



PERCEPTION OF EMPLOYERS AND STAKE HOLDERS ON CAUSES AND REDEMPTIONS OF CHILD LABOUR IN THE STUDY AREA.

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Abstract

The problem of Child Labour is very severe in the developing countries like India. In India, the number of Child Labourers in the age group of 5 – 14 years stood 43.53 lakhs as per 2011 census. Though the figure seems to be less, according to the definition of ILO, which defined the child labour as below 18 years of age, the figure is crossed to 3.54 crores according to 2011 Census. Seeking importance of these, Government has enacted number of legislative measures for prohibition of child labour starting from Factories Act 1881 to Child Labour (Prohibition and Regulation) Act 1986. It has been further strengthened by enacting the Right to Free and Compulsory Education Act, 2009. Besides, the government of India also implemented several programmes for mainstreaming the school dropouts and child labourers, notably the mid-day meal programme, the National Child Labour Project and the Sarva Siksha Abhiyan. Even though these measures have brought about some change in the situation there is still a large figure of child labour existing in the country. In this context, there is a need to assess the awareness of child labours, employers and stake holders on the child labour in the selected study area.

Key Word: Child Labour, Legal Issues, Unemployment, Stake Holders, And Employers.

Introduction

The problem of Child Labour is very severe in the developing countries like India. In India, the number of Child Labourers in the age group of 5 – 14 years stood 43.53 lakhs as per 2011 census. Though the figure seems to be less, according to the definition of ILO, which defined the child labour as below 18 years of age, the figure is crossed to 3.54 crores according to 2011 Census. Seeking importance of these, Government has enacted number of legislative measures for prohibition of child labour starting from Factories Act 1881 to Child Labour (Prohibition and Regulation) Act 1986. It has been further strengthened by enacting the Right to Free and Compulsory Education Act, 2009. Besides, the government of India also implemented several programmes for mainstreaming the school dropouts and child labourers, notably the mid-day meal programme, the National Child Labour Project and the Sarva Siksha Abhiyan. Even though these measures have brought about some change in the situation there is still a large figure of child labour existing in the country.

Statement of the Problem

In spite of enacting legislative measures for prohibition of child labour in different countries, it is terribly to note that the problem of child labour continues to exist in different forms in the world, especially in developing countries. In India, several legislations were enacted starting from Factories Act 1881 to Child Labour(Prohibition and Regulation) Act1986, and further to Right of Children to Free and Compulsory Education Act 2009. Besides, the government of India also implemented several programmes for main streaming the school drop outs and child labourers, notably the mid-day meal programme, the National Child Labour Project and the Sarva Siksha Abhiyan. Even though these measures have brought about some change in the situation as indicated by a declining trend in the number of childlabourers from one Census to another, there were still about 43.53lakh child labourers (main workers) in the age group of 5-14 years according to 2011Census. If the ILO definition of childlabour (childworkers below18 years) were to be considered, the figure is crossed to 3.54 crores according to 2011Census.

As far as Andhra Pradesh is concerned, number of childlabour was accounted 13.69 lakhs in 2001 census which was declined to 6.23 lakh in the year 2011 census (NCPCR, 2014).

Review of Literature

Dabirand Nigudkar (2007) observed that the incidence of abuse was higher among the vulnerable groups as compared to the general group of childrens school. The victims of child abuse need special care and ardent aattention. It exploits the child's physical and psycholoigical health. He suggested that integrated service of counseling, medical treatment, ledal help and rehabilitation are needed.

Smith Kothari (1983) in his study on child labourer in Sivakasi observed that the children were employed in factories and shops far away from their homes. They were required to work beyond their physical capacity and are paid exploitative wages. They did not get enough rest and recreations and were exposed to various pollutions and chemicals.

Objectives of the study

1. To study the child labour with legal aspects.
2. To study perception of child worker, employer and stakeholders.
3. To draw the conclusions.

