

## UNSKILLED CHILD LABOUR: CURSE TO ECONOMIC PROSPERITY

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**Abstract :** Indian economy is agro based economy. The Indian economic environment is no doubt depends on agricultural output as well as the skilled manpower to produce it. Economic prosperity requires trained manpower in each and every aspect of his spread out. As compare to developed countries, Indian laborers are not enjoyed fruits of economy. Moreover children below age of fourteen years are also insisted for work which is black edge to Indian economy. Even though child labour are prohibited by Indian legislative system, it has been noted in unorganised retail sector that, the child workers are more demanded due to their easy availability against cheaper cost.

The child labours are easily found at every aspect of small business. The unorganized retail sector of India who occupies 94% of Indian market share is the huge place where child labours are observed. Whatever is the reason behind compelling them to work as a child labour but the fact is that they are child labour. The every sixth child of India has working as a child labour that marks a keen and significant impact on Indian economy. The basic human resource issues are even not followed in case of these small victims. Children are future of Nation and if even offer sixty seven year of independence we could not been to resolve the issue of child labour, then how we expect economic Prosperity where 16% of children are child labours.

The present research paper critically analyze the HR issues of child labour in Jalgaon city and their implications on Economic Prosperity .

### INTRODUCTION

Child labour is an unfortunate outcome of Industrial revolution. The industrial revolution originated in England and embraced industries not only in independent countries but also the colonies occupied by Imperial power during 1760 to 1860

Children are the gifts; they are the precious gifts presented by Almighty God to human life for filling the world with smile, happiness, and hope. Children are the future citizens; it is childhood which determines a child's future, his/her life and their worthy contributions to the world. Thus it becomes an important aspect for us, for everyone in the society, and for the Government to protect, nourish and work for the overall welfare of children of a particular Nation and the children of the World as a whole.

Child labour is today's universal problem across the world in spite of its developed, developing or under developed country. According to the International labour organization (ILO) who estimates 246 millions children's are child labours and "one out of six children in the world today is involved in child labour, doing work that is damaging to his or her mental, physical and emotional development. (ILO/UNICEF, 1997).

### CHILD LABOUR IN INDIA

Child labor is the practices of having children engage in economic activity, on part or full-time basis. The practice deprives children of their childhood, and is harmful to their physical and mental

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## **Unskilled Child Labour: Curse to Economic Prosperity**

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development. Poverty, lack of good schools and growth of informal economy are considered as the important causes of child labour in India.

### **CHILD LABOUR AND UNORGANIZED RETAIL SECTOR**

The Indian retail industry is divided into organized and unorganized sectors. The Indian retail sector is highly augmented with a major share of its business is being run by unorganized retailers like the traditional family run stores and corner stores. The organized retail however is at a very nascent stage, though attempts are being made to increase its proportion bringing in a huge opportunity for prospective new players.

Indian retail is dominated by a large number of small retailers consisting of the local Karana shops, owner-managed general stores, chemists, footwear shops, apparel shops, pan and beedi (local betel leaf and tobacco) shops, hand-cart hawkers, pavement vendors, etc. which together make up the so-called "unorganized retail" or traditional retail. The last few years have witnessed the entry of a number of organized retailers opening stores in various modern formats in metros and other important cities. Unorganized retailers normally do not pay taxes and most of them are not even registered for sales tax, VAT, or income tax.

The Indian retail sector is one of the largest retail sectors in world who always attract the foreign investor as a huge market potential. The total retail sale of India is 32200 Cr. Dollars, out of which the organized retail sector contribute only 4%. However the unorganized retail sector encompasses 96% of Indian retail sector. The statistic shows the depth of unorganized retailing in India as well as its dominance over organized retail sector. ([www.reurbanist.com](http://www.reurbanist.com))

The unorganized retail sector is uncouncted, unspecified and unaccounted in nature. According to Census 1981 to 2011 the percentage of child labour to total workers is lies in the range of 5.66 to 8.41%. Another important aspect is, as per Child Labour (prohibition & regulation) Act 1986, enforcing child labour is criminal offence, hence the maximum possibility of child labour are always in unorganized retail sector as compared to organized retail sector. Several unpublished studies reveals that the unorganized retail sector posses maximum child labour, however the percentage is negligible in organized retail sector.

### **UNORGANIZED RETAIL SECTOR**

Unorganized retail sector refers to the all types of unorganised retail activities including retailing of all kinds of goods & services. However the major categories of unorganised retail sector under study are as mentioned below:

- ◆ All small shopkeepers & Traders of unorganised retail sector.
- ◆ Hawkers, Firewalls
- ◆ Tea Stalls
- ◆ Chinese Product Stall
- ◆ Road side Food Stall

### **2.0 HR ISSUES AND WORKING CONDITIONS**

The child labours in India suffer through the worst working condition of their respective work places. As the child labours is not legal profession hence there is no specific provision for working condition of child labours. The basic humanistic approach even not followed in case of child labours. Unfortunate bad dark edge of civil society is the volume of child workers they possess.

