

**RESEARCH ARTICLE**

## Child Labour Problem-An Obstacle in Human Resource Development

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### ABSTRACT:

Children are the future of a nation. While healthy, prosperous and grouping children ensure bright future working, exploited and physically week children not only suffer but also fail to contribute towards the growth of the country. The Government of India, state Governments, International Agencies like UNICEF, ILO, and World Bank and Non-Government agencies (NGOS) are engaged in the country by way of enforcements of children labour Act, minimum age Act, etc. Implementation of various poverty alleviation and employment generation programme for parents, setting up of specific school under National child labour programme (NCLP) etc. for identification, rehabilitation and upliftment of child labour. Most of the country has predicted India to become a superpower in 21st century. But India having a member of WTO sees threats in the international markets in respect of products like textile, gems, beedi, carpets etc. using child labour. Hence Protection of child labour is not only required for preserving country's future valuable human resource, but also to promote Indian dominance in word economy.

### INTRODUCTION:

Human asset is the biggest and important asset of a Nation. Child is the future citizen of the country. He is innocent and dependent. Proper care should be taken for the physical and mental development of a child to establish as a good citizen.

But in India more than 40% of children are due to some reasons or other, forced to work in different hazardous sectors, to meet their needs as per the desire of the employers, At time, due to work in hazardous field, their health are deteriorating and causes premature death. Unless proper steps have to be taken from Government and from different NGO's and public as a whole, to change their socio-economic scenario, this fire fighting problem cannot be solved on the years to come.

Attempts have been made in this article to analyse in detail the ramification of the problem of child labour, measures both government and non government legislation and otherwise taken so far and what else are ought to be done to predicate the ghostly menace of child labour from India particularly, When the country enters 21<sup>st</sup> Century with the pride of having would class scientific and technological manpower.

### DEFINITION OF CHILD WORKER (ILO):

"Any child who is overwrought to live like an adult in their childhood, who is exploited to work under physical and mental harmful environment on very low wages mostly away from home and for whom educational opportunities for bright future are denied".

"Child labour" is, generally speaking, work for children that harm them or exploit them in some way (Physically, mentally, or by blocking access to education)

### CAUSES OF CHILD LABOUR:

The main causes of employment of child labour in India as identified by many studies are. 1. Poverty 2. Illiteracy 3. Inadequate legislation, 4. Willingness of people to employ child labour for profit. 5. Lack of enforcement of legislation 6. Inappropriate policy and poor educational infrastructure in the villages 7. Lack of awareness (Community consciousness)

The UNICEF in its 1997 State of the world's children report, proposed six key steps that must be taken to address the problem.

Immediate elimination of hazardous child labour, free and compulsory education for all children, stringent anti-child labour laws and their vigorous enforcement, registration of all children at birth, data collection and monitoring of child

labour and code of conduct and Procurement policies were the key suggestions of the report.

#### **ADVERSE CONSEQUENCES OF CHILD LABOUR:**

A large number of children working in different industries and factories do suffer from malnutrition which eventually lower their resistance and makes them all the more vulnerable to diseases.

Carrying heavy loads and working in cramped spaces in factory causes deformity particularly of bones and hinders general growth. Owing to unhygienic working conditions several jobs expose children to various kinds of health hazards due to extensive use of chemicals and poisonous substances in industries and pollutants discharged by them. Longer hours of works in such Working condition obviously dangers children's physical health and mental growth leading to occupational health problem.

A study carried out in Japan Showed a difference of 4Cms in height between those who began work before the age of 14 and those after 18 years, whereas, their height was comparable at the age of 12 years:

#### **MAJOR FORMS OF CHILD LABOUR:**

The child labour exists in the following forms.

- 1) Domestic works like cleaning, cooking, and other chores to which Children are subjected to in almost all types and societies.
- 2) Children engaged in subsistence activities which are non domestic but non monetary like engagement in farms, collection of fuel, water etc, in agrarian economies.
- 3) Bonded labour is the most exploitative form of child labour.
- 4) Wage employment is another type of child Labour where children are engaged in employment either as part of a family group or individually in agricultural worksites, domestic services, manufacturing and services activities.
- 5) Child labour is also involved in marginal work, like work of a short term or irregular nature like selling news papers, shoe shining, looking after cars, garbage collection etc.

