as they have to juggle between work and school. Hence they can neither focus on studies nor can they focus on work. Classrooms are mostly empty during the peak tourist season. Thus the enrollment of children in school is a mere farce. The parents of the child labourers are of the opinion that they cannot send their children only to school by forfeiting work in the present with an aim for a bright future tomorrow if they are unable to survive today. The menace of child labour is staunchly rooted to poverty and human deprivation. Hence the social measures like compulsory free education and mid-day meal scheme initiated by the government agencies fail to attract child labourers to school and in displacing them from work. Thus it is evident that education by itself is unable to eliminate



the evil of child labour. Raising the income of the parents of the child labourers is also very much required in eliminating this evil.

The income of the parents of the child labourers can be increased by achieving an extensive economic expansion that will generate large scale adult employment. Economic expansion is achieved through government investment into schemes that help to uplift the lower strata of the society. Thus there is greater employment stability and security for the adult workers. The Government of Goa has started various such schemes to improve the living condition of the poor people in the state under the Rural Development Agency (RDA). Income generation schemes like the 100-day work guarantee program under the Mahatma Gandhi National Rural Employment Guarantee Assistance Scheme (MNREGAS), Integrated Rural Development Programme (IRDP), Jawahar Rojgar Yojana (JRY), Jawahar Gram Samridhi Yojana (JGSY), Employment Assurance Scheme (EAS) and Suvarna Jayanthi Swarojgar Yojana (SJSY) help in raising the income of the parents of the child labourers. Apart from these schemes the Government of Goa under the National Rural Livelihood Mission (NRLM) has also started a scheme to provide assistance to women in taking up self-employment. This scheme is going to be of great help to the women headed households. All these schemes focus on removal of poverty and unemployment from the lower strata of the society. Economic condition of the families can be improved through these schemes, thereby reducing the necessity of child labour. Upon improvement in the economic condition of the family there can be a responsive change in the attitude of the parents towards schooling, whereby they would want to send their children to school.

The overall findings of the present study indicate that the child labourers working in the beach shack restaurants across Goa have a poor socio-economic profile. The economic factors affecting child labour and the low levels of education of the respondents as well as

their family members adds to the worsening of their socio-economic profile. The evil of child labour thrives in such deteriorating conditions. If the evil of child labour needs to be eliminated from the society then improving the socio-economic conditions of these child labourers is highly necessary. Thus the government needs to aim at two important things. Firstly it needs to create decent schools that provide children with skills which greatly improve their earning capacity thereby improving their livelihood prospects. Quality education has a direct link with substantial economic growth. Hence an educated workforce and economic growth require good quality education. Secondly it should implement economic and social measures that raise incomes of the people. Rising incomes make it possible for poor families to survive without making their children work. With the rise in income, people also become keen on sending their children to school. The future of every child is bright when the evil of child labour is eliminated.

#### **6.4 IMPLICATIONS OF THE STUDY**

Child labour is one of the burning issues in the society today. Children are the future human capital for the state and for the country. But unfortunately the potential human capital of tomorrow is driven into work at a tender age due to the various compulsions within their family. Goa is one of the highly developed states even though it is the smallest state of India. But neither the size nor the stature has helped in insulating Goa from the menace of child labour. Goa is deeply plagued by the evil of child labour. The issue of child labour is very much prevalent in the tourism industry of Goa, especially a large number of child labourers are found to be employed in the beach shack restaurants across Goa.

Tourism and mining are the main revenue generating industries of the Goan economy. But over the last few years mining industry has taken a back seat as it is almost become stagnant. Thus the tourism industry which has a formidable economic force is highly promoted across

Goa. The contribution of global tourism industry to the global GDP is estimated at US \$ 514 billion by the World Tourism Organisation. Tourism being a fast growing and revenue minting industry of Goa is developed at the cost of the natural resources as well as the precious human resources of the future. The impact of tourism on the society is harmful as the growth of this industry is uncontrolled and often based on short- term priorities. Many a times the negative impacts of tourism are not monitored thoroughly as the development of tourism is highly unregulated. The most negative and severe impact of tourism is on children from marginalized and vulnerable sections of the society who are employed in this industry. An increased demand for child labour at the beach shack restaurants in Goa is seen as a result of irresponsibility and unaccountability of this industry.

A clear understanding of the causes that drive the children into working at the beach shack restaurants and the problems that they face at work are important for formulating the right policies to help in mitigating and eventually eliminating child labour. Thus the study of socio-economic profile of the child labourers working at the beach shack restaurants in Goa becomes unavoidable. This study provides insight into the social profile, economic profile, working conditions and problems faced by the child labourers. The socio-economic profile helps us in understanding the causes that drive the children into working. The exploitation of the child labourers at the hands of the employers and the implications of work on the mental and physical health of the child labourer are revealed through the working conditions and the problems faced by the child labourers. Framing of effective and appropriate policies/strategies aimed at alleviating and ultimately eliminating the menace of child labour from the society is possible only upon understanding the causes, problems and the extent of exploitation of the child labourers.