The child labours who toil for long hours at lower wages in the worst conditions to meet their survival are the real victims and justice should be required for them. The work participation of children adversely affects their health and education. The lack of literacy is equals to the lack of nutrition in early child development which causes fetal damage or retardation in brain development and physical growth of the children. Following are the several HR issues related to child labours.

1. Unspecified preferably hectic working hours
2. Low wages and even no wages
3. Health Hazardous conditions
4. Fearful environment
5. Sexual harassment
6. Absentia of legal protection at workplace
7. Physical Extortion

### 3.0 RESEARCH METHODOLOGY

Research Methodology of present research work is as follows –

#### 3.1 OBJECTIVES OF THE STUDY

- ◆ To study the HR issues of child labours of unorganised retail sector.
- ◆ To understand the impact of child labour on unorganised retail sector.
- ◆ To analyze the status of Human Resource (HR) functions with respect to child labours of unorganised retail sector
- ◆ To check the awareness among child labour about HR issues.
- ◆ To study the violation of Human Rights with respect to child labour of unorganised retail sector.

#### 3.2 SAMPLE SIZE AND SAMPLING

There are more than 1000 Child Labours working under approx 400 Employers in unorganised retail sector of Banana City Jalgaon (Study Area). There are number of business activities entitled under unorganised retail sector i.e. from small grocery shop to tea stalls inclusive of hawkers, fast food stalls etc. In all these professions child labour is commonly observed but silently neglected part of our civil society. Out of the proposed population 50 child labours will be respondent for the study. Stratified random sampling techniques will be used for selection of sample with the help of structured questionnaire.

#### 4.0 ANALYSIS AND INTERPRETATION

The child labours are unfavorable outcome of civil society. The child labours of unorganized retail sector are suffering through number of difficulties & hurdles during their work profile more over they faces problem in each and every aspect of their life. During analysis several pondering facts were revealed which are as analyzed below.

**Table 01: School going status (Q1)**

Factor	Response	Frequency	Percent
School going status	School going	09	18.0
	Left the school	33	66.0
	Never gone to school	08	16.0
	<b>Total</b>	50	100

66% of child labours left the school whereas 18% never gone to school. The scenario is very crucial.

**Table 02: Age of work started (Q2)**

Factor	Response	Frequency	Percent
Work started at the age of	Below 07 years	13	26.0
	07-09 years	14	28.0
	09-11 years	10	20.0
	Above 11 years	13	26.0
	<b>Total</b>	50	100

26% of respondents started work below 07 years and 28% of them started work during 09 years. Thus total 54% of them work below 09 years.

**Table 03: Work tenure (Q3)**

Factor	Response	Frequency	Percent
Work tenure	Less than 01 year	23	46.0
	01-02 years	12	24.0
	02-03 years	09	18.0
	Above 03 years	06	12.0
	<b>Total</b>	50	100

Job assignment is not consistent; half of them (46%) are working from less than 01 year whereas only 12% of them are working for more than 03 years

**Table 04: Getting Pay against work (Q4)**

Factor	Response	Frequency	Percent
Paid for work	Yes	47	94.0
	No	03	06.0
	<b>Total</b>	50	100

Almost all child labours i.e. 94% are paid for their work.

**Table 05: Amount of wages received (Q5)**

Factor	Response	Frequency	Percent
Amount of wages received	Only food and shelter	04	08.0
	Below Rs 100	12	24.0
	RS 100 - 200	29	58.0
	Above Rs 200	05	10.0
	<b>Total</b>	50	100

The average amount of wages received by child labours is in between Rs. 100-200. Almost 58% of them get this emoluments

**Table 06: Daily Work Hours (Q6)**

Factor	Response	Frequency	Percent
Daily work hours	02-04 hours	01	02.0
	04-06 hours	04	08.0
	06-08 hours	41	82.0
	Above 08 hours	04	08.0
	<b>Total</b>	50	100

## Unskilled Child Labour: Curse to Economic Prosperity

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Unskilled child labours are compelled for work due to number of unavoidable circumstances faces by his family. Out of 50 respondents 41 have replied that they work daily for 6 to 8 hours.

**Table 07: Getting Paid weekly off (Q7)**

Factor	Response	Frequency	Percent
Getting Paid weekly off	Yes	12	24.0
	No	38	76.0
	<b>Total</b>	50	100

Almost 76% of child labour denotes that they are not getting paid weekly off whereas 24% of them enjoyed the paid weekly off.

**Table 08: Hygienic working conditions (Q8)**

Factor	Response	Frequency	Percent
Hygienic working conditions	Yes	08	16.0
	No	22	44.0
	Cant say	20	40.0
	<b>Total</b>	50	100

Out of 50 respondents 44% are stated that working conditions are not hygienic whereas 40% are not able to comment on it.

