



REPORT  
ON  
SURVEY  
OF  
CHILD LABOUR

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LABOUR BUREAU  
*Ministry of Labour*  
GOVERNMENT OF INDIA  
Simla/Chandigarh.



## **PREFACE**

As a part of the observance of International Child Year Programme, the Labour Bureau has undertaken a rapid Survey into problems of child labour. The present report is based on this survey conducted in certain organised and un-organised sectors of industries. It presents an account of the various aspects of child labour such as employment, wages and earnings, working conditions and welfare facilities, etc. A discussion on protective labour laws concerning child labour together with the suggestions for combating the problems is also given. It should be noted that this was only a diagnostic study.

2. I am thankful to the concerned State Government authorities and the Employers' of the sampled establishments/ estates for extending their full co-operation in the conduct of the Survey. Shri Balkam, Deputy Director was responsible for the designing and planning of the Survey and for preparation of the draft report. In this task he was assisted by the Assistant Director, Shri M. Chandra, S/Shri V.K. Lohuri, Singal Dass, E.I. Gr.-I and S.C. Grover, V.K. Joshi, D.C. Joshi, Sunam Singh, S.N. Srivastava and J.S. Negi, Investigators Grade-II conducted the field survey. Shri A.S. Parmar E.I. Grade-I and Shri Ramesh Singh, E.I. Grade-II helped in drafting of the report. To all these my thanks are due.

Simla,  
Dated: 24.6.1981.

  
( A.S. BHARADWAJ )  
DIRECTOR.



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## CHAPTER - I

### Introduction

The year 1979 declared by the United Nations as the International Year of the Child (IYC) has passed off not without leaving the nations engaged in the examination of their welfare programmes for children, evaluating them and taking suitable steps towards meeting an international ideal. India's National Plan of Action to help the neediest children in the country focusses on health care, nutrition, education, protective legislation, publicity and fund-raising for child welfare activities. Beginning with the twentieth anniversary of the Declaration of the Rights of the Child in I.Y.C., a 20-year perspective plan has been evolved to ensure long-term attention to their needs.

#### Extent of Child Labour:

As to the extent of child labour, which forms the hard core of the problem, the ILO has estimated the total labour force of children in the world as 52 million; Asia share being 38 million. India contributes to about a third of Asia's child labour and a fourth of the world's working children. It is difficult to give a precise estimate of the overall magnitude of child labour in India on account of numerous limitations such as predominance of the informal and unorganised nature of the labour market, multiplicity of concepts, methods of estimation and the sources of data. According to 1971 Census there were 10.74 million child workers of less than 15 years age in the country, representing 4.66 per cent of the total child population and 5.95 per cent of the total labour force. Of these, about 7.9 million were boys and 2.8 million girls. Out of the total number of 10.7 million child workers, 0.7 million (7%) were in urban areas and the rest of 10 million (93%) in rural areas. The percentage break-up of 10.7 million children in the labour force according to main occupations was as follows:-

1.	Cultivators	..	36.1	} 78.8%
2.	Agricultural labourers	..	42.7	
3.	Livestocks, forestry, fishing, hunting, plantation and orchards etc.	..	8.1%	
4.	Mining, Quarrying	..	0.2%	
5.	Manufacturing, processing, servicing and repairs.	..	6.1%	
6.	Construction	..	0.6%	

Contd.....



7.	Trade and Commerce	..	2.0%
8.	Transport, storage and communications.	..	0.4%
9.	Other Services	..	3.8%
Total:-			<u>100.00%</u>

Some statistics in regard to child labour in factories are also made available under the Factories Act, 1948. These are limited to the Factories covered under the Act and only to those submitting returns. The table below will reveal the trends of child employment in Factories during the period 1972-1977.

Table 1.1

Table showing average daily employment of children, total average daily employment in Factories and percentage thereof.

Year	Average daily No. of children employed	Total average daily employment in factories	Percentage of children to total employment
1	2	3	4
1972	6,094	44,93,730	0.14
1973	4,457	45,70,451	0.10
1974	4,310	46,33,200	0.09
1975(P)	4,310	47,64,532	0.09
1976(P)	3,592	49,77,631	0.07
1977(P)	4,178	49,54,744	0.08

Source:- Labour Bureau, Simla.

P = Provisional.

Table 1.2 gives information relating to total employment and child employment in factories submitting returns registered under the Factories Act during the year 1975-77 by States. It may be seen from the above table that in all these years Tamil Nadu leads in so far as employment of children is concerned followed by Assam. While girls in Tamil Nadu out-numbered boys, it was just the reverse in the case of Assam. As regards industry-wise distribution of child labour the data available with the Bureau is presented in Table No. 1.3. Table No. 1.3 shows that during 1975-77, the industry group 'Manufacture of Food Products' accounted for the highest average daily number of child labour followed by the industry group 'Manufacture of Chemicals and Chemical Products (except Products of Petroleum and Coal)'. Besides, a large number of child/ is being employed in Plantations. /labour

Table-1.2

Table giving total employment and children employment in factories submitting returns registered under the Factories Act, 1948 during the year 1975 to 1977 (By States).

State/Union Territory	1975 (P)			1976 (P)			1977 (P)		
	Total Employment	Children Boys	Children Girls	Total Employment	Children Boys	Children Girls	Total Employment	Children Boys	Children Girls
	2	3	4	5	6	7	8	9	10
1 Andhra Pradesh	298,777	-	-	324,546	-	-	370,071	-	-
2 Assam	69,218	571	322	69,975	530	317	74,501	620	423
3 Bihar	333,658	78	6	336,869	62	16	346,947	58	6
4 Gujarat	455,373	5	5	472,851	-	1	488,751	9	11
5 Haryana	91,587	-	-	103,175	-	-	110,247	-	-
6 Himachal Pradesh	7,610	-	-	5,817	2	-	5,824	-	-
7 Jammu & Kashmir	10,781	85	-	10,115	88	-	11,342	49	-
8 Karnataka	255,546	17	-	255,546(E)	17(E)	-	255,546(E)	-	-
9 Kerala	179,141	35	21	228,357	36	28	197,777	34	60
10 Madhya Pradesh	146,164	-	-	153,815	-	-	114,588	-	-
11 Maharashtra	977,540	58	13	1,004,334	43	33	1,016,692	151	6
12 Manipur	296	-	-	390	-	-	390	-	-
13 Meghalaya	1,856	-	-	1,749	-	-	1,736	-	-
14 Orissa	56,581	-	-	58,760	-	-	41,429	-	-
15 Punjab	99,932	21	12	97,932	-	-	90,667	-	-
16 Rajasthan	74,513	4	2	77,021	26	20	76,087	16	-
17 Tamil Nadu	455,675	484	2,422	498,582	747	1,508	513,645	442	2,243

Contd.....

Table 1.2 Concl'd.....

	1	2	3	4	5	6	7	8	9	10
18 Tripura		1,931	50	10	1,566	20	-	1,661	-	-
19 Uttar Pradesh		406,996	51	-	417,566	55	-	399,302	34	-
20 West Bengal		724,714	18	20	728,487	19	24	716,464	10	6
21 A & N Islands		3,370	-	-	3,420	-	-	3,913	-	-
22 Chandigarh		6,772	-	-	7,962	-	-	7,985	-	-
23 Dadra & Nagar Haveli		-	-	-	-	-	-	968	-	-
24 Delhi		86,383	-	-	98,012	-	-	86,656	-	-
25 Goa, Daman & Diu		7,925	-	-	8,197	-	-	8,990	-	-
26 Pondicherry		12,193	-	-	12,587	-	-	12,565	-	-
<b>Total</b>		<b>4,764,532</b>	<b>1,477</b>	<b>2,833</b>	<b>4,977,631</b>	<b>1,645</b>	<b>1,947</b>	<b>4,954,744</b>	<b>1,423</b>	<b>2,755</b>

P = Provisional.

- = Nil.

(E) = Estimated by repeating the figures of previous year due to non-receipt of the Annual Returns.

Source : Annual Returns under the Factories Act, 1948.

Table - 1.3

Average daily employment of Children by sex  
and industry during 1975-1977(P)

Name of the Industry	Average daily number of									
	Boys		Girls		Total					
	1975	1976	1977	1975	1976	1977	1975	1976	1977	1978
1	2	3	4	5	6	7	8	9	10	
1 Agricultural Services	-	2	-	-	-	-	-	2	-	-
2 Manufacture of Food Products	520	615	648	2,450	1,650	1,869	2,970	2,265	2,517	
3 Manufacture of Beverages Tobacco and Tobacco Products	21	-	18	14	-	-	35	-	18	
4 Manufacture of Cotton Textiles	221	68	162	-	20	8	221	88	170	
5 Manufacture of Wool, Silk and Synthetic Fibre Textiles	16	20	-	-	-	-	16	20	-	
6 Manufacture of Textile-Products (including Wearing Apparel other than Footwear)	355	321	255	4	3	12	359	324	267	
7 Manufacture of Wood and Wood Products, Furniture and Fixtures	25	42	16	-	1	16	25	43	32	
8 Manufacture of Paper and Paper Products and Printing, Publishing and Allied Industries	11	12	1	2	3	-	13	15	1	
9 Manufacture of Rubber, Plastic, Petroleum and Coal Products	19	20	12	12	-	-	31	20	12	
10 Manufacture of Chemicals and Chemical Products (except products of Petroleum and Coal)	113	390	199	308	233	828	421	623	1,027	

Contd.,.....

Table - 1.3 Concl'd....

	1	2	3	4	5	6	7	8	9	10
11 Manufacture of Non-Metallic Mineral Products		37	32	24	20	31	16	57	63	40
12 Basic Metal and Alloys Industries		5	8	2	-	-	-	5	8	2
13 Manufacture of Metal Products and Parts except Machinery & Transport Equipment		50	43	29	-	-	-	50	43	29
14 Manufacture of Machinery, Machine Tools and Parts, Except Electrical Machinery		50	53	50	6	6	6	56	59	56
15 Other Manufacturing Industries		24	7	-	17	-	-	41	7	-
16 Repairing Services		10	2	7	-	-	-	10	2	7
17 Electricity		-	10	-	-	-	-	-	10	-
Total		1,477	1,645	1,423	2,833	1,947	2,755	4,310	3,592	4,178

Source : Annual Returns under Factories Act, 1948.

(P) : Provisional.

Though the up-to-date statistics is not available yet on the basis of the information made available by some of the States, there were about 62,000 child workers in 1977. This estimate is provisional.

Quite a large number of child labour is in existence in unorganised sector including small scale and cottage industries viz., bidi, handlooms, weaving, leather tannery, glass bangles-manufacturing, carpet weaving, mat-making, tailoring, pottery, matches, and fireworks, etc. According to the London based Anti-Slavery Society's report on Child Labour there are about 16.5 millions working children in India. This estimate happens to be close to the estimate arrived at by the National Sample Survey Organisation, New Delhi. This agency has placed the number of workers below the age of fifteen years in India in 1978 at 16.25 million.

#### Nature of Work:

According to the reports of the Royal Commission on Labour and the Labour Investigation Committee, the conditions of work of child labour have been most unsatisfactory. However, a number of surveys conducted by different agencies indicate that generally the work assigned to the child labour has been comparatively of light nature. In factories they are usually employed on packing, pasting, labelling, etc. Other industries in which child labour is prevalent are tea, bidi manufacturing, mica factories, wood and cork, furniture and fixtures, printing, publishing and allied trades, leather and leather products, rubber and rubber products, machinery, transport equipment and personal services like laundries, dyeing and cleaning. In plantations of tea and coffee, the light work entrusted to the children includes weeding, manuring, care of nurseries, harvesting plucking of tea leaves and picking coffee, etc. In bidi industry they roll bidies and assist the adult workers in handloom and carpet weaving, the children assist the weavers by working in the middle of the loom. In glass bangle industry, children are employed for doing light duties in the process of manufacturing bangles or assisting the adult workers as helpers. In agriculture, the children are said to be employed mainly as helpers during sowing, weeding, harvesting and threshing operations, etc. The unorganised sector accounts for a large number of child employment where children work as domestic servants or as workers in hotels, restaurants, canteens, wayside shops and establishments, hawkers, newspaper sellers, coolies, shoe shiners vendors, helpers in repair shops and so on. They are also hired, along with their parents, in construction work and take part in loading, unloading and breaking of stones, etc.

Taking a global view of the situation in which India feature prominently, the I.L.O. came to the conclusion : The problem with child labour is that it can hardly be legislated away, for its roots lie in abject poverty, where social and economic conditions have improved, children go to school and child labour has virtually disappeared. So any society which wants its children to be free to learn and play/first/must free its entire population from fear of want. This means ensuring basic human needs of all people. They include such essentials as food, shelter, clothing, water, education, training and provision of gainful employment.

The study concedes these are long-term goals.