## **6.5 RECOMMENDATIONS**

This study reveals that the socio-economic profile of the child labourer working at the beach shack restaurants in Goa is very poor. Thus uplifting the socio-economic profile of the child labourers is very essential in eliminating child labour from the face of Goa. The present study provides several recommendations to achieve this goal.

1. An action based plan should be formulated by the policy makers with a strong economic, social and political will and commitment to achieve the desired goal within a definite time frame. The action based plan formulated during the literacy campaign can be used as a benchmark.
2. A zero tolerance policy towards any form and exploitation of the child labour should be created. This can be achieved through the effective and collaborative efforts of the State Government, the National Child Labour Project Committee, the NGO's working towards child rights and the citizens.
3. The government should focus on building more schools that impart quality education. The schools should adopt a curriculum that is flexible as well as more relevant to the current needs of the working world and innovative teaching methods should be utilized. Specific vocational skills should also be imparted to the child at these schools.
4. The government should allocate more funds towards schemes that accelerate employment opportunities and increase the incomes of the adult labourers in the lower strata of the society. At present the central government has sanctioned Rupees (Rs.) 3500 crore to the states to undertake the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) aimed at alleviating poverty in India. The government should also allocate substantial funds towards other schemes that help in uplifting the lower strata of the

society such as the Indira Awas Yojna (IAY) that helps in housing and the Gramin Urja Yojana (GUY) that helps with gas connections for Below Poverty Line (BPL) families.

5. Tourism industry needs to help in building social infrastructure like health, education, basic water supply and electricity as a part of social responsibility. This surely is going to make a significant difference to the lives of the local community as well as those dependent on tourism.
6. The development of tourism industry should be more responsible and accountable. Pro-active measures should be taken to evolve a child friendly tourism code.
7. The basic thrust of the law that protects the rights and interests of children should be on evolving a society that is child friendly.
8. The media should help in raising awareness about the issues related to child labour such as violence against children and exploitation of children at workplace. These issues should be reported and brought in the public eye in a newsworthy manner. However care should be taken in protecting the identity and dignity of the child victim while reporting such issues.
9. Unbiased reporting without falling prey to commercial or political considerations on issues of violation of child rights is the need of the hour.
10. The myths such as child labour helps in mitigating poverty for the victim as well as for the nation and that parents in the developing countries do not value their children should be vigorously challenged by the media. Once such myths are washed out from the minds of the people, the path towards elimination of child labour would be easier.
11. The police should be sensitized on the issue of child labour mainly with regards to child protection and child rights.

12. Proper training should be provided to all those involved in the rescue and re-habilitation of the child labourer. Many a times it is seen that the inexperienced volunteers fail to strike a chord with the child labourers and hence on many occasions leads to the failure of the operation.
13. The village child committees and the city child committees should not just be set-up for namesake. They should play a more active role in the elimination of child labour. It is normally seen that upon being set-up these committees remain in the idle mode and their value as a weapon for eliminating child labour becomes negligent.
14. Units comprising of a team of a doctor, a lawyer, a trained social worker and a police officer should be set-up at government hospitals. These professionals must be deputed on duty at these units as part of their professional work. They have to provide assistance to victims of child labour in their respective fields.
15. Improving the working conditions of the child labourers through protective measures that counter exploitation at workplace. Amongst the working conditions, if the wages of the child labourers are increased to a level so as to reach at par with the adult wages then it would be possible to exploit the advantage an employer has in employing children. With no incentive at hand the employers would stop employing child labour.
16. Proper sanitation facilities and first aid facilities should be made available at the beach shack restaurants in Goa.
17. The NGO's along with the support of the public authorities and the employers should conduct health awareness camps and medical camps so as to monitor the health condition of the child workers as well as to provide proper medication and treatment to the affected children.

18. Parents of the child labourers need to be given special counseling about the perils of child labour, the myths associated with child labour as well as on the plausible solutions for eliminating child labour without jeopardizing their economic condition.

The menace of child labour is deeply rooted in the society and as such we should understand that it cannot be erased at the click of a button. Hence looking at the issue of elimination of child labour from a pragmatic point of view makes it look monstrous. But that should not deter us from trying to achieve our goal as ‘we fail only when we fail to try’. What we require is herculean courage and determination for achieving this task. It is said that even ‘a small ant can wreck an elephant by entering its ear’. In the same manner we can strike at the core of the child labour menace by uplifting the socio-economic profile of the child labourers. Setting up time-bound goals and following it is crucial to the success of this mammoth task. What we also require is a more responsive approach rather than a reactive approach as it is more result oriented. More the time taken to end this evil of child labour means more innocent children are at a potential threat of losing their lovely childhood by being forced into work and thereby the nation is at threat of losing its future human resource. Hence a quote by Kailash Satyarthi that “Every single minute matters, every single child matters, every single childhood matters” is highly relevant. When this thought and notion will start to resound across the heart of every citizen of this society it would prove to be a stepping stone towards achieving success in defeating the evil of child labour. Strong political will to bring about effective economic and social measures that raise the income of people from the lower strata of the society and spread quality education to all along with social consciousness and civic responsibility can surely help in eliminating the evil of child labour. A little care, affection and protection are all what a child requires to blossom into a beautiful flower in the future. Albert Thomas, First Director of ILO, rightly stated that “Serious work in the social legislation begins always with the protection of children”.