**Table 09: Relationship with Employer (Q9)**

Factor	Response	Frequency	Percent
Relationship with Employer	Very cordial	03	06.0
	Cordial	27	54.0
	Average	13	26.0
	Bad	07	14.0
	<b>Total</b>	50	100

54% respondents replied that their relationship with employees is cordial whereas 26% choose the average option.

**Table 10: Getting enough time for meals (Q10)**

Factor	Response	Frequency	Percent
Getting enough time for meals	Always	22	44.0
	Occasionally	20	40.0
	Never	08	16.0
	<b>Total</b>	50	100

Out of 50 respondents 44% always get enough time to take their meals whereas 40% get occasionally enough time to take the meals.

**Table 11: Getting skilled training from employer (Q11)**

Factor	Response	Frequency	Percent
Getting skilled training from employer	Yes	07	14.0
	No	43	86.0
	<b>Total</b>	50	100

86% child labours are not getting any skilled training from respective employer whereas 14% get it.

**Table 12: Opinion on job profile (Q12)**

Factor	Response	Frequency	Percent
Opinion on job profile	Excellent	01	02.0
	Good	04	08.0
	Average	37	74.0
	Poor	08	16.0
	<b>Total</b>	50	100

Table 12 shows that 74% respondents are stated that they possess average opinion about their job. In addition 16% of them are having poor opinion about the job.

**Table 13: Reason for changing job (Q13)**

Factor	Response	Frequency	Percent
Reason for changing job	Low wages	23	46.0
	Scolding by employer	09	18.0
	Termination by employer	13	26.0
	Improper working condition	05	10.0
	<b>Total</b>	50	100

As shown in table no 13, nearly 46% of child labours left the job due to low wages as well as 26% are terminated by employer and 18% were left due to scolding by employer.

**Table 14: Reason for selecting the present job (Q14)**

Factor	Response	Frequency	Percent
Reason for selecting the job	Its more paying	02	04.0
	Part time/evening work	01	02.0
	No other available option	18	36.0
	Forced entry not choice selection	29	58.0
	<b>Total</b>	50	100

## **Unskilled Child Labour: Curse to Economic Prosperity**

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58% child labours are selecting the present job due to forced entry whereas, 36% are perusing it because they do not have other opinion.

### **5.0 FINDINGS**

- 1) More than 84% of child labour are left the school or never gone to school. There should be staunch effort and critical pondering required to streamline them.
- 2) More than 50% of child labours have started working below the age of 09 years. The psychological and physical requirement was totally found neglected.
- 3) Labour turnover rate is seen very high in care of child labours. Nearly 70% of them are having assignment of less than 02 years.
- 4) All child workers (94%) are paid for their respective work. Only 6% of them are unpaid. Thus the prime HR issue is to remunerate the people is somehow shows fulfilled.
- 5) The child labour under study area gets an adequate amount as a wages i.e. 100 to 200 is the average income of child labour which may not be significant for him built antigen for his family.
- 6) 82% of child labours are worked for 06 to 08 hours which reveals the acute condition of child labours under study area.
- 7) Child labours are not even entitled for paid weekly off which is basic human resource issue. The HR issue is being violated in 76% of cases.
- 8) Child labours are not satisfied with working conditions and almost 84% of them are stated that conditions are not proper. The basic human resource issue i.e. hygienic working condition is not followed in present case.
- 9) Relationship with employers is found cordial as well as average in 80% cases which is itself a little bit positive aspect of this black edge of child labours to economic prosperity.
- 10) Half of the child labour regularly gets enough time to take the meals i.e. they get regular lunch breaks where as 40% of child labours get it occasionally.
- 11) Almost all child labour never gets any kind of skill enhancement training from their employer.
- 12) 74% of child labours possess average opinion about their job profile. It clearly shows their average satisfaction or more over dissatisfaction about job.
- 13) Low wages is the main reason behind changing the job by child labour. In addition termination by employer is also one of the considerable reasons for changing the job.
- 14) Child labour are forced to work i.e. they compelled for work as well as they do not have another option. Almost all (94%) of child labour falls under this worst categories.

### **6.0 CONCLUSION**

Child labour is a curse to economic prosperity. Moreover child labours are the unfortunate outcome of socio economic inequality. Children are compelled to work due to various reasons includes socio-economic, cultural, parental negligence, poverty, unemployment, illiteracy etc.

The implementation status of human resource issue is very poor. Also the cultivation under threat and fearful environment, lack of child nights as well as human rights, economic insecurity and non implementing status of HR issues produces psychological mall nutritious future of India by virtue of child labour which will be badly affects on expected economic prosperity in India by 2020.

The child labour is human being and he only expect to treat him as human being and we; the silent observer of society even denied his justified request through our negligence and expect a economic prosperity without him.

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## **Unskilled Child Labour: Curse to Economic Prosperity**

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