Sample Design

The study is confined to the state of Andhra Pradesh and within the state, one district from each region such as Visakhapatnam District from North Coastal Andhra, Guntur from South Coastal Andhra and Kurnool from Rayalaseema will be chosen for the study based on highest percentage of child labour prevailing in the in each region according to the Census of 2011. For studying this, a combination of purposive, snowball and multistage random sampling methods is proposed for the conduct of the study. In this process, a total of 800 samples will be collected from child labourers / their families covering five industrial establishments / work sites such as Agriculture, Hotels & Restaurants / Shops, Automobile workshops, Construction Sector and Household Sectors including samples from its employers also. Apart from these, a total of 180 samples will be collected from all the stakeholders like Sarpanch, Anganwadi Worker, School Teacher / Head Master at village level; Child Development Project Officer (CDPO), Police Officer and Media person at Mandal level to know the awareness levels relating to child labour laws by strengthening the different committees, coordination mechanism for prevention, prosecution and protection services for the child labour.

Data collection : The present study is based o the both primary and secondary data. The primary data were collected from the selected childworkers, employers and stake holders through a structured interview schedule after pre-tested. The secondary data were also collected from various sources like journals, dailies, official websites and etc.

Statistical Tools Used :The present study is basically related to opinion based data. In the process of analysis of the data the researcher has used simple statistical tools like mean, averages, percentages etc.

Analysis :The researcher has collected primary and secondary. after collection of Primary data, the researcher were tabulated primary data, analysed and presented under the below.

Table 1: Reasons For Entering Into Business Enterprises
N=600

S.No	Reasons	Frequency	%
1	Inadequate income of the parents	216	36.00
2	Absence of adult earners	90	15.00
3	Clearing of Family debt	240	40.00
4	To feed the family members	210	35.00
5	Get self employment & to lead independent life	72	09.00

Source: Field survey

The table depicted that the whose age between 12-18 years of childrens are entered in different sectors because of number factors influences on their life like low income of their families, absence of adult earners, clearing for old debt, to feed the family members , & get self employment and to lead independent life.

In this direction, the researcher has focused on above points, collected opinion, analysed and presented in table 1. It can be found that out of 600 sample child labours, 216 respondents have represented 36 are expressed that there is no sufficient income were not getting my parents. Another one of the reason like absence of adult earners in their families they emerged as a child labour. 40 per cent of the sample respondents have said that they entered in to business organization for clearing the family debt, to feed the family members by the childrenes hence, they are going to work, and only 9 per cent of the respondents to do the work to lead independent life in the study area.

Table 2: Opinion of Stakeholders on Child Labours

S.No	Reasons	Frequency	%
1	Poverty	57	32.00
2	Illiteracy	32	18.00
3	Urbanization	25	14.00
4	Family tradition	14	8.00
5	Large size families	29	16.00
6	Inadequate educational facilities	23	12.00
	Total	180	100

Source: Field survey

The stakeholder directly related to well being of the society. Stake holders are played predominant role for development of the society. In this dimensions, the researcher has put number of question to the stakeholder on child workers and their problems in the study area. it can be found that the table shows that opinion of the stake holder on the problems of child labour families. It can be found that majority of the sample stakeholder said that poverty is one of the reasons for entering into the business organisation, 18 per cent of the stakeholder have expressed their opinion was illiteracy is one of the reason, 14 per cent of the them urbanisation is another reasons, family tradition is one of the reason is said by 8 per cent of the stake holders, 16 per cent of the family size is very big & remaining 12 per cent of the stake holders said that inadequate educational qualification is one of the reason for entering into organisation in the selected study area.