It is interesting to note that the Employment of Children (amendment) Act, 1979 came into force during IYC. It prohibits employment of children in certain categories of unhealthy occupations. In the last three or four decades, several laws have been enacted to regulate the employment of children. A 16-member national committee on child labour was constituted to examine existing laws, their adequacy and implementation and suggest corrective action to improve the implementation and to remedy the defects. The report of the Committee is under process.

#### Rapid Survey on Child Labour:

1.10 The present survey on Child Labour is second in series, conducted by the Labour Bureau. The earlier Survey was conducted in the year, 1952. The results of the earlier survey also highlighted the deplorable working conditions, excessive hours of work, low wages, etc., of the child labour in various industries. The scope and coverage of these surveys are, however, not comparable. The present survey was undertaken by the Bureau during the International Year of the Child at the instance of the Department of Social Welfare Government of India (vide letter d.o. no. 11-58/77-LW dated the 6th May, 1978). The survey aims at studying the different aspects of the problems of child labour in various industries. With this end in view, the Bureau conducted a rapid survey into problems of child labour in the selected industries wherein child labour was reported or suspected to be employed. The study conducted by the Bureau was limited in character due to paucity of resources and time. The survey was launched in the month of August, 1979 and the field investigations were completed by October, 1979.

During the course of the study certain industries were selected which could broadly be classified into two main sectors, viz. (i) Organised and (ii) Unorganised. The organised sector comprised the factories / under the Factories Act, 1948 and the plantations registered under the Plantations Act, 1951. In the plantation sector forty-four plantation units (constituting about 5 per cent of the total made available to the Bureau) were covered. All the plantation units were arranged in serpentine order according to employment of child labour. The total employment was divided by the total number of estates to arrive at the cut-off point. The units were distributed in two parts, i.e. upper and lower. Five per cent of the total was taken on the basis of random sampling methods. As regards Karnataka the above sampling technique was not adhered to since the list of plantation units could not be furnished by that State despite Bureau's persistent efforts. In this State nine plantation units were covered, taking three each from the districts of Hassan, Chickmagalur and Coorg. In the selection of plantation units, Bureau's staff was guided by the State authorities. As regards the factories, a sample of fifty factories was taken on the basis of random sampling forming about 10 per cent of the total made available to the Bureau by the State Governments. A statement showing the number of / registered

sampled establishments in the organised sector in various States (Industry-wise) is given in Table No. 1.4.

Mines were not covered during the field survey in view of the reply received from the Directorate General of Mines & Safety, Dhanbad that children are prohibited from employment in Mines under the Mines Act, 1952.

In the unorganised sector, where it was not possible to draw samples in the absence of any proper frame, on the spot studies were conducted in certain selected centres in different States. It was decided to cover about 5 establishments for each industry at each centre. Names of the industries/centres covered in the course of the survey are given in Table No. 1.5. The data in respect of organised sector (Factories/Plantations) was collected in a specially designed Questionnaire by the field staff deputed for the purpose. A copy of the questionnaire is appended at Annexure-I to the Report. In the unorganised sector, where it was not possible to canvass the data in the prescribed questionnaire, for want of proper records, etc., the studies were conducted by way of spot observations and personal inquiries from State Authorities, Employers, Workers, etc., and the available information was collected on related aspects. Detailed notes on working conditions, etc., were prepared by the field staff for each industry/centre. The findings of the rapid survey on various aspects of child labour are given in Chapter II of the Report.



Table No. 1.4

Number of sample establishments (State-wise/  
industry-wise) in the Organised Sector.

State	Industry	Number of sampled factories	Plantations	Number of sampled Plantations
1	2	3	4	5
1 Assam	i) Manufacturing of Food Products	6	Tea	10
2 Bihar	i) Manufacture of Wood and Wood Products	1	-	-
3 Jammu & Kashmir	i) Manufactur of Textile Products	2	-	-
4 Kerala	i) Manufacture of Textile Products	1	i) Tea ii) Cardanom	5 1
	ii) Manufacture of Wood and Wood Products	1	-	-
	iii) Manufacture of Chemicals and Chemical Products	3	-	-
5 Karnataka		-	Coffee	9
6 Maharashtra	i) Manufacture of Food Products	1	-	-
	ii) Manufacture of Cotton Textiles	8	-	-
	iii) Non-metallic mineral products	1	-	-
7 Tamil Nadu	i) Manufacture of Food Products	2	i) Tea ii) Coffee	3 1
	ii) Manufacture of Cotton Textiles	2	iii) Cardamom iv) Cinchona	1 1
	iii) Manufacture of Chemicals and Chemical Products	18		
	iv) Manufacture of Textile Products	4		
8. West Bengal	-	-	i) Tea ii) Cinchona	12 1
		Total:-		50
				44

Table No. 1.5

List of selected centres/industries  
covered in the unorganised Sector.

Name of selected centre/state	Name of Industry
1	2
1 Madras (Tamil Nadu)	Fishing Industry
2 Kanyakumari (Tamil Nadu)	
3 Quilon (Kerala)	
4 Calcutta (West Bengal)	
1 Kancheepuram (Tamil Nadu)	Handloom Industry
2 Chinelampatti (Tamil Nadu) in Madurai Distt.	
3 Trivandrum (Kerala)	
4 Rajbalhat in (West Benga) Hooghly Distt.	
1 Tiruchirapalli (Tamil Nadu)	Bidi Industry
2 Tirunelveli (Tamil Nadu)	
3 Tirchur (Kerala)	
1 Badhoi in (Uttar Pradesh) Mirzapur Distt.	Carpet Weaving Industry
2 Srinagar ( J & K )	
1 Firozabad (Uttar Pradesh)	Glass Bangle Industry
1 Madras	Shops and Commercial Establishments
2 Bombay	
3 Calcutta	
4 Delhi	

## CHAPTER - II

### Survey Results:

During the course of the survey information on employment, wages and earnings, working conditions, Trade Unions, Training etc., was collected through the questionnaire. It was revealed by the survey, that the child workers were not members of any Trade Union in any industry and that there were no arrangements for any formal training for them. The discussion on other aspects of the Survey in the above mentioned industries is given in the subsequent paragraphs.

### Organised Sector:

#### 1. Manufacture of Food and Food Products:

##### (A) Tea Factories:

Tea factories form an integral part of tea estates. As the factories are attached to tea gardens, the labour is commonly utilised for garden operations as well as for the tea factories. In the course of the survey six tea factories were selected for the study. All the units were in private sector.

### Employment:

The total employment of workers in the six tea factories under study was of the order of 1,484. Of these, 434 were adolescents and 171 were children who form 11.5 per cent of the total employment, in the sample factories. Out of 171 children seventy-nine were boys and the remaining girls, 81.3 percent were employed on casual basis and 18.7 per cent were permanent. The practice of employing badli labour was non-existent. The study of the data revealed that almost all the workers including children were time-rated. So far as the employment of children was concerned, it was observed that in all the cases they were being employed either directly or through their parents/ unions. As regards child workers employed on regular basis, they were being requisitioned through the employment exchanges. Child workers employed on casual labour were recruited either through their parents/ relatives or on the recommendations of the trade unions. The main reasons which compelled children to take up employment have been noverty, insufficient family earnings and social and economic backwardness.

### Wages and Earnings:

The study revealed that children were usually assigned lighter jobs such as picking of stalks from tea leaves and or cleaning of floors. The rates of wages of children varied from Rs. 2.99 to Rs. 3.05 per day. Although tea factories under study were covered under the Minimum Wages Act, 1948, yet the prevailing wage rates were regulated by the tripartite agreements. The pay period of the factory

worker was fortnightly in five cases and monthly in one. Children were also entitled to subsidised ration at the rate of Re. 0.54 per Kg. of wheat atta and/or rice in three cases out of six under study. The maximum quantum of cereals fixed was 3.5 Kg. per week. In addition, free medical-aid, free-fire-wood and free tea-leaf at the rate of 250 grams per fortnight was also provided.

#### Working Conditions:

According to the Factories Act, 1948 no child should be employed or permitted to work for more than four and a half hours in any day and 27 hours a week, excluding rest-interval. The survey revealed that child workers were working for more than the prescribed hours of work. Of the six units surveyed, in four units, children were working for six hours a day and 36 hours a week, In the remaining two factories, they were required to work for 5½ hours and five hours a day respectively.

#### Welfare Facilities:

No special/separate welfare facilities for children existed in any of the units covered by the surveys. However, several amenities like night schools, clubs, sports, film and magic shows, housing, educational and recreational facilities, medical care, subsidised ration, etc., available to adult workers were being shared by the children.

#### (B) Cashew Processing and Gur Making:

Two units in Cashew processing industries and one unit in Gur making industry were covered for the survey. The cashew processing units were located in the Kanya Kumari District of Tamil Nadu and Gur making unit was in Nashik District of Maharashtra. All the three units were in Private Sector.

#### Employment:

The total employment in the three units selected for the study was 672. Out of this 465 were adults, 144 adolescents and only 63 (9.4 %) children. Out of 63 children 62 were females. All the child workers were unskilled and employed on casual basis. In recruitment of child labour preference was given to the children and relatives of the workers already employed. The recruitment was done at the factory gate.

#### Wages:

In the cashew industry in Tamil Nadu all the child workers were engaged on piece-rate basis on jobs like Grading, Shelling and peeling of Cashewnuts. Their daily average earnings were between Rs. 1.22 and Rs. 3.65 in one unit while in the other between Rs. 2.00 and Rs. 5.00.

In Gur industry in Maharashtra, child workers were employed on time-rate basis and were earning Rs. 2.00 per day. In all the three units payments were made on a weekly basis.

### Working Conditions:

The working hours in two units, for all workers including children were 8 hours a day with regular rest interval of one hour. In one unit working hours for children were only 4½ hours a day. They were found working in ill-ventilated and over crowded rooms with bad sanitary conditions. No welfare facilities were provided to them.

### 2. Manufacture of Wood and Wood Products:

Two factories engaged in the Manufacture of Match splints and sheets of wood for making match box, were covered by the survey. Of the two units, one unit was in Bihar and the other in Kerala. The sample unit in Bihar was in Public Sector while the one in Kerala was in Private Sector. / sample

### Employment:

Out of the total employment of 75 workers in the two units /sample 49 were adults, six adolescents and 20 children forming 26.7 per cent of the total. Majority of the workers (about 56%) were unskilled. Child labour constituted about 28 per cent of the total employment in both the units. The magnitude of child labour in the Private Sector unit in Kerala was about 45 per cent of the total employment in that unit, while in the public sector unit in Bihar, it was only about 8 per cent. Female children constituted about 32 per cent and the male children about 13 per cent of the total employment in the Private Sector unit in Kerala. The public sector unit in Bihar employed only male children. All the child workers were employed on casual basis. In the private sector unit in Kerala all workers including children were time-rated while in the public sector unit in Bihar all of them were employed on piece-rate basis. All workers including children were directly employed by the management in the Private Sector unit while in the public sector unit all the adult workers-skilled and unskilled, were recruited through Employment Exchanges. However, on receipt of bulk orders, some of the workers were appointed by the management directly. Child workers were generally recruited by the management directly or through intermediaries, such as the employees of the Forest Department which is the controlling department of the unit. In the case of Public Sector unit in Bihar it has been reported that work in this unit is done during the period 16th October to 30th June. The factory remains closed from 1st July to 15th October. The children and their parents residing in the vicinity of the factory find it easy and convenient to get a job for few months in a year and thus supplement their family income.

### Wages and Earnings:

The child workers in the Private Sector unit in Kerala were found to be working on time-rate basis and were being paid consolidated wages ranging from Rs. 2.00 to Rs. 3.00 per day. In the Public Sector unit in Bihar where the piece-rate system of wages prevailed, the average daily earnings of child workers was reported as Rs. 3.40 per day. Pay period for both the units was weekly for all the workers.

### Working Conditions:

According to sections 51 and 71 of the Factories Act, 1948 no adult (including adolescent) shall be required or allowed to work in a factory for more than 48 hours in a week; and no child shall be employed or permitted to work in any factory for more than 4½ hours in a day. In both the units under study it was observed that daily hours of work for children were the same as for adult workers. Weekly offs without wages were being allowed to the child workers in both the sample units.

### Welfare and Recreational Facilities:

No special welfare provisions were provided to child workers in both the units. No arrangements for educational and recreational facilities, cultural activities, social security, etc., were made for the child workers in any of the two units selected for study.

The children were generally employed in bundle making in one unit, and tray setting in the other unit which were regarded as light jobs.

### 5. Manufacture of Textile Products:

#### (A) Cotton Textile Industry:

Ten units were selected to study the labour conditions and other allied problems of child labour in cotton Textile Industry. Of these eight powerloom units were in Maharashtra and two ginning factories in Tamil Nadu. All the units were in private sector.

### Employment:

The total employment in the ten units covered under study as on 1st June, 1979 was 173 out of which 20 were children accounting for about 12 per cent of the total working force. Table 2.1 below provides state-wise details about total employment and proportion of children, etc.

Table No. 2.1

State-wise distribution of total employment and the percentage of children to total employment.