### **6.5.1 Suggestions for Further Research**

The present study provides a base for future research on the following:

- Conducting longitudinal studies to understand and analyse the impact of government measures on the socio-economic profile of the child labourers.
- Conducting longitudinal studies to understand and analyse the impact of education on the economic condition of the child labourers.
- Conduct a study to compare the socio-economic profile of the child labourers working on beach shack restaurants in South Goa to those working on beach shack restaurants in North Goa.
- Conduct a study to compare the working condition of child labourers working on beach shack restaurants in Goa to those working in vehicle repair garages and workshops of Goa.



## REFERENCES

- Ahmed, I (1999): "Getting Rid of Child labour", Economic and Political weekly, 34(27), pp1815-22.
- Aiyar, S (2014): "Child Labour Cannot End Without Good schools For All", Times of India, 10(3), p9.
- Anker, R and S Barge (1998): "Economics of Child Labour in Industries", ILO, Geneva.
- Bachpan Bachao Andolan (2003): "Campaign Against Employing Child labour in Zari and Embroidery Industry", Available at: <http://bba.org.in/?q=content/zari-embroidery-campaign.html> (Accessed on: 16 September 2014).
- Barooah, P (1977): "Working Children in Urban Delhi", A Research Report, Indian Council of Child Welfare, New Delhi. Available at: <http://www.shodganga.inflibnet.ac.in> (Accessed on: 04 October 2014).
- Basu K and Pham H. Van (1998): "The Economics of Child Labour", American Economic Review, vol.48.
- Basu, Kaushik (1999): "Child Labour: Cause, Consequence and Cure", Journal of Economic Literature Vol. 38.
- Berquele and Boyden (1995): "Combating Child Labour", International Labour Office, Geneva.
- Bhargava, G (2003): "Child Labour", Vol.02, Kalpaz Publications, Delhi, pp.359-361.
- Bharti S and Agarwal S (2013): "Physical and Psychological Hazards Faced by Child Labour- A Review Article", IOSR Journal of Humanities and Social Science, 13(6), p29-33.
- Bhattacharya, T.P (1982): "Status Report on Ceramic Industry at Khurja, U.P", (Calcutta: Central Glass and Ceramics Research Institute).

Black, M (1995): “In the Twilight Zone: Child Workers in Hotel, Tourism and Catering Industry”, ILO, Geneva.

Burra, N (1997): “Born to Work: Child Labour in India”, Oxford University Press, Delhi.

Burra, N (2009): “Child Labour in Rural Areas with Special Focus on Migration, Agriculture, Mining and Brick Kilns”, pps23-25. Available at: [http://www.gscpcr.com/downloads/child\\_labour\\_in\\_rural\\_areas\\_with\\_special\\_focus\\_on\\_migration\\_agriculture\\_%20mining\\_by\\_Neera\\_Burra.pdf](http://www.gscpcr.com/downloads/child_labour_in_rural_areas_with_special_focus_on_migration_agriculture_%20mining_by_Neera_Burra.pdf) (Accessed on: 20 September 2014).

Burra, N (2008): “Children Migrating for Work from Dungarpur District, Rajasthan to Gujarat: A Report, Available at: <http://ncpcr.gov.in/view-file.php?fid=76> (Accessed on: 20 September 2014).

Bryman, A (2009): “Social Research Methods”, 3<sup>rd</sup> Edition, Oxford University Press, Oxford.

Census (2001), Available at: <http://www.censusindia.gov.in/DigitalLibrary/Tables.aspx>, (Accessed on 18 September 2012 and 03 May 2013).

Census (2011), B-1 Main Workers, Marginal Workers, Non-Workers and those marginal workers, non-workers seeking/available for work classified by Industrial Category, Age and Sex Available at: <http://www.censusindia.gov.in/2011census/B-series/B-series-03.html> (Accessed on 03 August 2014).

Chandra, P (2005): “The Textile and Apparel Industry in India”, IIM Ahemadabad, Oxford University Press, Oxford Companion to Economics in India, edited by K. Basu (2006).

Chandra, Suman K (1998): “Problems and Issues of Child Labour”, Social Action, vol.48, Jan-Mar 1998, pp 19-34.

Chaudhri, D (1996): “Dynamic Profile of Child Labour in India 1951-91”, CLASP, ILO, New Delhi.

Creswell, J. W (2009): "Research Design: Qualitative, Quantitative and Mixed Methods Approaches", 3<sup>rd</sup> Edition, Thousand Oaks, CA: Sage Publications.