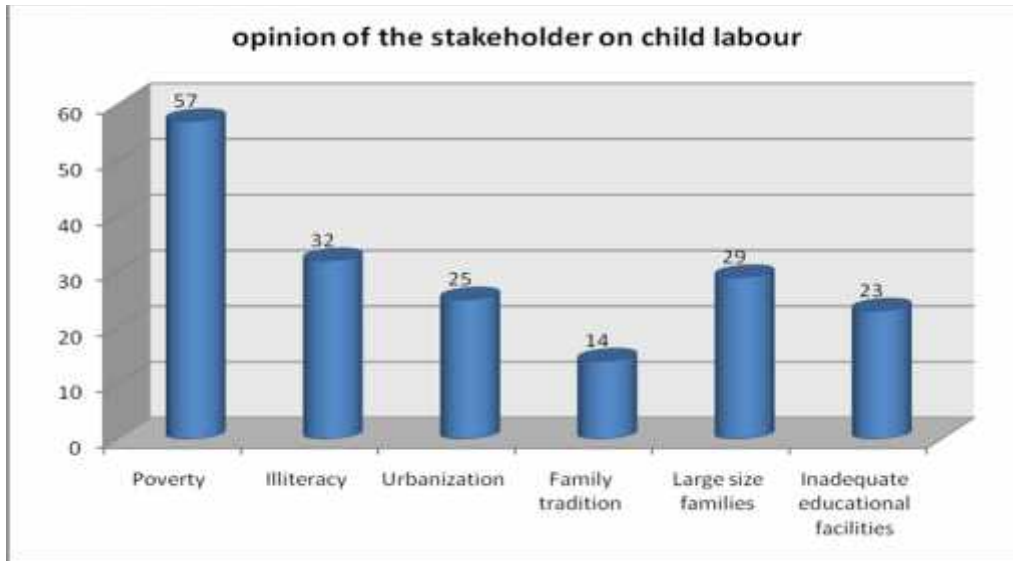


Table 3: Table Reasons for Employers to Prefer Childrens

S.No	Reasons	Frequency	%
1	Children are more dedicate	20	10.00
2	Less labour cost/wages	48	24.00
3	Can extra more work	36	18.00
4	Suitability of childrens for smooth activities	24	12.00
5	Easy to remove	16	8.00
6	More trustworthy & innocent	20	10.00
7	Less absenteeism	16	8.00
8	Don't for trade union	20	10.00
	Total	200	100

Source: Field Survey

The researcher has putting the number of statement to the employer on offering children in working their organization like children are more dedicate, less labour charge, use more time, for smooth functions of the all activities, easy to remove, more trustworthy & innocent, less absenteeism, and do not form into unions.

The above table potroyat that the opinion of the employers on offering the children in working their organization is presented in table 3. It can be observed from the table that majority of the employer were offering the children to the work in the organization because of paying less wages to the children, it represented 24 per cent followed by 18 per cent of the employers said that the children have work extra time without any obligation, 12 per cent of the employer expressed that children are more dedicate & donot form in to any trade unions, 8 per cent of the respondents aid that, the children are not absent, and also easy to remove whenever is necessary.

Table 4: Nature of Relationship of Childlabour With Employer

S.No	Opinion	Frequency	%
1	Good	120	20.00
2	Normal	204	34.00

3	Bad	276	46.0
	Total	600	100

Source: Field Survey

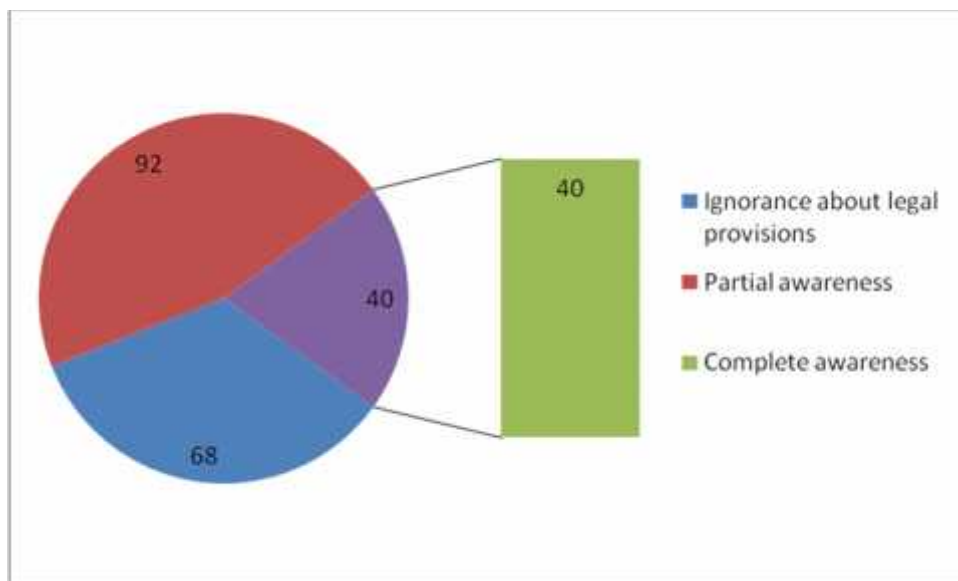
The table reveals that the opinion were collected from the child labour about their relation to employers, by the researcher analyzing and presented in the table 4. The researcher has intended that how they maintain relations with their employers in the selected study area. It can be found that the sample respondents were expressed that , 120 sample respondents are maintain good relations with their employers, 34 per cent of them are maintain normal relations, and rest of them are not maintain relations. It is clearly concluded that majority of the sample respondents have not maintained relations because of they are not providing good facilities, wages and treatment etc.

