

IMPLEMENTATION STATUS OF HUMAN RESOURCE ISSUES OF CHILD LABOUR IN UNORGANIZED RETAILING (A CASE STUDY OF JALGAON DISTRICT)



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INTRODUCTION

The International Labour Organization and UNICEF has define "Child labour as work that deprives children of their childhood and their dignity which hampers their access to education and the acquisition of skills and which is performed under deplorable conditions harmful to their health and their development" (ILO/UNICEF, 1997).

According to the constitution of India, "No child below the age of fourteen years shall be employed to work in any factory or mine engaged in any other hazardous employment"

Finally the child labour (Prohibition and regulation) Act 1986 defines "child as labour who has not completed his fourteen years of age, whether part time / full time in any occupation, engagement of child in the labour force simply

Abstract

1.0 Preamble to Topic

Child labour is the single most important source of child exploitation and child abuse in today's world. Children are an asset of a nation and hence it's a nation's responsibility to nurture them through various stages of their development to enable them to realize their full human potential. However, every child who is out of school or participating in the labour force for the sake of family support conflicts directly or indirectly with its natural growth and education which in turn prevent him for attaining proper childhood and training (Chandar 2004). Thus, by virtue of human capital or human capacity and capability perspective the incidence of working children in any society leads to lower human capital and human capacity and capability which at last results in an enormous loss to the economy.

Keywords : Human Resource Issues , Child Labour , human capital , International Labour Organization

Short Profile

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means a complete or partial denial of childhood to him. (Government of India, 1986).

Today child labor is a major problem in the world. In India the problem of child labour that occur as a result of responses to the economic problems faced by helpless children. Child labour is crucial and wide extensive problem. Child labour in India is to be found in almost every sector of the informal economy. In India every third child is a working child and every fourth child in the age group 5-15 is employed (ILO, 2007). The number of children are not losing their childhood but also losing the opportunities for educa-

tion. The report of Human Rights in U. S. Department of State (1998), the ILO estimated the number of child workers as 44 million, while

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Ministry of Labour and other NGO's estimates show it as 55 million. According to their estimates there are 25 million children employed in agricultural sector, 20 million in service jobs (hotels, shops and as servants in home) and 5 million in the handloom, carpet making, gem cutting and match making industries. 91 per cent of child labour in India is in rural areas, while 9 per cent is in urban areas.

2.0 Child labour and Unorganized Retailing

Child labour is unfortunate outcome of industrial revolution which spread across the world. There are number of causes and reasons behind the existence of child labour. The Indian unorganized sector covers 58.5 % of gross domestic product. The retailing in India contributes 10 % of its GDP out of which 96 % retailing is through 13 million retail outlets of unorganized retail sector. The statistic presents the dominance of unorganized retailing over organized retailing. The Indian retail sector is dominated by a large number of unorganized retailers consisting of the local kirana stores, footwear, panbedi retails, tea stalls, and food stalls etc. as mentioned in 1.2.1 of the present thesis.

Due to various social, economical, political and cultural reasons, a child compelled to work as a labour. The practice deprives children of their childhood, and is harmful to their physical, mental as well as psychological development. According to census of India 2011, near about 11.72 million of child labours are identified in India. Due to the various legal provisions it's not possible and feasible for organized sector to hire child labours for their work. Hence the maximum possibilities of child labour lie in unorganized sector mainly with agricultural followed by unorganized retail sector.

3.0 Human Resource Issues of Child labour

The retail industry in India is highly fragmented and unorganized. This sector comprises 96% of Indian retail sector. The

workers of unorganized retail sector belong to a large number of small retailers consisting of the local kirana shops, owner managed general stores, hawkers, pan and beedi shops, pavements vendors, Chinese stalls or food stalls. This sector highly depends on the employment of child workers to cut down the labour cost. These child workers are worst exploited. According to the Whitley Commission (1929-31), "In many cities large numbers of young boys are employed for long hours and discipline is strict. Indeed there is reason to believe that corporal punishment and other disciplinary measures of a reprehensible kind are sometimes resorted to in the case of the smaller children. Workers as young as 5 years of age may be found in some of these places and working without adequate meal intervals or weekly rest days, and often for 10 or 12 hours daily, for sums as low as 2 annas in the case of those of tenderest years."

The study group of National Commission on Labour (2002) has brought the general characteristics of employment in Unorganized Retail Sector, which clearly reflects the Human resource issues of child labours in Unorganized Retail Sector. Major ones are as listed below.

- ✦ It is in general low wages and low earning sector.
- ✦ Piece rate payment, home-based work and contractual work are increasing trends in this sector.
- ✦ Direct recruitment is on the decline. Some employees are engaged through contractors.
- ✦ If some kinds of employment are seasonal, some others are intermittent. As such, underemployment is a serious problem.
- ✦ Workers are not often organized into trade union. The self-employed are seldom organized into associations. There is no much recourse to collective bargaining.
- ✦ Health hazards exist in a majority of

occupations.