Dabas, H (2015): "Jaggery Units Start Operations, Empty Out Schools in Uttar Pradesh", Times of India, Goa, 24<sup>th</sup> November 2015.

Das, D.N (1990): "Child Labour in India", Asia Publishing House, Bombay.

Das, S and Singh, K (2014): "A Study of Child Labour in Indian Hotel Industry", Mangement Insight, 10(2), pp19-21.

Datta S.K (2001): "Child Labour in India- Tracing the Root of the Problem", IASSI Quarterly, 19(3), pp81-83.

Desai, K and Raj, N (2001): "Child Labour in Diamond Industry of Surat", NLI Research Studies series No. 19/2001, V. V. Giri National Labour Institute, Noida, Uttar Pradesh.

Dinesh, B.M (1988): "Economic Activities of Children: Dimension, Causes and Consequences", Daya Publishing House, Delhi.

Dube, Y (2013): "A Study on Child Labour in Indian Beedi Industry", Ministry of Labour, NCPCR, New Delhi. Available at: [http://ncpcr.gov.in/view\\_file.php?fid=20](http://ncpcr.gov.in/view_file.php?fid=20) (Accessed on: 14 September 2014).

Fassa A, Facchini L and Dall'Agnol M (1999): "Child Labour and Health: Problems and Perspectives", International Journal of Occupational and Environmental Health, 10(160), pp12-17.

Fr. Thamburaj (2010): "A Brief Report on Sivakasi Fireworks Industries", conducted by CAUVERI-Development office, Tiruchy, Tamil Nadu, Available at: [http://www.jugendeinwelt.at/.../sivakasi/feverwerksproduktion\\_in\\_sivakasi.html](http://www.jugendeinwelt.at/.../sivakasi/feverwerksproduktion_in_sivakasi.html) (Accesed on: 14 September 2014).

Ghosh, B.N (1986): “Lectures on Scientific Method”, Sterling Publishers, Bangalore.

Ghosh, B.N (1992): “Street Children of Calcutta, A Situational Analysis”, National Labour Institute, Noida.

Ghosh, R (2004): “Brick Kiln Workers: A Study of Migration, Labour Process and Employment”, NLI Research Studies series No. 57/2004, V. V. Giri National Labour Institute, Noida, Uttar Pradesh.

Global March Against Child Labour (2010): “Brief Guide to Garment Manufacturing and Child Labour in Garment Sector in India”, Available at: [http://www.globalmarch.org/sites/default/files/pub/Brief%20Guide-Garment-Manufacturing and Child Labour%20in%20GarmentSector%20%20India.pdf](http://www.globalmarch.org/sites/default/files/pub/Brief%20Guide-Garment-Manufacturing%20and%20Child%20Labour%20in%20GarmentSector%20%20India.pdf) (Accessed on: 15 September 2014).

Global March Against Child Labour (2012): “Dirty Cotton: A Research on Child Labour, Slavery, Trafficking and Exploitation in Cotton and Cotton Seed Farming in India”, New Delhi, Available at: <http://www.globalmarch.org/sites/default/files/Dirty-Cotton-Report.pdf> (Accessed on: 20 September 2014).

Goldin, C and Sokoloff, K (1982): “Women, Children, and Industrialization in the Early Republic: Evidence from the Manufacturing Censuses”, *The Journal of Economic History*, 42(04), pp741-774.

Government of India, “The Child Labour Prohibition and Regulation Act, 1986”, Part 3, articles 7,8,13.

Gupta, J (2003): “Informal Labour in Brick Kilns: Need for Regulation”, *Economic and Political Weekly*, Vol.10, pp3282-3292.

Hirway (1991): “Eradicating Child Labour from the World: Some Basic Issues”, Oxford Printing Press, Ahmedabad.

Hireway, Indira et al (eds) (1996): "Towards Eradication of Child Labour", Oxford Printing Press and IBN, Ahmedabad.

Horrell, S and Humphries, J (1995): "The Exploitation of Little Children: Child Labour and the Family Economy in the Industrial Revolution", *Exploration's in Economic History*, Vol. 32, pp485-516.

Human Rights Watch (1996), "The Small Hands of Slavery: Bonded Child Labour in India", HRW Children's Right Project, <http://www.org/reports/1996/india3.html> (Accessed on: 14 September 2014).

Human Rights Watch (2003), "Small Change: Bonded Child Labour in India's Silk Industry", HRW 15(2C), Available at: <http://www.hrw.org/reports/2003/india.html> (Accessed on: 16 September 2014).

Hussain, N (2011): "Socio-Economic Analysis of Child Labour in the Carpet Industry of Kashmir- A Micro Study", *Journal of Economics and Sustainable Development*, 2(5), pp18-20.

International Labour Organisation Report (1995): "Child Labour: Targetting the Intolerable", International Conference (Report VI (i) 86<sup>th</sup> Session, 1998), ISBN 92-2-110328-5, ILO, Geneva.