The government has been implementing number of policies for reducing the child workers and empowering the children through educational institutions. In this direction, the researcher intended that the opinion of the employer on the legal provisions relating to the child labour is presented below table 5 in the study area like Andhra Pradesh.

Table 5: Awareness of Employers on Legal Provision in Relating to Childlabour

S.No	Opinion	Frequency	%
1	Ignorance about legal provisions	68	34.00
2	Partial awareness	92	46.00
3	Complete awareness	40	20.00
	Total	200	100

Source: Field Survey



The above table shows that knowledge about childlabour and industrial labour in the organization by the who are providing employment entrepreneurs in the study area. The researcher has been made to attempt and find out the awareness of employer, 34 per cent of the employer says that we have awareness about the child labour and rules and regulations but I ignorance about legal provisions, 46 per cent of the employers have partial awareness about legal provisions and only 20 per cent of the employees have complete

knowledge because they don't care about legal provisions. It is found that majority of the employers have an idea about rules and regulations of legal provision of child labour, but nobody follows because of every employer managing the government officials when they visited and punished in the study area.

An attempt has been made by the researchers to find out what the respondent employers' opinion about the role of government in tackling the problem of child labour. Different dimensions have been expressed by the selected sample employers and are capitulated in 6 table.

Table 6: Perception of Select Employers on Government Role Among Child Labour

S.No	Reasons	Frequency	%
1	Government should implement poverty alleviation programme	52	26.00
2	Government should provide compulsory education to children	44	22.00
3	It should take measures for creating social awareness of the problem	40	20.00
4	It should enforce strict implementation of legislation	28	14.00
5	It should go for framing of new legislation	36	18.00
	Total	200	100

The results reveal that the opinion of employer on the role of government among the child labour in the society. The researcher collected data, tabulated and presented. The study was found that 26 per cent of the employers were given the suggestions-the government has been implementing rural poverty alleviation programmes, 26 per cent of the employers expressed that government should provide compulsory education to the children, 20 per cent of them said that- it should take measures for creating social awareness of this problem, 14 per cent of the employers are said that strictly implementing the legislation and rest of them expressed their opinion of government role- forming new rules and regulations it is represented 18 per cent. The study concluded that the government can be observed the cost of living, income levels of the people, awareness about the legal issues and providing all necessary information and implementing fair wage system to every individual or implementing income generating activities then only people are satisfied their needs and wants. Ultimately we can reduce the child labour.

Conclusion

The developing countries like India were facing severe problem for food grain because of highest population. In this context, every one should work together for fulfilment of their needs and wants. Hence, every one entered into small business organisation and get something. Here, majority of the small business organisation have encouraging child labour because of, child labour are working without any obligations, no demand for increasing the wages, work minded, no forming the unity. In these reasons the small business leader are offering the children's. Hence, the government will implement strict policies, providing right education to all, and providing employment opportunities/creating income generating activities to the every individual in the society.

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