Apart from above mentioned issues, hawkers and vendors face harassment from authorities such as police, traffic police and local self-governments. Most of the labour laws that we have today are relevant only to the organized sector (SARMA 2008). Hence from the above discussion human resource issues of child labours in unorganized retail sector of India are as sum up below.

- 1) Poor working condition
- 2) Heavy work hours
- 3) Low wages or no pay
- 4) Lack of recreational and welfare facilities
- 5) No paid leave and no weakly off
- 6) Excessive seasonality of employment
- 7) Absence of social security measures
- 8) Repetitive work nature
- 9) No rewarding for work
- 10) Weak collective bargaining strength

4.0 Research Methodology

The Research methodology of the proposed research work is as follows

4.1 Objectives of the Study

1. To check and evaluate the implementation status of Human resource issues of child labour
2. To analyze the status of Human Resource (HR) functions with respect to child labours of unorganized retailing.
3. To check the awareness amongst the child labours about human resource issues.
4. To understand the impact of child labour on unorganized retail sector.

4.2 Sample Size and Sampling

There are more than 5000 Child Labours working under approx 1000 Employers in unorganized retail sector of Jalgaon District (Study Area). There are number of business activities entitled under unorganized 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 total population, 100 child labours were respondent for the study. A simple random sampling technique was used for selection of sample with the help of structured questionnaire.

4.3 Operational Definitions

• Labour

In the proposed study labour means child labour as per the Child Labour (Prohibition & regulation) Act, 1986 (Act no 61 of 1986)

• Child Labour

Child labour refers to child labour working in unorganised retail sector of Jalgaon District of Maharashtra state. It indicates both male & female children who are below the age of 14 years.

• 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, Feriwalas
- Tea Stalls
- Chinese Product Stall
- Road side Food Stall

4.5 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.

- Age: The age demography of child labour is crucial. There are 46% of child labour of age 13 years, 22% of them are of age 12 years, but the worst part is 27% of them are of age below 10 years. How society would expect them for work. The age demography further shows that 68% of them are above 12 years of age.

- Working with parents: Sometimes it happens that a child can work at his own family managed retailing activity. Recent amendments in Child Labour Act permits such type of working subjected to school timings. In present research 13% of child labour are somewhat secured i.e. working with parents where 81% are not working with parents.

- Changing workplace frequently: 62% of child labour changes the workplace frequently whereas 38% of them are not changed it frequently. There are number of reasons observed by researcher during collection of data about their overall environment. It may play a crucial role in their decision to change workplace frequently.

- Reasons of present work selection: The child labours are maximally compelled for work, however they have small choice to choose field at their preference. In response to the question on why to choose present work, 36% of them replied that the work is more paying than other available option whereas 34% of them were replied about non-availability of other option. There is total 19% of child labour who replied that the work is part time and hence they prefer it.

- Wages volume & intervals: Wages or emoluments are the things for which child labour are compelled for work. In the present research 12% child labours are non-paid whereas 88% are paid workers. There is 56% of total child labour who gets wages between 100-200 Rs, whereas 25% of them are getting less than Rs 100 per day. Only 7% of child labours are getting Rs 200 and more per day.

Out of total 100 child labours 34% would get wages on daily basis and 40% of them get it on

weekly basis. There are only 15% of child labours who get wages on monthly basis; however 11% of them are even getting on annual basis. They may be bonded labour.

- Work Hours: The work schedule of child labour seems very hectic with respect to their physiological & psychological status. There are 55% of child labour who work for 6 to 8 hours per day and even 20% of them are compelled to work for more than 8 hours. Total 19% of them are working for 4 to 6 hours and only 6% of them have been worked for less than 2 to 4 hours.

- Time for meals in Relax Mind: Hunger & Thrust are the basic requirement of human beings and in case of child's its urge important due to their cultivation stage of age. In response to the question that do they have sufficient time to take their meals in relax mood, 79% of them were replied that they have enough time to take meals in relax mood. Almost 21% of them do not have proper timing to take the meals.

- Work Supervision: The supervision on work is one of the major issues to human resource management who decides the satisfaction level of employees lacking in supervision may be result in quality and quantity deterioration but excess supervision always results in dissatisfaction of employee & make him dependant on supervisor. In response of child labours it reveals that 74% of them have replied that their work is supervised whereas 26% state that their work is not supervised.

- Paid leaves, Holidays & Festivals: Leaves & Holidays are mandatory for human life to make mind & body in relax status. The child labours are already compelled for work due to several unavoidable reasons & circumstances. The paid leaves & holidays status of child labour under study area is very pathetic. In response to question whether they got leaves are not, 38% of them never get leaves while 62% child labours are getting leaves. Those 62% child labour who get leave, out of them only 12% child labours get paid leave & rest 50% get it on unpaid basis.

- Leave against festivals: Similarly only 65 child

labours out of 100 are getting leaves on festivals & only 19 of them get it on paid basis and rest 46 child labour get it against without pay basis.