#### **CHILD LABOUR-INDIAN SCENARIO:**

##### **Legislative and other supportive measures in India, to combat child labour:**

The Government of India, realizing the gravity of the problem of child labour in the country has initiated steps ranging from making constitutional provisions to enactment of various legislation and acts to make the county free from the menace of child labour.

The child labour (prohibition and regulation) Act 1986 is an important legislation that seeks to prohibit child labour in certain industries designated as hazardous and regulate working conditions in other areas of employment.

This act prohibits employment of children in 12 occupations and 51 hazardous processes. It also provides for an expansion of this list on the advice of the child labour Technical Advisory Committee and for the protection of working children not employed in notified hazardous occupation. The Government of India formulated the National child labour policy in 1987 under which provisions have been made to launch project based action plan in child labour endemic area to deal with the problem.

The National Agenda for Governance (1998) of the NDA government contains provisions like rehabilitation measures, implementation of National child labour projects, grants in aid to voluntary agencies and international programme for the Elimination of child labour etc, to effectively combat the evil of child labour practices in the country.

The Government of India also has instituted different study groups and committees like Harbans singh committee, Gurupad swami committee, Sanat Mehta committee, Singhvi committee, to make valuable suggestions to deal with the problem of child labour.

The ministry of Human resource Development operates a major programme for promotion of education among children to work due to poverty through Non –formal education (NFE) centers. The clientele for NFE are identified as children of a location without school, school drop cuts, working children and girls who cannot attend school, The National policy on Education (NEF-1986) emphasizes the importance of continuing non formal education for working children,

Commencement of the scheme of well defined open learning system (OLS), starting of day care centers, provisions of free uniform, mid day meals, text books, stationary and coordination of support services such as drinking water, fodder and fuel to release children especially girls as well as women from related domestic chores in the Ninth Five year plan (1997-2002) of the government are intended to overcome the malady of child labour in the country.

#### **PRESENT STATE IN INDIA:**

In India, the problem of child labour is in fact, catastrophic. Today the country is having the world's largest number of child labour. According to UN estimate, of every three world's working children one is from India. As per 2011 census, there were 12.6 million child labour in the country, but the world Barks report of January 2010 has put the figure of child labour in India at 80 million representing more than 6 fold rise in a period of just one decade. If one goes by the UNICEF report of 1997 which has estimated world child labour population at 250 million, over one third is found in India.

Thus the fast growing population of child labour is a matter of grave concern for India which needs to be addressed urgently with all sincerity.

Another disturbing matter is child labour is found in almost all parts of India performing a variety of jobs. They work in the match stick and fire work industries of Shivkas in Tamilnadu, Diamond polishing industry of surat in Gujarat, glass industry of firozabad, brass-ware Industry of Moradabad, carpet industry of Mirzapur and Bhadohi, lock-making industry in Aligarh etc.

Besides, a significant number of child labour is also found in the unorganized, informal and unregulated sectors of the economy.

Analysis of India's 2011 census also reveals that among various states Uttar Pradesh top the list by containing 19.27 lakh of working children the other states having more than 10 lakh working children are Andhra Pradesh (13.63 lakh), Bihar (11.17 lakh), Madhya Pradesh (10.95 lakh) states like Karnataka, Maharashtra contain high number and child labour ranging between 7 to 10 lakh. Another disquieting trend is as revealed from a study by National social Institute, New Delhi on child labour, nearly 80% of all children belonging to the scheduled cast/tribes have been exploited and marginalized in India for centuries.

### CONCLUSION:

Children are the future of a nation. While healthy, prosperous and grouping children ensure bright future working, exploited and physically weak children not only suffer but also fail to contribute towards the growth of the country, The Government of India, state Governments, International Agencies like UNICEF, ILO and World Bank and. Non-Government agencies (NGOS) are engaged in the country by way of enforcements of children labour Act, minimum age Act, etc. Implementation of various poverty alleviation and employment generation programme for parents, setting up of specific school under National child labour programme (NCLP) etc. for identification, rehabilitation and upliftment of child labour. Most of the country has predicted India to become a superpower in 21<sup>st</sup> century. But India having a member of WTO sees threats in the international markets in respect of products like textile, gems, beedi, carpets etc. using child labour.

Hence Protection of child labour is not only required for preserving country's future valuable human resource, but also to promote Indian dominance in world economy,

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