Name of State	No. of units covered	Total employment	No. of unskilled workers			No. of children employed		Percentage of children to the total
			Adults	Adolescents	Children	Boys	Girls	
1	2	3	4	5	6	7	8	9
Maharashtra	8	81	30	2	14	14	-	17%
Tamil Nadu	2	92	66	-	6	-	6	6%
Total	10	173	96	2	20	14	6	12%

In Maharashtra children were engaged mostly for bobbin filling known 'Kandi Bharan' in local language. In Tamil Nadu their main work was reported to be cleaning, sorting of ginnable cotton and cotton picking. All of these jobs are of light nature. In most of the cases children sought the employment themselves from the employers.

Wages and Earnings:

In Maharashtra, in one unit, children were paid RS. 2.00 to 2.04 per day. In the remaining seven units children were paid between Rs. 3.00 to Rs. 5.00 per day. The minimum rates/wages fixed by the Govt. for the Industry ranged between Ps. 110.00 and Ps. 145.00 per month.

In Tamil Nadu children were paid Rs. 3.00 per day for cleaning, sorting and picking of cotton, against the minimum wages of Rs. 1.68 to Rs. 3.00 per day payable under the Minimum Wages Act. All the children were employed on daily rate basis and paid weekly in Tamil Nadu and fortnightly in Maharashtra.

Working Conditions:

Distribution of units according to weekly hours of work, spread-over, rest-interval, etc., for adults and children is presented in Table Nos. 2.2, 2.2A and 2.2B.

Table No. 2.2

State-wise Weekly Hours of work  
in the cotton textile units.

Name of State	No. of units where weekly hours of work for workers (adults and children) were							
	Adults				Children			
	1-42 hours	42 to 48 hours	More than 48 hours	Up to 30 hours	31 to 42 hours	43 to 48 hours	More than 48 hours	
	2	3	4	5	6	7	8	
Maharashtra	-	6	2	1	1	4	2	
Tamil Nadu	1	1	-	-	1	1	-	
<b>Total</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>2</b>	

Table No. 2.2A

State-wise Distribution of Cotton Textile  
Units according to duration of Daily  
spread-over & rest-interval for adult workers

Name of State	No. of Units where daily spread-over for adult workers was				No. of units where rest-interval for adult workers was	
	8 hours	9 hours	More than 9 hours	1 to 1½ hours	More than 1½ hours	
	1	2	3	4	5	6
Maharashtra	1	4	3	7	1	
Tamil Nadu	1	-	1	2	1	
<b>Total</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>9</b>	<b>1</b>	



Table No. 2.2B

State-wise distribution of Cotton Textile Units according to duration of Daily spread-over & rest-interval for child workers.

Name of State	No. of units where daily spread-over was				No. of units where daily Rest-interval for children was	
	Up to 5 hrs.	5 to 8 hours	8 to 9 hours	More than 9 hours	1 to 1½ hours	More than 1½ hours
	1	2	3	4	5	6
Maharashtra	1	1	4	2	7	1
Tamil Nadu	-	1	-	1	2	-
<b>Total</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>1</b>

It may be seen from Table No. 2 that in most of the units children were required to work for the same hours as fixed for adult workers. It was only in three units that the prescribed hours of work were upto 42 in a week. In majority of the units the rest-interval for adults and children was one hour. Provision for a weekly off without wages was reported in all the units. The working conditions in majority of the units were not satisfactory at all as the work places were over-crowded and unhygienic.

Welfare Facilities:

There was no special provision for education, recreation and social security for the children in any of the units.

(B) Hosiery Industry:

In Tamil Nadu, Hosiery industry is mainly concentrated in Tirupur township in the District of Coimbatore. There are approximately 2,000 hosiery establishments at Tirupur (registered under the Factories Act, 1948, and un-registered Units). Out of the registered units, four units were selected for the study. All these units were in private sector.

Employment:

The total employment in the four units selected for the study was 118. Out of this 65 were adults, 13 adolescents and 40 (34%) children. All the child workers were unskilled. Out of these, 38 percent were temporary while the other 62 per cent were casual i.e.,

daily paid workers. In recruitment of child labour, preference was given to the children and relatives of the workers already employed. The recruitment was done at the factory gate.

#### Wages and Earnings:

The children were mostly found working as helpers to the tailors. While working as helpers they were paid Rs. 1.50 to Rs. 5.00 per day and when they attend to table stitching they were paid 5 to 10 paise per dozen on piece-rate basis. About 43 per cent children were employed on piece-rates while about 52 percent on time-rate basis. In three units payments were made weekly while in one unit wages were paid daily.

#### Working Conditions:

No discrimination was made between adults and child workers regarding the hours of work. The working hours for all workers including children were 8 hours a day with regular rest interval.

Children were found working in ill-ventilated and over-crowded houses where less care was given for cleanliness and sanitary facilities. Though the jobs were light in nature but excessive working hours made the children overworked. No welfare facilities were provided to the children in any of the sample units.

#### 4. Manufacture of Chemicals and Chemical Products Match and Fire-works:

Match and Fireworks industry occupies a place of importance in view of the sizable number of children employed in this industry. Match and Fire-works industry, under the major industry group 'Chemicals and Chemical Products' formed the major share of the sampled establishments of our survey, in the organised Factory Sector. Out of the total of 50 sampled units in the Manufacturing Sector, 21 units (41.18%) relate to this industry alone. Of these 21 units, 16 (76.2%) were Match factories, four (19%) were Fire-works factories and the remaining one unit (4.8%) relates to Plastic industry. All the sampled units covered in the survey, were in the Private Sector. Out of the total of 21 units, 18 units were in Tamil Nadu and the rest were in Kerala. All the 18 sampled units (14 Match factories and four Fire-works factories) in the Tamil Nadu were located in Sivakasi/Sattur Taluk of Ramanad District. Thus, Sivakasi, known as the 'proud little Japan of India', happened to be major centre of our study, in so far as the organised manufacturing sector was concerned. Though, employment of young children is prohibited under various labour enactments, yet it was gathered that approximately, 40,000 to 50,000 children, below 15 years of age, were working in Sivakasi and the surrounding localities. Inquiries into the cause of such an alarming magnitude of child employment in this particular area revealed very cogent and convincing explanations. Sivakasi, situated in Ramanad District of Tamil Nadu, is a highly drought prone area and thus, the entire rural population

suffering from the vagaries of nature and pangs of poverty, are left with no other alternative, but to flock to the local factories of Sivakasi to earn their livelihood. The extreme climatic conditions of the area have a unique influence on the origin and development of the three popular industries of Sivakasi viz., Match, Fireworks and Printing Presses, for which the dry climate is considered as an ideal prerequisite. At one end, the dry climate and scarcity of rains, provide an ideal natural environment for the growth and development of these industries, while on the other end, the overall poverty and economic backwardness of the drought stricken rural population provide abundance of cheap local labour. There is no gainsaying the fact that it is because of this unique influence of natural conditions that Sivakasi is proud of producing about 60 per cent of the country's Match boxes and about 90 per cent of its Fireworks. Another important feature of the Match/Fireworks industry in this particular region is that these are labour intensive

industries where entire processes of work are done by manual labour and no machines are being used. All these factors combined and the light nature of work involved in the industry/particular industry/area, account for this high incidence of child labour in this

Employment:

Though no reliable estimates of the total labour force as well as the extent of child labour can be built up with the help of the data collected during the survey, yet a broad idea of the composition of labour force and the extent of child labour, can be had from the data collected from the sampled establishments, as presented in Table No. 2.3.

Table No. 2.3

Composition of labour force in the sampled factories as on 1.6.1979.

State	Minor Industry Group	No. of units covered	No. of unskilled workers			No. of child workers			No. of child workers					
			Adults	Adolescents	Children	Total	Boys	Girls	Total	Temporary	Casual	Other		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Tamil Nadu	Match Industry	14	3,679	2,757	370	458	3,585	106	352	458	16	442	-	458
-do-	Fire-works	4	545	333	115	92	540	32	60	92	-	92	-	92
Kerala	Match	2	52	21	8	20	49	-	20	20	-	20	-	20
-do-	Plastic Industry	1	4	1	-	3	4	3	-	3	-	3	-	3
<b>Total:</b>		21	4,280	3,112	493	573	4,178	141	432	573	16	557	-	573

It may be seen from table 2.3 that the total number of workers employed in all the 21 sample establishments was 4,280, out of which 3,679 were employed in 14 Match factories and 545 in four fireworks factories in Tamil Nadu. In Kerala, only 52 workers were employed in two Match factories and four in the lone plastic factory. The table also reveals that an overwhelming majority of the workers employed in the industry were unskilled workers. Out of a total of 4,280 workers as many as 4,178 were unskilled. Out of the total of 4,178 unskilled workers, 3,112 were adults, 493 adolescents and 573 children. The table further reveals that the proportion of child workers to the total workers was of the order of about 13 per cent in the sample units. Among child workers, girls constituted about 75 per cent while the rest were boys. The survey also brings out that majority of the children were casual workers. Out of 573 children, 557 children (97%) were employed on casual basis and the rest were employed under temporary arrangements. The reason for such a high incidence of casual labour according to the employers was reported to be the heavy turnover of workers prevailing in the industry.

The method of recruitment in all the sample establishments excepting one, was neither through Employment Exchanges nor any other intermediaries. The workers themselves approached the managements for employment directly or through their parents.

#### Wages and Earnings:

The wage pattern in the industry was by and large, governed by the statutory wage-rates fixed under the Minimum Wages Act, 1948. Majority of workers (adults and children) in Tamil Nadu and Kerala covered by the survey were engaged on piece-rate basis. This was apparently so, because minimum rates of wages have been fixed on piece-rate basis in both the States, under the Minimum Wages Act, 1948, for most of the operations/occupations in industry.

Of the total of 573 child workers in the sample units, 557(97%) were piece-rated and the remaining time-rated. The time-rated workers were engaged as carries and helpers in one of the match factories. In match factories, the child workers were generally employed in the occupations of box band rolling, labelling, box-making, frame filling, etc., for which the minimum rates of wages have been fixed on piece-rate basis, under the Minimum Wages Act. Data on average daily earnings of child workers was collected, during the course of the survey, for different occupations on which the child workers were employed. The data relating to the minimum and maximum range of earnings during a specified pay period was also collected. It has been observed that in sample match factories, in the State of Tamil Nadu, in the occupation of box-filling, the daily earnings of child workers ranged between Rs. 1.23 and Rs. 6.96. In band rolling, the earnings ranged between Rs. 2.03 and Rs. 5.41 per day. The daily earnings were between Re. 0.78 and Rs. 6.95 in the occupation of frame filling. In Kerala, the daily earnings of child workers in box filling in the match factories ranged

between Rs. 1.31 and Rs. 3.70. In the case of fire-works factories in Tamil Nadu in the occupations, such as box-stitching, packing, cracker garlanding, label pasting, etc., on which children were generally employed, the daily earnings ranged between Re. 0.80 and Rs. 4.50. The apparent wide variations in the average earnings of child workers in Match/Fire-works industry, was attributed to the piece-rate system of work prevalent in the industry. Since most of the child workers were casual employees and their earnings were directly proportional to their output which primarily depended on various factors such as, time spent on the job, degree of efficiency and training and availability of work, etc. The average daily earnings of child workers in the lone plastic thread making factory in Kerala ranged between Rs. 2.50 and Rs. 3.50, wherein they were employed on piece-rate basis.

Out of the total of 573 child workers, payment of wages was made weekly in respect of 524; forty two workers were paid daily, and the pay period was monthly in the case of only seven workers. The pay period for all the child workers in the match factories in Tamil Nadu, was weekly while in Kerala, 13 workers were paid on weekly basis and seven workers on monthly basis. Similarly in fire-works factories in Tamil Nadu, the periodicity of payment of wages was daily in respect of 39 workers and weekly in respect of 53 workers. The workers in the single sample plastic thread making factory in Kerala were being paid daily.

#### Working Conditions:

Working conditions obtaining in Match/Fireworks factories which are mainly concentrated in Sivakasi area of Tamil Nadu, have all along been engaging the attention of the Government as well as other organisations interested in labour welfare. Details relating to the working conditions in the Match/Fireworks industry, at the time of the survey are furnished in the following paragraphs.

Table No. 2.4 give the picture of hours of work, in respect of adults and children in the sample establishments.