International Labour Organisation (1997): "Children at Work", ILO, Geneva.

International Labour Organisation Report (2010): "Accelerating Action against Child Labour", ILO, Geneva.

International Sericulture Commission (2014) by United Nations, Available at: <http://inserco.org/en/?q=statistics> (Accessed on: 16 September 2014).

Jain, Mahavir et al (1994): "Trade and Child Labour: A National Consultation Report", National Labour Institute, Child Labour Cell, Noida.

Jayachandran, U (2001): "Taking Schools to Children- Bhonga Shalas", Economic and Political Weekly, September 01, Vol.36, pp3348-3349.

Juyal, B.N (1993): "Child Labour in Carpet Industry in Mirzapur-Bhadohi: A Situational Analysis and Evaluation of National Child Labour Project", pp7- 10, ILO-New Delhi.

Juyal B.N et al (1985): "Child Labour: The Twice Exploited", Gandhian Institute of Studies, Varanasi.

Kanbargi R (1991): "Child Labour in Indian Sub-Continent: Dimensions and Implications", Sage Publications, New Delhi.

Kannan K.P (Ed) (2001): "Economics of Child Labour", Deep and Deep Publishers, New Delhi.

Khandelwal, A (2008): "A Case Study of Cotton Seed Farms in North Gujarat", Dakshini Rajasthan Majdoor Union, Available at: <http://www.indianet.nl/pdf/drmureport.pdf> (Accessed on: 20 September 2014).

Kitchlu, T.N (1996): "Exploited Child: A National Problem", M.D Publications Pvt. Ltd., Darya Ganj, New Delhi.

Kothari, S (1983): "There is Blood on Those Matchsticks- Child Labour in Sivakasi", Economic and Political Weekly, Vol.18, pp1191-1202.

Krishnan, L (1996): "Child Labour of Sivakasi", The Administrator, 41(03), pp36-37.

Lansky M (1997): “Child Labour: How the Challenge is Being Met”, *International Labour Review*, 136(02), pp233-257.

Leiten G.K (2000): “Children, Work and Education”, *Economic and Political Weekly*, Vol.35, pp24 - 25.

Lekshamanan, B (2002): “Migrant Child Labour in Kerala: A Study based on Children Employed in Hotels, Restaurants and Tea shops in district of Thiruvananthapuram”, *Shodhganga*, 01(01), pp8-11.

Menon, G (1987): “Health Problems of Working Children: Some Observations” in Naidu Usha and Kamini R. (Eds), *Child Labour and Health: Problems and Prospects*, Tata Institute of Social Sciences, Bombay, pp212-214.

Mishra G.P and P.N Pande (1996): “Child Labour in Glass Industry”, Discovery Publishing House, New Delhi.

Mishra L (2000): “Child Labour in India”, Oxford University Press, New Delhi.

Mizen, P (2009): “Child Labour in Developed Nations Today”, In: Hindman, Hugh D (ed.) *The World of Child Labor: An Historical and Regional Survey*. New York: M. E. Sharpe, pp62-69.

Mohanty, J (2015): “Economics of Child Labour in the Informal Sector: A Study in Two Tribal Districts of Odisha”, <http://www.nird.org.in/SRSankaranChair/MohantyandMohanty.pdf>, (Accessed on: 23 October 2015).

Naick, B (2013): “Profile of Child Labour: A Study in the Industrial Area of Chittoor Town”, *Indian Journal of Research*, 2(10), pp184-185.

Nandy, D (2012): “Child Rights Situational Analysis of Children of Families Engaged in Sugarcane Farming in Maharashtra” Available at: <http://www.savethechildren.in/images/childrights.pdf> (Accessed on: 20 September 2014).

Nangia, P (1987): “Child Labour: Causes- Effects Syndrome”, Janak Publishers, New Delhi.

Nardinelli, C (1990): “Child Labour and the Industrial Revolution”, Indiana University Press, Indianapolis.

National Council for Applied Economic Research (1992): “A report on Child Labour in Carpet Industry of Mirzapur-Bhadoi Belt”, Margin, Government of India Publication, p23.

Noronha, Silvia (1997): “Child Labour in India”, The Indian Journal of Labour Economics, Vol.58, April, pp346-347.

NIPCCD (1992): “Working Children in Bombay”, National Institute of Public Corporation and Child Development, New Delhi.

Parker, D (1997): “Child Labour: The Impact of Economic Exploitation on The Health And Welfare of Children”, Minnesota Medicine, 80(7), pp10-13.

Patil, B. R (1988): “Working Children in Urban India”, D. B Publishers (P) Ltd., Bangalore.

Pati, I (2013): “Child Miners: Indias Crying Shame”, Available at: <http://www.aljazeera.com/indepth/features/2013/05/20135582251240200.html> (Accessed on: 20 September 2014).

Punekar, S (1975): “Child Labour in Unorganised Industries-Rural Vocation”, paper presented at the National Seminar on Employment of Children in India, New Delhi, 03<sup>rd</sup> November, pp25-28.