•Hygienic working conditions: For better job performances and employee satisfaction working condition should be hygienic. During the collection of data researcher has revealed through direct observation technique that working condition are very pathetic & poor. However 62% child labour has stated that working condition are hygienic. It is clearly seen that child labour are not aware about this basic human resource issues.

•Clean drinking water: Maximum of unorganized retailing places posses provision of drinking water, but primafacie observation on maintenance of cleanliness was very poor. Still 53% child labours have mentioned that they got clean drinking water. The issue is related to the perception of child labour about which water to say clean. Rest 47% has denied that they get clean drinking water.

•Safety Provision: Nothing is important as human life. Safety provision and safety equipment play the vital role in any kind of mishaps in unorganized retailing. But, unfortunately 89% of child labours have replied that there is no as such provision of safety equipment at their respective work places.

•Relationship with employers: Child labours are compelled for work due to number of reasons. Sometimes sympathy of employer results in caring attitude of employer towards child labours. In response to the question to child labour about their relationship with employer. 19% have mentioned it's very cordial & 45% mentioned it's cordial. Total 34% child labours posses average relationship with employer and only 2% child labour have bad relationship with employers.

•Satisfied with employer: There is total 58% of child labour who are averagely satisfied with employer and 19% of child labour are satisfied with employer. Out of 100 respondents 23% child labour are dissatisfied with employer.

•Awareness about HR issues framework: As the respondents of the study are small child victim of age below 14 years. Hence it is not expected that they are aware about various HR issues, rules, regulation & government policies. As expected 94% of them are not aware about any rules, regulation and framework human resources issues about work & workplaces. Only 6% of them have a little bit knowledge about few HR issues.

5.0 OUTCOME OF RESEARCH

It is very challenging task to interact with child labours and make them open up for true and factual responses. It is also difficult to give actual magnitude of child labour under study area due to predominance of informal and unorganized nature of child labour of unorganized retailing sector. However the collected data has been analyzed with the help of direct observation-experience at actual field i.e. while interacting with respondents. The various revealed facts are as enumerated bellow

- 1.The maximum 68 % of child labour belong to age 12 years and above.
- 2.Only 13 % of child labours are working with parents at their own retailing activity and 87% are not working with parents.
- 3.Maximum child labours changes the workplace frequently due to numerous reasons and causes.
- 4.Maximum child labours are compelled to do the work and remaining has no other choice.
- 5.There are more than half of child labours who get wages of Rs 100-200 per day.
- 6.7 % of child labours are not get any emoluments against work. They seems as bonded labours in lieu of any amount borrowed by their family against them, however it was not confirmed due to their intentional silence.
- 7.The work schedule of child labour is found very hectic and 55 % of them have worked for 6 to 8 hours per day.
- 8.Maximum child labours get sufficient time to

get their meals in relax mood.

9.Excessive supervision makes child labour more dependent and break their confidence. Around 74 % of them are bothered about excessive supervision.

10.Child labours are not entitled for paid leaves as well as weekly leaves; however maximum offered leaves are on non-paid basis.

11.Child labours have no paid holidays on festivals. Any holidays offered are maximally against without payment.

12. There is no proper and hygienic working condition for child labour and they are not even aware about it.

13.There are neither potable water facilities not safety provisions for child labours. Child labours are even not aware about such basic human resource issues at workplace.

14.Other allied human response issues about workplace like sanitation, ventilation, barrier free environment and other facilities are not properly provided moreover they are found in worst status and pathetic in nature.

15.Maximum child labours have cordial relationship with their employer.

16.The maximum child labours are averagely satisfied with their respective employer.

17.Child labours are not aware about human resource issues, government policies, rules and regulations about work and workplace.

18.Child labours are not conscious about any human resources issue. They are silent victims of industrial revolution, poverty and population explosion.

6.0 CONCLUSIONS & RECOMMENDATIONS

Child labour is the unwanted unfortunate outcome of industrial revolution, population explosion and poverty. The child labour issue seems to be very crucial and it has been observed that the basic human rights are even not followed while work offering to these silent victims. The overall implementation status of human resource issues of child labour with respect to unorganized retailing is very poor and pathetic. Child labours

and even their employs are not aware about the basic levels of human resource issues. The child labours are not enjoyed paid holidays, leaves, bonus and other benefits. There are no recreational facilities available for them. They just compelled to work without their consent moreover we can conclude that, even after 68th year of independence child labour do not have right to live in healthy, prospective, secured and better environment. The overall implementation status of HR issues of child labour in unorganized retailing is pathetic, shameless and worst.

There should be keen and deep pondering required through the every corner of human society for this critical issue of child labour. It is said that every sacrifice is accepted for future of children. It is strongly recommended that there should be effective implementation and joint co-ordination by various Government machineries, Trusts, NGO's and various organization working on the issue of child labour. There should be urge need to counsel the child labours, their respective employers and parents. There is also need to develop a willpower of society to say 'No' to work made by little hands.

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