Table No. 2.4

State-wise weekly hours of work in the Match and Fire-works industry (in sample units)

State	Industry	No. of total sample units	Number of units where weekly hours of work for workers (adults/children) were:																
			ADULTS						CHILDREN										
			Upto 42 hrs.	42 to 45 hrs.	45 to 48 hrs.	Above 48 hrs.	Upto 30 hrs.	30 to 35 hrs.	35 to 40 hrs.	40 to 45 hrs.	Above 45 hrs.								
1	2	3	4	5	6	7	8	9	10	11	12								
Tamil Nadu	Match Industry	14	1	-	8	5	3	1	-	1	9								
-do-	Fire-works Industry	4	1	-	2	1	-	-	-	-	3								
Kerala	Match Industry	2	-	-	2	-	-	-	-	-	-								
-do-	Plastic Industry	1	-	-	1	-	-	-	-	-	-								
Total:		21	2	-	13	6	3	1	-	2	15								

It would be seen from the above table that in the case of adult workers the provision of the Factories Act with regard to hours of work were not adhered to in six factories out of a total of 21, sampled units. In case of child workers, it appears that the provisions of the Act were violated by majority of the establishments, as only three units out of 21 were found observing the hours of work as prescribed under the Act. The Factories Act, 1948 also stipulates that the spread-over of hours of work, including the rest interval should not exceed nine hours a day in the case of adult workers and 4½ hours in the case of child workers. The position in this regard in respect of adult and child workers as revealed by the survey, is shown in table No. 2.5(a) and 2.5(b).

Table No. 2.5(a)

Distribution of units according to the duration of spread-over of daily hours of work & rest interval in respect of Adult workers

State	Industry	Total No. of units	Number of units where spread-over of work was			No. of units where rest interval was		
			Less than 8 hrs.	8 hrs. to 9 hrs.	More than 9 hrs.	Less than 1 hour	1 hour to 2 hours	More than 2 hours
1	2	3	4	5	6	7	8	9
Tamil Nadu	Match	14	1	12	1	-	14	-
-do-	Fire-works	4	1	3	-	-	4	-
Kerala	Match	2	-	2	-	-	2	-
-do-	Plastic	1	-	1	-	-	1	-
Total:		21	2	18	1	-	21	-

Table No. 2.5(b)

Distribution of units according to duration of spread-over of daily hours of work & rest interval in respect of child workers

State	Industry	Total No. of units	Number of factories where spread-over of work was			No. of factories where rest interval was		
			Less than 8 hrs.	8 hrs. to 9 hrs.	More than 9 hrs.	Less than 1 hr.	1 hr. to 2 hrs.	More than 2 hrs.
1	2	3	4	5	6	7	8	9
Tamil Nadu	Match	14	5	8	1	-	14	-
-do-	Fire-works	4	1	3	-	-	4	-
Kerala	Match	2	-	2	-	-	2	-
-do-	Plastic	1	-	1	-	-	1	-
Total		21	6	14	1	-	21	-



It may be seen from table No. 2.5(a), that the daily spread-over of hours of work in respect of adult workers was less than eight hours in two units, between eight and nine hours a day in 18 units, and more than nine hours in one unit only. The duration of rest interval, in all the 21 sample units, was between one hour and two hours.

Table No. 2.5(b) shows that the daily spread-over of hours of work in respect of child workers was less than eight hours in six units, between eight to nine hours in 14 units and more than nine hours in one unit. The duration/rest interval in all the 21 units was between one /of to two hours. It may be seen that hours of work of the child workers in majority of the sample factories were more than prescribed under the Act.

#### Welfare Facilities:

The Factories Act, 1948 and the rules framed thereunder make it obligatory on the part of the employers to provide for housing, medical aid, canteen, creches, drinking water, maintenance of latrines and urinals, recreational and educational facilities, etc., to the workers. Though the child workers were also entitled to the facilities extended to the adult workers, no special facilities were provided for the welfare of child workers, in any of the factories covered by the survey. No educational and recreational facilities were provided by majority of the sample establishments. Only two Match factories in Tamil Nadu had provided funds for purchase of books stationery, etc., for the children of the workers. It was only in one Match Factory in Kerala that the management was conducting a recreational and educational tour for their workers including the children once in a year. One of the Match factories in Tamil Nadu was running a co-operative Store and Canteen for the welfare of the workers.

#### 5. Non-Metallic Mineral Products:

##### Stone Crushing Industry:

One of the sample units selected for the survey, related to Stone Crushing industry. This unit was in the State of Maharashtra in the private sector.

##### Employment:

The total number of workers employed by the sample unit was 31, as on 1.6.1979, which comprised twenty-five adults, four adolescents and two children. Out of the total of 31 workers, 29 were unskilled. Child Labour accounted for about 6 per cent of the total labour force in the unit. No female child was employed in the sample unit. All children in the unit were employed on a temporary basis.

##### Wages and Earnings:

The child workers in the unit were employed on time-rate basis

and paid at the rate of Rs. 5/- per day. The periodicity of payment was weekly.

Working Conditions:

The weekly hours of work for all workers including children were forty-eight. However, weekly offs without wages were allowed to all workers including children. Though the child workers were engaged in comparatively light jobs such as helping the adult workers in lifting the baskets of stones, etc., yet the working conditions prevailing in the unit surveyed could not be said to be satisfactory. The workers were made to work at the site where the crusher was installed in the open field and thus they were required to work in the standing position throughout the day. The nature of work can be regarded as strenuous and hazardous, so far as the child workers are concerned.

Welfare Facilities:

No welfare or any other facilities were being provided to any worker including children.

6. Plantations:

Tea, Coffee, Cardamom and Cinchona Plantations:

The Plantation Industry occupies an important place in the national economy. According to the statistics published in the report of the Tea Board for 1974-75, the latest year for which information is available, the total area under the plantations in India was 3,61,663 hectares. As a foreign exchange earner, the importance of the industry is undisputed. Tea Industry alone fetched India Rs. 220 crores in export earnings, in the year 1974-75. In the context of child labour also this industry occupies a place of importance as plantations are known to employ a sizeable number of child labour. Jobs in this industry being simpler and less arduous can easily be performed by the young ones. In all, 44 gardens were selected for the survey. Of these, ten were coffee plantations, two each from cardamom and Cinchona plantations and the rest were tea plantations. Barring the Cinchona plantations, all the gardens belonged to private sector. In the Southern Part of the country, plantations are concentrated in the States of Karnataka, Kerala and Tamil Nadu. Thus for South, it was decided to cover only these States. The States of Assam and West Bengal were selected from the North-East Region of the country. The state-wise distribution of the selected gardens are shown below:-

	<u>State</u>	<u>No. of Sample Estates</u>
1	West Bengal	13
2	Assam	10
3	Karnataka	9
4	Kerala	6
5	Tamil Nadu	6
	Total:-	<u>44</u>

Employment:

The total employment in the 44 estates as on 1st June, 1979 was nearly 24,846 out of which 2,241 were children, which accounted for about 9 per cent of the total employment. Of the 2,241 children, 1,355 (60.46%) were girls and remaining 886 (39.54%) were boys. The maximum number of children in the sample units were in West Bengal (1,114), followed by Kerala (598). Similar figures for Assam, Tamil Nadu and Karnataka were 368; 100 and 61 respectively.

State-wise total employment and distribution of child labour are shown in Table 2.6.

Table 2.6

State-wise distribution of total employment, number of children employed and their percentage.

State	No. of estates covered	Total employ- ment	No. of unskilled workers			No. of chil- dren emplo- yees		%age of children to total
			adults	adole- scents	chil- dren	Boys	Girls	
1	2	3	4	5	6	7	8	9
W. Bengal	12 tea estates	10,323	8,785	444	1,094	394	700	10.60
W. Bengal	1 Cinchona	672	628	24	20	11	9	29.76
Kerala	1 Cardamom	121	115	4	2	-	2	16.53
--do-	5 tea estates	6,887	5,597	613	596	299	297	8.65
Assam	10 Tea estates	5,074	4,706	-	368	121	247	7.25
Tamil Nadu	1 Coffee	19	16	-	3	-	3	15.79
-do-	1 Cardamom	33	22	3	6	2	4	18.18
-do-	1 Cinchona	294	245	27	12	7	5	4.08
-do-	3 Tea estates	775	629	38	79	19	60	10.19
Karnataka	9 Coffee estates	648	522	28	61	33	28	9.41
Total	44	24,846	21,265	1,181	2,241	886	1,355	9.02

The survey indicates that the number of girls employed in the sample plantation units was relatively higher as compared to boys. It may be due to the fact that girls may be more suitable for some operations such as plucking of leaves, etc.

Most of the children were reported to be engaged on casual basis. Only 373 children were found to be employed on temporary basis. Almost all the children were reported to be handling unskilled jobs. An overwhelming majority of children (2,219) out of (2,241) were reported to be employed on time-rate basis, and only 22 of them were on piece-rate basis. As regards the system of recruitment in all gardens barring one, children approached the managements directly/through their parents/ or trade unions for service. As almost all the children seeking employment were the off-springs of workers already employed in the plantations, no scope was left for intermediaries to play any part. In case of one cinchona plantation in the Public Sector recruitment of children were made through employment exchange.

An equal number of children were permanent workers.

#### Wages and Earnings:

Children who were mostly engaged on jobs such as weeding, plucking and manuring were being paid Rs. 4.80 per day, inclusive of dearness allowance, in Kerala, while the wage rate for identical jobs was Rs. 4.46 in Tamil Nadu. These rates varied from Rs. 2.95 per day to Rs. 3.24 per day in the States of Assam and West Bengal. The minimum rate was noted in the Cachar region of Assam and maximum in the Darjeeling Area of West Bengal. All the Plantations were covered under the Minimum Wages Act and wages paid to the children were reported to be just the same as prescribed statutorily. As the minimum rates of wages not been had revised for this industry since long, the wages are being governed by the tri-partite wage agreements in majority of the plantations. One unit located in Tamil Nadu the lowest daily rate i.e. Rs. 2.50 per day was being paid to the children engaged in filling up small bags and watering plants in nursery. The daily wage rates for adults in Kerala and Tamil Nadu were Rs. 7.35 and Rs. 7.41 respectively. Of the ten coffee plantations, nine were in Karnataka and one was in Tamil Nadu. In Tamil Nadu, children were engaged in manuring and weeding and were being paid at the consolidated rate of Rs. 3/- per day. The rates for adults and adolescents in Tamil Nadu were Rs. 5/- and Rs. 4/- respectively. In Karnataka, children engaged on jobs such as picking were being paid consolidated daily wage of Rs. 3.38, whereas children attending to jobs such as weeding, spraying, gleaning, etc., were entitled to only Rs. 2.95 per day. Wage rates for adults on these jobs were Rs. 6.57 and Rs. 5.90 respectively. In two cardamom plantations children were being paid Rs. 4.67 and Rs. 3/- in the States of Kerala and Tamil Nadu respectively. Wage rates for adults were Rs. 8.64 and Rs. 6.90 in Kerala and Tamil Nadu respectively. In two cinchona plantations, in the public sector, children were being paid consolidated wage of Rs. 6.27 and Rs. 3.50 in West Bengal and Tamil Nadu respectively. Similar wages for adults engaged on identical jobs were Rs. 8.11 and Rs. 6.50 in West Bengal and Tamil Nadu respectively. The periodicity of payment of wages, in the case of adult workers was weekly in 26

plantation units, while 14 units made payment on monthly basis. The remaining four units were making payment after every fortnight. In case of children, wage period was weekly in 28 units while in 11 cases the periodicity of payment was monthly. In the remaining five cases, the wages were disbursed after a fortnight.

Working Conditions:

The Plantations Labour Act, 1951 prescribes weekly hours of work and provides that in the case of adult workers it should not exceed 54 hours. It was observed that in majority of the sample plantation units, (35 out of 44), weekly working hours for adults did not exceed 48 hours. Of the remaining nine units, weekly working hours were upto 42 in seven cases and 43 to 45 in the rest.

For adolescents and children, a maximum 40 hours week has been prescribed under the Plantations Labour Act, 1951. It was observed that adolescents were working 48 hours a week in eleven units. In another eleven units weekly hours of adolescents ranged from 27 to 42. In the remaining 22 units, no adolescent was reported to be employed.

As regards children, weekly working hours were more than 41 in 17 cases while in the remaining units these varied from 27 to 40. Table 2.7 furnishes data on working hours, in respect of adults and children.

Table No. 2.7

Weekly Hours of Work in Plantation Units.

State	No. of units where hours of work for adults were <i>weekly</i>					No. of units where weekly hours of work for children were				
	Number of estates	Up to 42 hours	43 to 45 hours	46 to 48 hrs.	More than 48 hrs.	Up to 30 hrs.	31 to 35 hrs.	36 to 40 hrs.	41 to 45 hrs.	46 hrs. and above
1	2	3	4	5	6	7	8	9	10	11
West Bengal	13	5	1	7	-	1	-	7	4	1
Assam	10	1	1	3	-	1	1	8	-	-
Karnataka	9	1	-	8	-	-	-	3	1	5
Kerala	6	-	-	6	-	5	-	-	-	1
Tamil Nadu	6	-	-	6	-	1	-	-	-	5
<b>Total:</b>	<b>44</b>	<b>7</b>	<b>2</b>	<b>35</b>	<b>-</b>	<b>8</b>	<b>1</b>	<b>18</b>	<b>5</b>	<b>12</b>

It may be seen from the above table that in as many as in seventeen units the provisions of the Act, with regard to the weekly hours were not strictly adhered to.