Rao, M (1999): "Child Labour: Dimensions and Disparities: A Case Study of Andhra Pradesh", *The Indian Journal of Labour Economics*, 60(2), April, pp318-320.

Rao, M (2000): "Migration of Child Labour and School Dropouts", *Social Welfare*, September 2000, pp26-36.

Rao, M (2000): "Exploited Children: A Comprehensive Blueprint for Child Labour Rehabilitation", Kanishka Publishers and Distributors, New Delhi, Original Publication-University of Michigan, pp18-45.

Rathod, R and Ningsheen, A (2013): "Problems of Child Labour Working in Urban Hotels, With Reference to Pune City", *International Journal of Humanities and Social Science*, 2(4), pp61-68.

Reddy, M.V (2012): "Child Labour in Hotel Industry: A Case Study of Tirupati and Tirumala", Lambert Academic Publishing (LAP), New Delhi.

Report of Committee on Child Labour (Gurupadaswamy Committee 1979), pp19.

Rosen, S (1997): "By the Sweat and Toil of Children", DIANE Publishing, New York, pp73-76.

Rosenzweig M.R and R. Everson (1977): "Fertility, Schooling and Economic Contribution of Children in Rural India: An Economic Analysis", *Econometrica*, Vol.45, pp1065-1079.

Roy, A (2000): "Breaking the Shackles- Kol Tribal Labourers", *Economic and Political Weekly*, February 05, 35(6), pp425-426.

Saha, D (2011): "Working Life of Street Vendors in Mumbai", *The Indian Journal of Labour Economics*, 54(2), pp301-325.

Sanon, S. Chandragupt (1998): “Working Children: A Sociological Analysis”, Asia Publishing House, Darya Ganj, New Delhi.

Santulan, NGO based in Pune (2014): “Stone Quarry Workers of Wagholi- A Report”, Available at: <http://asmasiapacific.org/wp-content/uploads/2015/02/santulan-study-report-compressed.pdf> (Accessed on: 20 August 2015).

Satapathy, Sahu, Behera and Naraslmham (2005): “Socio-Clinical Profile of Child Labourers in Berhampur Town of Orissa”, Health and Population- Perspectives and Issues, 28(2), pp89-90.

Satyarthi, K (2014): “To Employ Kids is Unethical”, The Times of India, 10(11), p9.

Saxena, A (1999): “Human Rights and Child Labour in Indian Industries”, Shipra Publications, Delhi.

Sekar, H (2001): “Child Labour in Home Based Lock Industries of Aligargh”, V. V. Giri National labour Institute, Noida.

Sekar, H (2007): “Girl Child Labour in the Match Industry of Sivakasi: No Light in their Lives”, V. V. Giri National labour Institute, Noida.

Sharma, A and Kukreja, S (2012): “Child Labour- An Ugly Face of Travel and Hospitality Industry”, IOSR Journal of Business and Management, 4(1), pp8-17.

Sharma, B and Mittar, V (1990): “Child Labour and the Urban Informal Sector”, Deep and Deep Publications, New Delhi.

Singh A.N (1990): “Child Labour in India: Socio Economic Perspective”, Shipra Publications, Delhi.

Singh, A (2003): “Child Labour in India with reference to carpet industry in Bhadohi and Mirzapur districts of U.P”, In Problems of Child Labour in India (Ed) by Raj Kumar Sen and Asis Dasgupta, pp219-223.

Singh, P (1990): “Sad Plight of Child Labour and Need for Proper Deal”, The Indian Journal of Labour Economics, 33(4), pp78-80.

Singh, R.K (1992): “Child Labour and Their Migration”, Manpower Journal, 27(4), pp243-246.

Singh, M and Sharma, O (1980): “Child Labour in India: A Bitter Truth”, Asia Publishing House, Bombay.

Sinha, Maya and Singh S (1990): “The Problem of Child Labour”, The Indian Journal of Labour Economics, 33(4), pp281-283.

Sooryamoorthy R (1996): “Child Labour in Kerala- Work and Working Conditions of Child Labourers in Major Cities”, Social Action, 48(1), pp54-57.

Srinivasan T.N (1998): “Developing Countries and Multilateral Trade System”, Westview Press, U.S.A.

Swain, S (2014): “An Economic Perspective of Child Labour in Odisha: A case Study of Rourkela”, NIT, Available at: [http://ethesis.nitrkl.ac.in/5556/1/et-thesis\\_29.pdf](http://ethesis.nitrkl.ac.in/5556/1/et-thesis_29.pdf) (Accessed on: 29<sup>th</sup> January 2016).

Swaminathan M (1998): “Economic Growth and Persistence of Child Labour: Evidence from an Indian City”, World Development, 26(8), pp481-487.

Tesfay, Nardos (2003): “Child Labour and Economic Growth”, University of Saskatchewan, Saskatoon, Canada.

Thompson, E.P (1963): "The Making of the English Working Class", Pantheon Book Publishing, New York.