The Plantations Labour Act, 1951 stipulates that the spread-over of hours of work, including the rest-interval should not exceed twelve hours a day. It was observed that there was no variation in any of the gardens visited in this regard. In the case of children twenty-four units were observing one hour rest interval and in fifteen units it varied from half an hour to five hours. There was no lunch break in five units as children were let-off after they had put in four and a half hours of work. State-wise position in respect of adults and children is furnished in table 2.8(a) and 2.8(b).

Table 2.8 (a)

Distribution of Plantations according to duration of spread-over & rest-interval, in respect of adult workers. of

State	Number of estates	No. of estates where spread-over for adult workers was			No. of estates where rest interval for adult workers was					
		Less than 8 hours	8 hours to 9 hours	More than 9 hours	Up to $\frac{1}{2}$ hr.	1 hr.	2 hrs.	More than 3 hrs.		
	1	2	3	4	5	6	7	8	9	10
West Bengal	13	2	11	-	2	7	3	1	-	-
Assam	10	-	10	-	4	6	-	-	-	-
Karnataka	9	1	8	-	-	8	1	-	-	-
Kerala	6	-	6	-	1	4	-	-	-	1
Tamil Nadu	6	-	6	-	-	6	-	-	-	-
<b>Total:</b>	<b>44</b>	<b>3</b>	<b>41</b>	<b>-</b>	<b>7</b>	<b>31</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>

Table 2.8 (b)

Distribution of Plantations according to duration of spread-over, rest interval, etc., in respect of child workers.

State	No. of estates where spread over for child workers was							No. of estates where rest interval for child workers was					
	1 est-ates	Up to 4½ hrs.	5 hrs. to 6 hrs.	6 hrs. to 7 hrs.	7 hrs. to 8 hrs.	More than 8 hrs.	Up to ½ hr.	Above ½ hr. to 1 hr.	More than 1 hr. to 2 hrs.	More than 2 hrs. to 3 hrs.	More than 3 hrs.	No rest interval	
	1	2	3	4	5	6	7	8	9	10	11	12	13
West Bengal	13	-	6	3	4	-	2	6	3	1	-	1	
Assam	10	-	2	8	-	-	4	5	-	-	-	1	
Karnataka	9	-	3	1	5	-	-	7	2	-	-	-	
Kerala	6	5	-	-	1	-	1	1	-	1	1	2	
Tamil Nadu	6	1	-	-	5	-	-	5	-	1	-	-	
<b>Total</b>	<b>44</b>	<b>6</b>	<b>11</b>	<b>12</b>	<b>15</b>	<b>-</b>	<b>7</b>	<b>24</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>4</b>	

In almost all the gardens children were assigned lighter jobs such as weeding, plucking, manuring, watering and upkeeping the plants. Thus they were not exposed to strenuous and hazardous jobs. Moreover all the gardens were following single shift system and generally children were provided all the facilities as available to their adult counterparts. Thus there was no discrimination as far as working facilities were concerned. The system of allowing workers a weekly-off was prevalent in almost all the plantations. Since the law does not specifically provide for such off-days with wages, most of the units (41 out of 44) were allowing weekly-off without wages. In the remaining units weekly-offs with wages were allowed on completion of 14 days work.

Welfare Facilities:

The Plantations Labour Act, 1951 and Rules framed thereunder make it obligatory on the part of the employers to provide for

overtime payment, housing, medical-aid, canteens, creches, supply of drinking water, maintenance of latrines and urinals, protective clothing, recreational and educational facilities, etc. The child labour in plantations also enjoyed these facilities along with adult workers. Besides adhering to the provisions of the Act, some gardens were found to organising cinema shows/magic shows, twice or thrice in a month. A few gardens had set up sports clubs for indoor and outdoor games and funds were also provided for excursions. In one garden, free books were also being distributed amongst children. In another plantation, funds were provided to the children for purchasing sports material. One garden had constituted labour welfare fund wherein each worker contributed Re. 1/- double the amount was contributed by the employer. This fund was solely directed towards the welfare of workers including Children. In two gardens, the practice of providing subsidised ration were also found to be in vogue. A few gardens extended contributory provident fund schemes to children also alongwith their adult counterparts. In some gardens children were also paid bonus.

## II Unorganised Sector:

### 1. Handloom Industry:

The Handloom industry is the largest cottage industry of the country and continues to occupy a prominent place in its general economy. It is mostly a house-hold enterprise. In this industry children learn the craft and in the process assist their parents/relations in the production work. Weaving is a traditional industry and weaver's family has a special aptitude for this trade. They learn this art from a very early age of five on-ward while assisting their parents.

To study the working condition and other allied problems of child labour in handloom industry, three States viz., Tamil Nadu, Kerala and West Bengal were selected and important centres in these States were visited.

#### Employment:

In Tamil Nadu, Kanchipuram in Chingleput District and Chinalampatti in Madurai District were visited. In both the centres weaving was done in two ways viz., (i) master weavers who are members of the co-operative societies, get raw material from the societies and engage weavers and child helpers on piece-rates/daily rates and return the finished goods to the society, and (ii) head of a family who is a member of the society, gets the raw material and weaves with the help of his/her family members, (including children), and returns the finished goods and gets the payments. The master weavers distribute the money according to piece rate work after deducting commission for himself. In these centres, silk, art silk, lungies, dhoties and towels, etc., are manufactured. In Kanchipuram about 75 per cent population of the city are engaged in this industry and about one-third of them were children below the age of 14 years during the period of survey. In



Chinalampatti nearly 25,000 persons were engaged in this industry, out of which about 10 per cent were children.

In Kerala<sup>@</sup> about 1,20,000 persons were engaged in this industry out of which 56 per cent were males, 35 per cent were females and 9 per cent were children. The district of Trivandrum accounted for 20 per cent of the total working force of the industry. The per-centage of child workers to total workers ranged from 15 per cent to 20 per cent. As in Tamil Nadu, in Kerala also weaving was done by the master weavers engaging weavers and children at their houses, as also by the independent weavers weaving with the help of their family members. In West Bengal nearly 15,000 persons were engaged in this industry in Rajbalhat in Hooghly district out of which a small number of children worked with their parents, as and when they were free.

Mostly all the child workers were engaged either helping the weavers or winding of spindles. It was found only in Tamil Nadu that a fair number of children were engaged in weaving. Except weaving which requires skill, other operations were very light and as good as any game for the children. Children were employed as and when required only on casual basis. No permanent child worker was found.

#### Wages:

No minimum rates of wages had been fixed for children in this industry. Minimum wages had been fixed for unskilled workers and the child workers were getting less wages than the skilled workers. In un Tamil Nadu children earned between Rs. 2/- to Rs.3/- per day if they were engaged in winding of spindles and other work like sizing, etc. In case, children were engaged for helping the weaver they were paid one third of the total amount paid for the job. If children attended to weaving they were paid on piece-rate basis. Their daily average earnings varied between Rs. 10/- to Rs. 15/- depending upon the quality of the product. The children assisting their parents got consolidated wages with their parents. In Kerala(Trivandrum) all the children were found engaged in winding of spindles and helper to the weavers and paid @ Re.1/- to Rs. 2/- per day. In West Bengal the children worked only when they were free from their studies and also to assist their parents. Their monthly income ranged from Rs. 30/- to Rs. 100/- per month depending upon the quality of the product. The payments were made daily in the case of daily rated children. When employed on piece rate, children get the payment as and when they hand over the finished product which usually takes three to four days.

#### Hours of Work:

Being unorganised sector, the rules relating to working hours were not fully implemented. In Kanchipuram(Tamil Nadu) children were found working nine hours a day with two hours rest. In Chinalampatti (Tamil Nadu) also children were working nine to ten hours a day with one hour rest. In Tamil Nadu and Kerala, where children were working

@ Source:-Report on Census of Handloom 1976 Govt. of Kerala/76 Table-4.2.

their own houses and on their own looms they worked from early morning to late night depending upon the pressure of work. In Rajbalhat (West Bengal), children were working only in spare times and, therefore, had no fixed working hours. No weekly off with wages was given to the child workers.

During the course of the survey it was found that weavers in these three States were not the members of any trade union. The work places were generally found to be crowded and ill-ventilated. It was also observed that there were no arrangements for imparting any formal training to the child workers. They learn this craft while assisting the weavers.

## 2. Bidi Industry:

Bidi Industry occupies a very important place especially from the point of view of its large employment potential. It is mainly a cottage and home industry and spread almost throughout the country. The Industry is mostly carried on the three distinct forms viz., (i) Factory system; (ii) Contract system and (iii) Gharkhata or house worker system. In the factory system, the work of preparing bidis is done in the premises of the factory and the workers are paid by the factory management direct. In the second system i.e., contract, the work is entrusted to a contractor who employs the workers to get the bidis rolled from the material supplied by the management. In the 'Gharkhata' system, the workers take tobacco and bidi leaves home, cut bidi leaves and roll them at their residence and deliver the finished bidis at an appointed place. Children and women workers are generally engaged in the Gharkhata system. As already stated, it was not possible to draw any samples in the case of unorganised sector, for want of proper frame, etc. Three centres viz., Tiruchirapalli and Tirunelveli in the States of Tamil Nadu and Trichur in the State of Kerala, were selected for the spot study of the problem of child labour in the Bidi Industry.

The position with regard to the various aspects of the child labour, may be seen in the following paragraphs.

### (A) Tiruchirapalli Centre:

During the course of the survey it was observed that nearly 20,000 workers were engaged in the manufacture of Bidi in Tiruchirapalli District. In this centre, the manufacture of bidis was generally being carried on under the contract system and the Gharkhata system. The Bidi making process is divided into four operations viz., (i) Leaf cutting; (ii) Rolling of leaf and filling of tobacco; (iii) Closing of Bidi; and (iv) Bundle making.

#### Employment:

The bidi making units (households) were covered in this centre

for the purpose of our study. The total number of workers employed in these ten units was 122. Of these, 72 were adults, ten adolescents and 40 were children, below the age of fourteen years. Out of the 40 children, 21 were boys and 19 girls. The children were generally engaged in closing of bidis and bundle making. Child labour constituted about 33 per cent of the total labour force in the ten units covered.

### Wages and Earnings:

The payment of wages in the industry was by and large, regulated as per the rates/under the Minimum Wages Act, 1948. All the workers including children, were employed on piece-rate system since the wage-rates had been fixed on piece-rate basis under the Minimum Wages Act, 1948. According to the latest notification issued by the Government of Tamil Nadu the Minimum rates of wages have been fixed at Rs. 5.50 for rolling of 1000, bidis. The operation-wise share of this rate, per 1,000 bidis, is shown below:- /fixed

	<u>Rs.</u>	<u>Paise</u>
1 Contractor's House worker's share	0	40
2 Leaf cutting	1	10
3 Rolling of leaf and filling of tobacco	3	00
4 Closing of Bidi	0	50
5 Bundle making	0	50

Since the children were generally engaged in closing of bidis and bundle making, the rate of payment for them was Re. 0.50 per thousand of bidis for each operation. The average minimum and maximum earnings ranged between Re. 1.00 and Rs. 1.50 per day in case of the child workers.

### Working Conditions:

The working conditions in the industry at this centre, were unhygienic and deplorable. Since the work of making bidis, at this centre, was mainly done by the house workers under the Gharkhata System, the work places were extremely crowded, dark and dingy, as the workers were found living in small and congested houses, situated in the slums of the town. Being house workers, there was no stipulation about the hours of work. The daily hours of work generally ranged between 10 to 12 hours a day. The workers in general were very poor and hard pressed and had to work for longer hours to earn their livelihood, especially in view of the prevailing low wage rates. The overall poverty of the people in this area was responsible for such a high magnitude of child labour at this centre. The children were forced to work in their homes on whole time basis and were deprived

of their fundamental right of education.

No welfare, recreational or any other facility was available to the workers including children since they happened to be house workers.

(B) Tirunelveli Centre:

Roughly, 53,000 workers were engaged in this industry in the District of Tirunelveli. Though, Tirunelveli was considered a famous and popular centre for manufacture of bidis, it was found that the practice of engaging child labour was not in vogue at this centre. The process of bidi making was generally carried on under the two systems, viz., contract system and Gharkhata System. Under the contract System, the work of making bidis was given to house workers, but the work of packing and bundle making was done at the premises of the contractor. Two contractors' premises and eight bidi making house-holds were covered for the purpose of the study at this centre. No child labour, was found to be employed in any of the contractors' premises, whereas only one whole time female child was found working in one of the households out of the total of eight families covered by the survey. The female child was engaged in leaf cutting work and assisting her parents in bidi making work. It was revealed during the course of the survey that the people of Tirunelveli were economically better off and it was not necessary for their children to work for livelihood. Majority of the children (boys and girls) were attending schools. The children however, assisted their parents, in the leaf cutting work, in their spare hours, (after school hours or on holidays), but not on a regular basis.