The Indian Express (1988), "Child Workers in Mirzapur-Bhadohi", September 04, 1988.

The Times of India (2002), "Silk Marketing to Go Online", Bangalore, March 29 2002, pp10.

Times Online (2011): "Child Labour Employed in Zari and Embroidery Industry in India", Available at: <http://www.timesonline.co.uk/tol/news/world/article601109.ece> (Accessed on: 14 September 2014).

Tripathy S.N (1997): "Migrant Child Labour in India: Case Study of Orissa", Mohit Publication, New Delhi.

Tripathy S.N (1991): "Exploitation of Child Labour in Tribal India", Daya Publishing House, New Delhi.

Tripathy S.N (1996): "Child Labour in India", Discovery Publishing House, New Delhi.

UNICEF (1986): "Exploitation of Working Children and Street Children", Executive Board Document, E/ILEF/CRP 3, 14 March, pp3- 4.

Venkateswarlu, T (1998): "Child Labour and Multinational Enterprises in the Third World", International Review of Modern Sociology, 28(1), pp73-87.

Venkateswarlu, D (2006): "Child Labour in Carpet Industry in India: Recent Developments", International Labour Rights Fund, pp. 5-12, Available at: <http://www.laborrights.org/sites/default/files/publication - and- resources/child % 20 labour % 20 in % 20carpet % industry % 20122706.pdf> (Accessed on: 17 September 2014).

Venkateswarlu, D (2010): “Signs of Hope: Child and Adult Labour in Cotton Seed Production in India”, Available at: <https://www.dol.gov/ilab/submissions/pdf/20100601.pdf> (Accessed on: 20 September 2014).

Verma, M (1990): “The Problem of Child Labour in Developing Economy like India”, The Indian Journal of Labour Economics, 32(2), pp93-95.

Wal, S (2006): “Child Labour in Various Industries”, Vol.03, pp. 109-117, Sarup and Sons Publishers, Darya Ganj, New Delhi.

Weiner, M (1991): “The Child and the State in India”, Oxford University Press, Delhi.

World Tourism Organisation (WTO), Available at: [http://www.worldtourism.org/market\\_research/facts/market\\_trends.htm](http://www.worldtourism.org/market_research/facts/market_trends.htm), (Accesed on: 20 October 2015).



12. Have you felt at any time that you are neglected at home. : A. Yes  B. No
13. Are you working to repay any debt : A. Yes  B. No
- If Yes, what is the amount : \_\_\_\_\_
- If Yes, what is/was the source of borrowings? : A. Money Lenders   
 B. Employers   
 C. Co-operative Banks   
 D. Friends and Relatives
14. Your present occupation : \_\_\_\_\_
15. Place of present work : A. Rural  B. Urban
16. Distance of the working place from your house. : \_\_\_\_\_
17. What were you doing before taking this job. : A. Going to School   
 B. Working at another place   
 C. Working at home   
 D. Others \_\_\_\_\_
18. Nature of employment : A. Regular  B. Temporary   
 C. Casual  D. Seasonal
19. Are you a full-time worker : A. Yes  B. No

20. How long have you been working : A. Less than one  B. 1 – 2 years   
Year  
C. 3 – 4 year  D. 5 – 6 years   
E. Above six years
21. What are the reasons for your working: A. Economic compulsion of family   
in Goa B. Debt and financial liability of parents   
C. Death of father/mother   
D. Big size of family   
E. Influence of friends   
F. Ill-treated by parents   
G. No money for studying   
H. For escaping from school   
I. Penchant for city life of Goa   
J. Scarcity of work opportunity at the   
place of origin
22. Through whom did you get this job : A. Self  B. Relatives/Parents   
C. Friends  D. Brokers   
E. Others \_\_\_\_\_
23. Do you get monetary remuneration : A. Yes  B. No   
from this job
- If Yes, what is the amount : \_\_\_\_\_
24. Mode of payment : A. Daily  B. Weekly   
C. Monthly  D. Other \_\_\_\_\_
25. Who receives the payments : A. Entirely received by worker   
B. Entirely collected by parents   
C. Other \_\_\_\_\_



26. Do you think that there is a difference in payment given to you and adult workers : A. Yes  B. No
27. Do you get any fringe benefit from the employer : A. Yes  B. No
- If Yes, what are the benefits you get: A. Gifts  B. Festival Allowances   
C. Others \_\_\_\_\_
28. Do you financially contribute to your family : A. Yes  B. No
- If Yes, how much do you contribute? : \_\_\_\_\_
29. Do you have any kind of savings : A. Yes  B. No
- If Yes, total amount per month : \_\_\_\_\_
30. Where do you keep your savings : \_\_\_\_\_
31. Your monthly expenses : A. Contribute to Family  B. Clothes   
C. Food  D. Watching Movies   
E. Health Care   
H. Others \_\_\_\_\_
32. How many hours do you work per day: A. Below 6 hours  B. 6 - 8 hours   
C. 8 – 10 hours  D. 10 - 12 hours   
E. Above 12 hours, Specify \_\_\_\_\_