The wage-rates in this centre were in accordance with those fixed under the Minimum Wages Act, 1948. The working conditions at this centre were comparatively satisfactory, and the workers were living in bigger and spacious houses.

(C) Trichur Centre:

Roughly 3,000 workers were reported to be engaged in bidi making at this centre. The process of bidi making at this centre was being done under three systems, viz, Factory System, Contract System and Gharkhata System.

Employment:

Four bidi making factories and one bidi making family were covered for the purpose of the study. Out of the total of 317 workers covered by the survey, 114 were adults, 121 adolescents and 82 were children. Child labour thus constituted about 26 per cent of the total labour covered by the survey. All the child workers were girls. Children were generally engaged on leaf cutting and bidi rolling. The bidi making factories in Trichur were found to be run by Christian Missions. These centres are being run on co-operative share basis, (each worker becoming a Share-holder). A loan of Rs. 500/- per member

is taken from the Bank, at a nominal interest of 4 per cent per annum, to purchase the raw materials, etc. The profit earned by the centre is distributed among the members, in proportion to their earnings.

#### Wages and Earnings:

The wage pattern in the industry (factory as well as household) was more or less as per the rates fixed under the Minimum Wages Act, 1948. The prevailing wage rates were Rs. 5.00 per 1,000 bidis (Sada bidis) and Rs. 5.50 per 1,000 bidis (Zadi bidis) for factory workers as well as for house-workers. The average minimum and maximum earnings of child workers ranged between Rs. 2.00 to Rs. 3.00 per day, in case of factory workers and between Rs. 2.50 to Rs. 3.50, in case of house workers. The periodicity of payment of wages was monthly in case of a factory workers in the case of house workers, payment was made on the supply of finished products. All the workers including children were piece-rated workers.

#### Working Conditions:

The working conditions, in general, were satisfactory, particularly in the factory system because the workers themselves were shareholders. In the factory sector, the daily hours of work were fixed as eight hours both for adults and children. In the household sector, no fixed hours of work were followed. It was however, found that the workers usually worked for about eight to ten hours a day.

#### Welfare Facilities:

No special provisions was made for the welfare of the child workers. It was, however, revealed that in the factory sector at Trichur, seminars, dramas, and other cultural activities were organised once a year for the recreation of the workers. Radio sets had also been provided in each bidi making shed.

### 3. Glass Bangles Industry (including glass works etc.):

The Glass Bangles Industry in Ferozabad forms a small part of the Glass Works and Potteries industry in Ferozabad. There are about 250 Glass Factories out of which nearly 120 are making glass bangles and other glass goods, the remaining ones are not making bangles at all. The Glass Bangles Industry is split up into 3 different parts, viz., (i) Bangle Making; (ii) Bangle cutting; and (iii) Bangle Joining. Out of these, the first job is carried out in the Glass Factories and the second one is done within or outside the glass works by contractors' labour which include children in large number. The third job, i.e. bangle joining (Judai) is mostly a cottage industry and only 20 bangle cutting factories are registered under the Factories Act, 1948.

Employment:

Details of the employment pattern are given below for the different parts of the industry:-

Nature of work	No. of regd. units	employment (approx.)	
		adults	children
1. Glass Factories & Potteries (including bangle making/joining.	250	12,000 to 15,000*	8,000*
2 Bangle cutting	20 + more than 2,000 units working as cottage industry units	20,000 to 25,000	6,000

\* includes contractors' labour.

In respect of bangle making children are usually employed by the contractors and in bangle cutting industries the bulk of the employment falls under cottage industry. About a score of registered Glass Bangle cutting factor-ies in existence were being run by contractors who were taking the 'Addas' on hire from proprietors and putting their own labour on the job of bangle cutting. Thus, the bulk of the labour or the child labour was not strictly under the category of labour. Those who fell under this category were highly mobile. They were either changing over from one contractor to another or from one registered factory to other.

General Condition of the Workers:

(i) Glass Bangle Cutting:

The general condition of the workers in the Glass Bangle Cutting factories was satisfactory, the job was light as compared to other jobs in the glass industry as a whole. The number of employees/ children in Glass Bangle Cutting was around eight to ten thousands (including two to three thousand children). They were not getting any weekly off, medical aid, recreational or educational facilities. Some sort of first-aid was available in case of any injury during employment They were usually working on piece-rate basis.

(ii) Glass Works and Potteries:

Majority of the labour has been working in various Glass Works which are exclusively or partly engaged in bangle making. Condition of workers in this industry, particularly the child labour is very unsatisfactory. They are engaged in all sorts of hazardous jobs involving handling of red hot glass, blowing, making the 'lomes', and cutting the unwanted portions of goods manufactured in these factories. Several children of tender age can be seen working in almost inhuman conditions, with bandages and bone injuries, merely to earn a living. The trade unions generally have nothing to do with the child labour. Both the employers and workers' representatives feel that they are an asset for the industry and in fact the industry cannot exist without child labour.

Minimum Wages:

The following rates of minimum wages were in force in the industry.

Lowest paid unskilled worker	Rs. 6.60 per day
Semi-skilled	Rs. 7.10 per day
Skilled	Rs. 8.10 per day

The 'Churi Judai' Mazdoors were getting Rs. 113.40 for a team of 14 workers per 100 'Tora'.

4. Carpet Weaving Industry:

In view of the large scale employment of children in this industry two units in Srinagar(J&K) in the organised sector were selected to study the labour conditions and other problems of child labour. Besides, these units in Srinagar, two centres viz., Srinagar (J&K) & Bhadohi (U.P.) were also selected for on the spot study.

The study in the two selected units revealed the following facts:

Employment

The total employment in these two units, as on 1st June, 1979 was nearly 125 out of which 99 were adults, 15 adolescents and 11 children. Children accounted for about nine percent of the total working force. All the children were reported to be skilled workers and were engaged in putting knots on the threads arranged on a loom in a definite pattern.

Children were employed through the employees of the units. Due

to poverty children chose to take up employment in this industry. However, this job has mostly been a family tradition. Employers preferred to employ children because delicate fingers are more suitable to the skills of carpet weaving.

#### Wages and Earnings:

In both the units, wages varied from Rs. 2/- to Rs. 10/- per day for weavers. The wages were Rs. 2/- to Rs. 4/- per day during the first six months of service, and Rs. 10/- per day after two to five years service, when full skill of the trade is obtained. The pay period was monthly in both the units.

#### Working Conditions:

In both the units children were required to work for the same hours, as fixed for adult workers. In one unit the weekly hours of work were thirty one and half and in other unit it was thirty seven and half. The duration of spread-over in one unit was seven hours, with one hours rest interval and in other unit nine hours with one and half hours rest interval.

In both the units Friday was reported to be a holiday without wages. Sunday & Tuesday were half holidays with full pay.

#### Welfare Facilities:

There were no special provision for education, recreation, social security and other welfare amenities for the children in either of units. /the

Centre-wise position of Srinagar and Bhadohi in the case of unorganised sector is shown in the following paragraphs.

#### (A) Srinagar (J&K):

Ten units were covered out of which five were registered units having their own looms while the other five were selling and marketing agencies. It was observed that the size of the units is of little consequence, as all the units were engaged in carpet weaving on the looms of different sizes and the work was invariably passed on to the Head Weavers with specific instructions about the size and pattern of design on piece basis. The Head Weavers on the other hand execute the job with the help of weavers. These weavers in turn execute the jobs by training children employed under them.

#### Employment:

The magnitude of child labour could not be assessed because of the various peculiarities of the trade and of different occupations, employing children. Each of the weavers had two or more children as helpers. These children were not the employees of the units but working under direct control of their masters viz., weavers known as 'Kalbap' in local language and were paid by them. Thus these children



were not answerable to the management.

The reason of employing children reported by the employers was that their delicate fingers were more suitable for learning the skills required for carpet weaving. On the other hand children chose to work in this industry for a more secured future, as the job of weaving was reported to be highly remunerative.

After joining the trade children receive training from their masters in three stages (i) Tying the knots; (ii) Hearing the 'Talim Script', and (iii) Reading the Talim Script. While learning to tie the knots they did not get any salary for about a month. After learning the basic lessons they were reported to be paid workers.

#### Wage Rates:

After learning to tie the knots, children were paid at the rate of Re. 1/- to Rs. 2/- per day. After obtaining the skills of the trade they were paid upto Rs. 7.50 per day, within 2 to 5 years.

#### Working Conditions:

As already mentioned the children of tender age, who for all purposes were the employees of the weavers/Head weavers had very little to do with the managements. Their hours of work, shift working, rest interval, etc., were enforced by the weavers/Head weavers. As such the timings of the children were generally the same as those of the skilled adult workers. The usual working hours were from 8 A.M. to 5 P.M. with one and half hours break. There was one full holiday, without pay, on each Friday and two half days with full pay.

#### Other Salient Features:

The very system of employing children amounted to contravention of the laws but in case of this industry the situation was quite different. The work place was usually scattered in a huge compound where the small child workers were playing, working or watching their seniors work. Further, the organisations of the employers and the workers and the Government seem to have come to the conclusion that the children will have to continue to work in this industry and the Handicrafts Board has already started vocational centres where young children are paid Rs. 60/- as stipend for learning weaving and securing a gainful employment thereafter.

Further, a tripartite agreement which was in the process of implementation provided for provision of doctors and teachers for the workers in this industry by the Government at the cost of the management.

(B) Bhadohi:

In Uttar Pradesh the carpet industry concentrated in an around Bhadohi. The manufacture of carpets is being done at Gianpur, Gopiganj, Khamaria, Mirzapur, Rampur, etc. There are 40 to 50 thousand looms at work in the State which have an employment potential of about 1.5 lakhs on a single shift basis. The study of working of the industry at Bhadohi revealed that this is a cottage industry run mainly with the help of family members so far as the manufacturing process is concerned. The weavers were the owners of the 'looms' and generally doing this work when they were relatively free from agriculture which was their mainstay. A medium size loom costs Rs. 2500 to Rs. 3000 and two or three persons can work on it simultaneously. It takes a couple of months to weave a medium size ordinary carpet. As such, one carpet remains on the loom most of the time and the members of the weavers family devote their free time to this job. It is estimated that at least 33 per cent of the labour required for this job is provided by the children who are gradually becoming full-time workers, on their family looms or the looms maintained by the contractors. Generally the trading companies are getting their work done through the contractors who are invariably highly skilled weavers, fully familiar with the work. The contractors also impart training to the workers, help them in acquiring a loom and provide the raw material for making carpets. In addition, he makes regular payments to the weavers for the job done by them or their family members. These contractors were paying on an average, Rs. 200 to Rs. 250 per sq. yard of an ordinary carpet woven. The weavers were making one sq. yard carpet in about 12 to 15 days by working five to eight hours a day. The children were also doing the job with the same efficiency and earning more than Rs. 10 per day by working five to six hours a day. Thus, it can be construed that this cottage industry has provided work to about 50,000 children with a daily income of Rs. 10/-. No doubt all these children are not workers in the strict sense and most of them are doing this work after their school hours only to lend a helping hand to their parents.

The set up of working of the industry leaves no place for trade unions and employers - employees disputes. The loom owners and contractors were enjoying the position of employers in some cases but the workers were free to find alternative job if the terms of payment etc., did not suit them, in case of a particular piece. It may be mentioned that dealings between traders and contractors, contractors and 'Head Weavers', and Head Weavers and Weavers varied from one work or piece to the other.

During the last few years the Directorate of Handicrafts has taken some steps to modernise the looms, finance the weavers, streamline the working of the industry and explore the possibility of providing regular work to the weavers.

5. Shops and Commercial Establishments:

In order to study the conditions of child labour, sixteen shops and commercial establishments located in the capitals of Tamil Nadu, West Bengal and Maharashtra were selected. Some establishments were also covered in Delhi for the purpose of the study. The information in respect of the establishments in Calcutta, Madras and Bombay was collected in the prescribed questionnaire, while in Delhi on the spot studies were conducted for want of proper records, etc. Of the sixteen units selected for study, fourteen units were hotels, restaurants and eating houses and the remaining were cycle repair workshops.

Employment:

Total employment in these sixteen units as on 1st June, 1979 was 184 out of which 45 were children which accounted for about 24.5 percent of the total employment. All the child labour were boys. In hotels and restaurants, etc., children were employed for cleaning utensils, etc. Centre-wise total employment and other details of children are given in Table - 2.9 below:

Table 2.9

Centre-wise distribution of number of units covered, total employment, number of children employed and their percentage to total employment.

Name of the centre	No. of units covered	Total employment	No. of unskilled workers			No. of children employed		Percentage of children to the total
			adult	adole- scent	Chil- ren	boys	girls	
1	2	3	4	5	6	7	8	9
Calcutta	6	80	53	6	17	17	-	21.25
Madras	5	56	31	7	15	15	-	26.79
Bombay	5	48	29	5	13	13	-	27.08
Total	16	184	113	18	45	45	-	24.46

As far as the employment status of children was concerned it was observed that of the 45 children, 30 were engaged on casual basis, while 15 had been employed on temporary basis. All the children

were reported to be employed on time rate basis and were manning unskilled jobs. As regards the system of recruitment of child labour, children directly approached the employer seeking jobs in all the units covered by the survey.

### Wages and Earnings:

It was observed that wages of children varied from centre/and establishment to establishment. In some units, in Delhi, wages of children ranged from Rs. 30/- to Rs. 120/- p.m., with free meals and shelter, while in some cases wages varied from Rs. 100/- to Rs. 180/- p.m., without food and shelter. In some cases, besides wages a bakhshish or bidi allowance @ Re. 0.25 to Re. 0.50 per day was also being paid. In Bombay, wages ranged from Rs. 60/- to Rs. 120/- per month, besides free meals and shelter. In Calcutta, the wages of child labour ranged between Rs. 15/- and Rs. 50/- per month in addition to free meals and shelter. In Madras, children were being paid @ Rs. 2.00 to Rs. 2.50 per day in hotels and restaurants besides free meals and shelter. The daily wage rates varied from Rs. 1.50 to Rs. 4.00 for the children engaged in cycle repair workshops. In all the cases the payment of wages were reported to be on a monthly basis. / to centre

### Working Conditions:

It was observed that in majority of the units the weekly hours of work for adults and children were more than forty-eight. Table 2.10 gives the working hours of adults and children.

Table 2.10

### Weekly hours of work in Shops and Commercial Establishments covered in the three centres

Centre	No. of units	No. of units where weekly hours of work for majority of workers were for:					
		Adults			Children		
		Upto 42 hours	43 to 48 hours	more than 48 hours	Upto 42 hours	43 to 48 hours	more than 48 hours
1	2	3	4	5	6	7	8
Calcutta	4	-	-	2	-	-	3
Madras	5	-	1	4	-	1	4
Bombay	5	-	-	5	-	-	5
<b>Total</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>12</b>	<b>2</b>	<b>1</b>	<b>12</b>

\* In one unit there was no specified working hours.

The daily spread-over for adults was more than nine hours in case of seven units and for children it was more than nine hours in six units and between eight to nine hours in case of five units. In one establishment in Calcutta no specified working hours prevailed, as all the workers were residing in the premises. The centre-wise position in regard to spread-over and rest interval in respect of adults and children is given in table 2.11 (a) and 2.11(b).

Table 2.11(a)

Distribution of shops and commercial establishments according to duration of spread-over and rest-intervals, for adults

Centre	No. of units	No. of units where spread-over for adult workers was			No. of units where rest interval for adult workers was			
		less than 8 hrs.	8 to 9 hours	more than 9 hours	Up to 1 hrs.	1 to 2 hours	2 to 3 hours	more than 3 hrs.
1	2	3	4	5	6	7	8	9
Calcutta	6**	1	3	1	2	1	-	2
Madras	5	-	3	2	1	3	1	-
Bombay	5	-	1	4	1	2	1	1
Total	16	1	7	7	4	6	2	3

\*\*In one unit, there were no specified working hours.

Table 2.11(b)

Distribution of Shops and Commercial Establishments according to duration of spread-over, rest-intervals, etc., for children

Centre	No. of units	No. of units where spread-over for child workers was			No. of units where rest interval for child workers was			
		Upto 8 hours	8 to 9 hours	more than 9 hours	Up to 1 hrs.	1 to 2 hrs.	2 to 3 hrs.	more than 3 hrs.
1	2	3	4	5	6	7	8	9
Calcutta	6*	2	2	1	2	1	-	2
Madras	5	1	2	2	1	3	1	-
Bombay	5	1	1	3	2	2	1	-
Total	16	4	5	6	5	6	2	2

\* In one unit there were no specified working hours.

It was observed that children employed in hotels, restaurants and eating houses, were engaged in washing utensils, cutting vegetables and servicing, besides cleaning premises and in similar jobs in the establishments. On the spot observation in the union territory of Delhi showed that children were being put to work for ten to fourteen hours a day. Since the children were employed on monthly basis, in majority of the cases, a weekly-off, with wages, was allowed.

#### Welfare Facilities:

In none of the units selected for study, no welfare facilities were provided to the children. In majority of the cases, especially in hotels and restaurants the children were being provided with free food and shelter in addition to their monthly salary.

#### 6. Coir Industry:

Coir industry is mainly localised on the Malabar Coast. The main factors responsible for the growth and development of the industry in this region are the extensive coconut plantations which supply the coconut husks and the vast stretches of back waters wherein these husks are retted before the extraction of the fibre, which is further processed for spinning, weaving and preparation of other goods. The primary operations of husk collection, retting and spinning fall under cottage sector where a large number of children are employed. Although only one unit featured in our sample list in the factory sector in Trivandrum District, some additional units in the cottage, as well as, were covered for the purpose of the study. These units were located in Quilon centre of Kerala. /sector

#### Employment:

In the course of the survey it was observed that child labour constituted about 15 per cent to 26 per cent of the total employment in the centre/unit covered. In most of the cases, children were not being shown on rolls to avoid the legal implications of the different labour Acts in respect of child labour. Children were generally employed on rolling (ball making) and wheel rotating which are treated to be light jobs. All the children were found to be employed on casual basis and the payment in all the cases was being made on piece-rate basis. As regards the method of recruitment, it was observed that the employers employed them whenever they received bulk orders or whenever they felt necessity of extra labour.

#### Wages and Earnings:

Average earnings of a child worker in the centre/unit covered, ranged between Rs. 3.30 and Rs. 5.00 per day, and the pay period for all was generally found to be weekly.

### Working Conditions:

The children were found to be working for the same number of hours as the adult workers. Since the workers were working on piece-rate basis they were not given paid weekly offs, holidays and leave, etc. Working conditions were far from satisfactory. The workers including children were found to be working in the open and the premises were dirty. At some places the employers have built thatched houses where workers were weaving mats, etc., but the premises were not free from filth and dirt. No recreational, cultural, educational and other welfare facilities were being provided to the workers including children by the employers. Usually children who were not interested in going to schools or were drop outs and those belonging to poor families preferred to get jobs at an early age to supplement family income. Generally the employers were not aware of the various provisions of the existing labour legislation relating to child labour.

### 7. Fishing Industry:

Fishing centres at Madras, Kanya Kumari, Quilon and Calcutta were selected for the study. The position as revealed by the survey is discussed centre-wise in the following paragraphs.

#### (A) Madras (Tamil Nadu):

Kozhimode Centre (North of Madras, Rayapuram) is one of the important fishing centres in the district of Madras in Tamil Nadu. Most of the workers in fishing industry were self-employed or working in a family group in Madras (Kozhimode). No records or registers were available to indicate the number of child workers and other details on wage rates, working hours, etc. It was, however, gathered that about 200 boys aged between 8 to 14 years were engaged in the loading and unloading operations and about 400 girls and 100 boys aged between 6 to 12 years were engaged in fish peeling process, in this centre. Young boys were generally engaged in loading and unloading operations and peeling of fish. Girls were found to be engaged only in fish peeling. Some of the boys were also engaged as watchmen to guard the standing boats and the fishing equipments. The nature of their employment was purely casual.

Most of the children were working for the family and were not paid on a regular basis; those working with other fishermen and were paid on piece-rate basis. Through spot enquiries, it was revealed that Re. 0.50 per basket load was the rate of carrying the fish to the peeling sheds, after auction. For unloading the fish from boats, payment was made in kind ranging between 5 percent and 10 per cent of the total load. For peeling process child workers were employed on time-rate basis and were paid Rs. 100/-, per month. Some extra payments were also made to the peelers, for extra work, in case of heavy catch of prawn on any particular day. Such payments were upto Rs. 3.00 per day.

No working hours were fixed for workers in this industry, in view of the peculiar nature of the industry. Child labour was, however, mainly engaged in loading, unloading and peeling operations, and these operations were normally carried out between 8.00 A.M. to 5.00 P.M. at this centre.

(B) Kanya Kumari:

Vavathurai fishing centre at Kanya Kumari is also one of the important centres in Tamil Nadu. There are about 3,000 families of fishermen living at this centre and about 90 per cent of the total population of Kanya Kumari town was reported to be engaged in this trade. The fishermen of Kanya Kumari are better off as compared to their counterparts in other parts of the State. This is so because the fishing season in Kanya Kumari continues during the whole year, whereas on the other sea-shores fishing work cannot be done during the rough weather when the sea is stormy. Majority of the children of fishermen were going to schools and were also helping their families in the work of fishing but only in their spare time. The number of school going children who were helping their parents was estimated to be about 500 at the time of the survey. They were generally engaged for loading and unloading operations. About 300 children were, however found working on whole time basis as well.

So far as wages were concerned, the child workers going out for fishing got about 5% of the value of catch and the rest was distributed among the adult workers employed in a boat. A small country boat was generally operated by five adults and one child and a full catch in such a boat contained about 6,000 fish which was generally sold at the rate of Rs. 20/- to Rs. 25/- per hundred fish.

Besides the fishing centre at Kanya Kumari a local convent school was also visited. In addition to imparting education upto Middle Standard a job oriented training in the preparation of fishing nets was given to small children in this school. It was observed that out of about two hundred females working, there were about 30 girls below the age of 14 years. During the training period an amount of Rs. 2/- per day was paid to them and after the training they were employed on piece-rate basis. In the net weaving centre the wages were paid on piece rate basis in the following manner.

Net weaving on 4" Mashes-Rs.20/- per 1000 Mashes. Net weaving on small Mashes-Rs.30/--per 1000 Mashes. The average earnings of a girl in a day ranged between Rs. 4/- and Rs. 5/-. The working hours of the centre were from 8.00 A.M. to 5.00 P.M. with one hour's rest interval. They were also allowed to take their work home. Payment of wages was being made monthly.



(C) Quilon (Kerala):

Quilon is one of the important centres of fish processing and fish peeling in Kerala. There are nearly eight major fish freezing and processing plants in Quilon employing about 600 workers and about 100 fish peeling units employing about one thousand workers. In fish processing plants no child workers were found working as only trained and skilled workers were required to attend to various jobs in these plants. Children were being employed in fish peeling centres where the work was done by contractors who supplied peeled fish to these plants. It was observed that nearly 60 per cent of the labour force in fish peeling units comprised child workers and majority of the child workers were found to be girls. Fish peeling work is of seasonal nature and the season is usually from June to September. During the remaining eight months they get themselves engaged in other jobs like weaving and mending of fishing nets and coir works. For fish peeling, the workers are being paid on piece-rate basis. The piece-rate prevailing at the time of the survey was Rs. 0.50 per Kg. No working hours are fixed for these workers. Generally the peeling work starts after the landing operation is over. The most outstanding feature of this centre was that, the peeling process continues during the whole night. It starts at about 4.00 P.M., and continues till 7.00 A.M. As the industry is not covered under the Factories Act, it is not possible to prohibit the employment of children at night.

(D) Calcutta (West Bengal):

In Calcutta a large chunk of the population is engaged in fishing on a hereditary basis. The fishing community engaged in this industry is poor and survives on the joint labour of their families. Men, women and children belonging to this community are engaged in this activity on the sea-coast and back waters but there is nothing of the type of a fishing centre. However, the traditional industry is not developing into an export oriented industry on the lines of Kerala.

Working Conditions:

The working and living conditions of workers engaged in the fishing industry were far from satisfactory. The work of peeling and processing of raw fish is carried out in the residential vicinities, on the sea-shore and heaps of rotten fish were found scattered in the residential localities.

On account of lack of education and social awareness children are forced to pursue their traditional trade. On interviewing a number of children, both boys and girls in Madras it was revealed that they were not interested in going to schools at all as they were happy with their lot in the fishing industry. Poverty coupled with lack of social awareness is the main cause leading to child labour

at all other centres, in the case of children who are found on whole time basis. / working

Children of fishermen are socially backward and culturally depressed. They are infatuated toward the traditional occupation because of the adventurous nature of the occupation and immediate cash remunerations involved in the trade. The parents themselves induce their children to partake the occupation as they need their help in the work and wish to train them as early as possible, with a view to securing their future career.

No welfare or recreational measures were provided for any worker including the child labour anywhere. However, the Government of Tamil Nadu has constructed a colony for the fishermen living in Kozhimode centre at Madras which comprised about 500 houses. These houses are allotted to the fishermen at a monthly rent of Rs. 12/-. But a good number of fishermen were living in small thatched huts on the shore itself where they carry out their business.

## CHAPTER - III

### Conclusions:

The survey results have shown that in most of the factories the hours of work as prescribed under the Act were not being strictly adhered to. It was observed that in 44 cases out of 50, daily working hours of children varied between six to eight hours, as against four and a half hours prescribed under the Factories Act, 1948. In thirty units there was practically not much difference between working hours of a child worker and that of an adult. As regards the plantation sector, a maximum forty-hours week has been prescribed for adolescents and children under the Plantations Labour Act, 1951. The data collected revealed that weekly working hours for children were more than forty-one in Seventeen plantation units, while in the remaining twenty-seven units these varied from twenty-seven to forty hours. In thirty-nine per cent of the sample units, this particular provision of the Act was being violated. It is thus necessary to strengthen the enforcement machinery with a view to enforce the existing laws more effectively, besides making the employer fully conscious of their obligations towards their child employees.