33. Are you made to work after 7.00 p.m?: A. Yes  B. No

If Yes, what is the duration: \_\_\_\_\_

34. How many days per week do you work?: \_\_\_\_\_

35. Do you have any leisure time in between work: A. Yes  B. No

If Yes, how much? : A. 1/2 hour  B. 1 hour   
C. 2 hours  D. 3 hours   
E. Other \_\_\_\_\_

36. When do you get up? : \_\_\_\_\_

37. When do you go to bed? : \_\_\_\_\_

38. Where do you sleep? : \_\_\_\_\_

39. Do you get food to eat : A. Yes  B. No

If Yes, what is the quality of food : \_\_\_\_\_

40. Do you get any leave with salary : A. Yes  B. No

41. What is your employer's relationship  
with you? : A. Very cordial  B. Cordial   
C. Strict  D. Very Strict   
E. Abusive

If Abusive, express : \_\_\_\_\_

42. Were you punished by your employer at any time: A. Yes  B. No

If Yes, why and in what connection?: \_\_\_\_\_

43. What kind of punishment did you get from your employer : A. Deduction of Salary   
B. Verbal Abuse   
C. Physical Abuse   
D. Increase in Working Hours   
E. Retrenchment from Job

44. If you lose this job, will you be able to find another one : A. Yes  B. No

45. Adult co-workers approach towards you : A. Very cordial  B. Cordial   
C. Indifferent  D. Abusive

If Abusive, express : \_\_\_\_\_

46. Do you have any future plan : A. Yes  B. No

If so, explain : A. To continue the job  B. To seek a good job   
D. To start own business  D. To study

E. Others \_\_\_\_\_

47. Do you suffer from any disease : A. Yes  B. No

If Yes, describe : \_\_\_\_\_

48. Do you feel that it is connected with your work : A. Yes  B. No

49. The type of work you dislike doing : \_\_\_\_\_

50. Do you have any facilities for medical check - up : A. Yes  B. No

If Yes, express : \_\_\_\_\_

51. Do you get any medical allowance from your employer : A. Yes  B. No

If Yes, how much : \_\_\_\_\_

52. Have you undergone any sexual harassment : A. Yes  B. No

If Yes, what extent : \_\_\_\_\_

53. Educational Level of child worker : A. Illiterate   
 B. Primary   
 C. Middle   
 D. Secondary   
 E. Others
54. Reasons for leaving education : A. Financial difficulties   
 B. Compulsions of parents   
 C. Difficult and boring   
 curriculum in the school  
 D. Lack of basic requirements in   
 the school  
 E. Failure in examinations   
 F. To look after the younger siblings   
 G. Harsh and discriminatory attitude   
 of teachers  
 H. Other \_\_\_\_\_
55. What is your opinion about making : A. Good  B. Bad   
 primary education compulsory
- If Bad why? : A. It retards the means of livelihood   
 B. Having no interest in study   
 C. It is better to work then study   
 D. Others \_\_\_\_\_
56. Would you like to continue your education  
 if you get an opportunity : A. Yes  B. No

57. Do you know about the Sarva Shiksha Abhiyaan : A. Yes  B. No

If Yes, do you think it is helpful : \_\_\_\_\_

58. Are you aware of the law relating to child labour : A. Yes  B. No

59. What is your opinion about prohibiting child labour : A. Good  B. Bad

If Bad, reasons for the same  
A. It retards means  B. Increases   
of livelihood unemployment  
C. Others \_\_\_\_\_

60. What is your opinion about your working condition. A. Good  B. Moderate   
C. Bad  D. Very bad

61. Do you have the habit of smoking : A. Regularly  B. Occasionally   
C. No

If A or B, express : \_\_\_\_\_

62. Do you have the habit of drinking : A. Regularly  B. Occasionally   
C. No

If A or B, express : \_\_\_\_\_

63. Do you have the habit of chewing tobacco : A. Regularly  B. Occasionally   
C. No

If A or B, express : \_\_\_\_\_

64. Do you play gambling (matka) : A. Regularly  B. Occasionally   
C. No

If A or B, express : \_\_\_\_\_

65. Do you believe in destiny : A. Yes  B. No

If yes, express : \_\_\_\_\_

66. Do you think about your future : A. Yes  B. No

If yes : A. Think often  B. Think occasionally

67. Do you have membership in any labour union : A. Yes  B. No

68. Can you name the Chief Minister of Goa: \_\_\_\_\_

69. What is your opinion about politicians : \_\_\_\_\_

70. Do you read newspaper/weeklies : A. Yes  B. No

71. Are you satisfied with the present work : A. Yes  B. No

If No, specify the reasons : A. Insufficient Income

B. Labour is too hazardous

C. Harsh and cruel treatment by the employer

D. Can't study and play like other children

E. Have to be away from home

F. Others \_\_\_\_\_