4.2 The minimum age for admission to employment in India is regulated under the employment of children Act, 1938, the Factories Act, 1948, the Plantations Labour Act, 1951, the Mines Act, 1952, the Merchant Shipping Act, 1958, the Motor Transport Workers Act, 1961, the Beedi and Cigar Workers (Conditions of Employment) Act, 1966 and the Shops and Commercial Establishments Act, enacted by various State Governments. The minimum age laid down for employment of child worker is not uniform under these Acts. Children of very tender age were found working in certain industries such as match box, handloom, beedi, fishing, hotels and restaurants, repair shops and others.

4.3 Wages paid to children varied from State to State as also from industry to industry. In six Tea Factories, situated in Assam, daily wages of children varied from Re. 0.99 to Rs. 3.05. In Cashew Processing and Gur making factories covered in Tamil Nadu and Maharashtra, wages of children were Rs. 1.22 to Rs. 5.00 and Rs. 2.00 per day respectively. In wood and Wood products units, the children were being paid Rs. 2.00 to Rs. 3.40 per day. In Textile manufacturing units, which accounted for 26 per cent of the total sample units, daily wages of children varied from Rs. 2.00 to Rs. 5.00. In the twenty-one Chemicals and Chemical Products units (Match and Fire Works) surveyed, the children working on frame filling were being paid as low as 78 paise per day while those on box stitching, packing and label pasting were paid 80 paise per day. Children were being paid on piece-rate basis in twenty-six units, and on time-rate basis in the rest. As regards the periodicity of payment, it

was weekly in thirty-two cases, fortnightly in thirteen cases and monthly in four cases. In the remaining case it was reported to be on a daily basis.

For the plantation sector, the study revealed that in Kerala, children engaged on weeding, plucking, manuring, etc., were being paid Rs. 4.80 a day while wage rate in Tamil Nadu for children engaged on identical jobs was Rs. 4.46 a day. In Assam and West Bengal daily wages of child workers varied between Rs. 2.95 to 3.24 per day. The wages were minimum in the Cachar region of Assam and the maximum in the Darjeeling area of West Bengal. In Karnataka children engaged on weeding, spraying, gleaning, etc., were getting Rs. 2.95 a day while those engaged on picking tea leaves were receiving Rs. 3.38 per day. The lowest daily wage rate among the States covered was Rs. 2.50 which was being paid by one unit located in Tamil Nadu to the child workers engaged in filling up small bags and watering plants in nursery. Of the 44 plantation units, child workers were being paid on time-rate basis in forty-two cases.

4.4 There is no statutory provision for providing educational facilities for children under labour laws except in the Plantations Labour Act, 1951. Even under this Act the coverage is not very extensive. It is observed that a majority of working children come from very poor families and supplement the earnings of the family. They are generally compelled to discontinue their studies. There are hardly any night school for those who want to continue their studies. There is lack of appreciation on the part of both parents as well as children, of the significant role education plays in allround development of one's personality and prospects.

4.5 Extreme poverty, lack of opportunity for gainful employment, and intermittancy of income and low standards of living are the main reasons for the wide prevalence of child labour. Though it is possible to identify child labour in the organised sector, which form a minuscule of the total child labour, the problem relates mainly to the unorganised sector where utmost attention needs to be paid. The problem is universal but in our case it is more crucial.

4.6 Child labour being the by-product of our socio-economic conditions, the community must be made to realise its shocking implications and its attendant evils. This obviously cannot be overcome by legislative measures alone. A change in our social attitude will have to be created besides tightening the laws and activating the enforcement machinery. Social awareness is a phenomenon which cannot be generated over-night. For this, consistent efforts are required to be made on the part of the society and the State to mobilise the much needed public opinion with the help of publicity media. Voluntary organisations, trade unions and social welfare departments can also make positive contributions in this regard.

4.7 The Draft Sixth Five Year Plan (1978-83) made a provision of Rs. 305 crores for the social welfare and nutrition as against Rs. 201.80 for the Fifth Five Year Plan (1974-79). This included Rs. 54.50 crores for child welfare. The UNICEF pledged to India an aid to the tune of Rs. 437 million for the period 1974-79. This was the highest commitment to any single country. India had earlier (1949-73) received an aid of Rs. 716 million from UNICEF. It is, therefore, high time for the formulation of action programmes of remedial nature to ensure that children specially working children are providing with basic needs, proper environment and opportunities for their development and growth. The National Integrated Plan of Action prepared by the Government of India during the I.Y.C. 1979, covering comprehensive programmes for the welfare of children in the field of child health and nutrition, education, social welfare, etc., should be put into action at the earliest.

ANNEXURE - 1

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR  
LABOUR BUREAU  
SIMLA  
\*\*\*

SURVEY ON CHILD LABOUR IN INDIAN INDUSTRIES

Questionnaire of the Unit

BLOCK - I: Identification Particulars

1. Industry .....
2. Industry Code .....
3. Name of the Unit .....
4. Sector Public/Private
5. Location Rural/Urban
6. Address:
  - (a) Locality .....
  - (b) Post Office .....
  - (c) City/Town .....
  - (d) District .....
  - (e) State/Union Territory .....

BLOCK - II: Employment and Composition of Labour force as on 1.6.79.

- (a) Number of workers on the rolls of the unit as on .....
- i) Adults: .....
- ii) Adolescents: .....
- iii) Children: Boys: .....
- Girls: .....
- Total: .....

...2/-

- (b) Number of unskilled workers: .....
- i) Adults: .....
- ii) Adolescents: .....
- iii) Children: Boys: .....
- Girls: .....
- Total: .....

BLOCK - III:                    Employment status of the child workers  
as on 1.6.79

Employment Status

Children				
Temporary	Casual	Others	Total	
		(specify)		
i	ii	iii	iv	

BLOCK - IV:                    Classification of Production and related  
workers by method of payment.

Production and related workers	Number of workers			Total
	Piece rated	Time rated		
1	2	3	4	

- (a) Adults
- (b) Adolescents
- (c) Children

- i) Adult:- means a person who has completed his eighteenth year of age | Factories Act, 1948  
ii) Adolescent:- means a person who has completed his fifteenth year of age but not completed his eighteenth year | Plantations Labour Act, 1951 Mines Act, 1952.  
iii) Child:- means a person who has not completed his fifteenth year of age. |  
iv) Child:- means a person who has not completed his fourteenth year of age. | Beedi and Cigar Workers (Conditions of Employment Act, 1966.

Note: While reporting the figures about the number of children employed, it may be ascertained as to how many of them are holding adult certificate. (The number of such child workers may be indicated in brackets.

BLOCK - V:

Method of Recruitment

1. What methods are generally adopted for recruitment?
  - a) Employment Exchanges
  - b) Through Intermediaries
  - c) Other methods(specify)
2. a) Are the same methods adopted for recruitment of children?
  - b) If not, give details.

---

BLOCK - VI:

1. a) What are the reasons which compelled the child to take an employment at such a tender age?
  - b) Give details of the Social, Economic and other considerations.

---

BLOCK - VIII:

Hours of work\*

1. Give the following details about the normal hours of work:

Production and related workers	No. of daily hours of work	Rest interval	No. of weekly hours of work
i	ii	iii	iv

- (i) Adults:
- (ii) Adolescents:
- (iii) Children

---

\* According to Section 51 and 71 of the Factories Act, 1948, no adult (including adolescent) shall be required or allowed to work in a factory for more than 48 hours in a week; and no child shall be employed or permitted to work in any factory for more than four and a half hours in a day.

Under the Plantations Labour Act, 1951, the maximum weekly hours of work have been fixed at 54 for adults and 40 for adolescents and children.



2. (a) Total number of shifts worked in the unit and the timings thereof:

Ist shift	From	To
IIInd shift	"	"
IIIrd shift	"	"

- (b) Timings of the shifts in which the child labour is normally at work:

3. (a) Whether the prescribed timings are strictly adhered to ? Yes/No
- (b) Whether children are entitled to be paid weekly offs, leave and holidays at par with adults ? Yes/No

BLOCK - VIII      Wage rates for child labour

1. Time-rated workers.

Occupation	Basic or consolidated wage rates per day		Dearness allowance payable per day		Total	
	Minimum	Maximum	On minimum basic wage	On maximum basic wage	Minimum	Maximum
i	ii	iii	iv	v	vi	

- (i)
- (ii)
- (iii)

2. Piece-rated workers:

Occupation	Average Earnings per day		Dearness allowance payable per day		Total	
	Minimum	Maximum	On minimum earnings	On maximum earnings	Minimum	Maximum
i	ii	iii	iv	v	vi	

....5/-

(a) Whether the industry/employment is covered under the Minimum Wages act, 1948 ? Yes/No

(b) If yes, please mention the time rates/piece rates fixed under the Act separately for adults, adolescents and children in the same occupation or category.

Production and related workers	Occupations/ category	Wage rates
i	ii	iii

(i) Adults

(ii) Adolescents

(iii) Children

(c) Pay period:

Production and related workers	Pay Period			
	Daily	Weekly	Fortnightly	Monthly
i	ii	iii	iv	v

(i) Adults

(ii) Adolescents

(iii) Children

**BLOCK IX; Working conditions, education and Welfare amenities**

1. Whether any special provision has been made for the child workers in respect of the following facilities:

(a) Education:

(b) Welfare:

(c) Recreational and cultural facilities:

(d) Social Security:

(e) Others

BLOCK - X:            TRAINING

- (a)      Whether any training is given to child workers in the unit? Yes/No

        If so, the details thereof:

- (i) Duration of the training
- (ii) amount of stipend paid to trainees.
- (iii) number of child workers imparted training during the last one year.
- (iv) number of children provided with employment on the completion of training.
- (v) whether the child labour is automatically absorbed in the unit after attaining adolescence?  
        If so, give the number of children thus absorbed during the last one year, if not, the reasons for the same.

---

BLOCK - XI:            Employer's views

- (a) Are the various provisions in the existing legislation relating to child labour adequate?
- (b) If not, what are your suggestions for bringing about improvement in the existing legislations?
- (c) What are the jobs on which children are generally employed? Can these be regarded as light jobs?

- (d) What are the specific suggestions for improving the conditions of work and providing welfare facilities to the child labour?

BLOCK - XII.                      Trade Unions and their views

1. Are children also included in the membership of the Trade Unions? If so, give their following details:-

No. of Membership				Name & Address of the Union	Name of the Central Workers' Organisation to which affiliated
Adult		Children			
Male	Female	Boys	Girls		
i	ii	iii	iv	v	vi

What type of issues and grievances of child labour are generally taken by the Unions? Give some specific instances.

3. What are the specific views of trade unions on the following aspects of child labour:-
- (i) method of recruitment
  - (ii) reasons which compelled the child labour to take up employment at such a tender age,
  - (iii) Working hours and remuneration,
  - (iv) working and living conditions,
  - (v) nature of job,
  - (vi) leave and holidays,
  - (vii) training,

- (viii) educational facilities,
  - (ix) welfare, recreational and cultural facilities,
  - (x) special security
  - (xi) others (specify)
4. (A) Are the existing legislative provisions relating to child labour in respect of work, night shift **minimim** age for employment and medical examination, etc., adequate?
- (B) If not, what are your suggestions for bringing about improvement in the existing legislations?
- (C) Do you consider that the present enforcement machinery set up for the compliance of various labour laws especially in respect of child labour is adequate?
- (D) If not, what are your suggestions to make the enforcement machinery more effective?

**BLOCK -XIII:**

- |    |                                                        |  |
|----|--------------------------------------------------------|--|
| 1. | Date of visit to the unit by Field Officer.            |  |
| 2. | Date of Submission of Schedule to Supervising Officer. |  |
| 3. | Date of submission of Schedule to Headquarters         |  |
| 4. | Name and Signature of Field Officer                    |  |
| 5. | Name and signature of Supervising Officer.             |  |

APPENDIX - II

"COPY"

R.K.Saha,  
Under Secretary,  
Tele. No. 389686.

Ministry of Social Welfare  
Shastri Bhawan,

6 May, 1978.  
D.O. No. 11-58/77-CW.

My dear Rao,

In continuation of our endorsement of even number dated 19 March, 1978 regarding Report of the Working Group on Employment of Children, I am to state that the Ministry of Railways (Railway Board) and the Ministry of Industry, Department of Industrial Development have no objection to Labour Bureau, Sirsa conducting the study being entrusted to the Labour Bureau.

With kind regards,

Sd/-

Yours sincerely  
( R.K. SAHA )

Shri K.P. Rao,  
Deputy Director,  
Shram Mantralaya,  
Shram Bhavan,  
S.C.O. 92-94, Sector 17-D,  
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