

## Condition of Working Child Labours in Marble Units and Restaurants

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### ABSTRACT

Child labour is an intolerable evil affecting the lives of large number of children. They are exploited in various industries in India, such as textile, matches, construction, hotels etc. Children are employed because of cheap labour and it helps to reduce the cost of production. This in turn helps the entrepreneur to earn higher profits. The employment of children does not exist in organized industries. It is revealed in various unorganized sector. Though there are so many laws prohibiting child labour, the employment of children below 14 years of age is reported to be continuing in rural as well as urban areas. But it is stated that quite often the employment of children is due to sympathy rather than the desire to exploit children. Employers often forge medical certificates to by-pass Government regulations and retain the children.

**Keywords:** *Child, Child Labour, Marble Unit, Restaurant*

Child labours are often children of the poor sector. They are the victims of social injustice. A majority of the child labours belong to scheduled castes, scheduled tribes and other minority groups. The problem of child labour can be viewed from two angles. Firstly, it is an economic practice which refers to the employment of children in income fetching activities. Secondly, child labour is a social evil, which refers to the health hazards in their work, which affects the personality development and denial of children's rights.

Children are employed in hazardous occupation such as matchmaking factories, stone crushing, building, servicing in hotels and restaurants, which affects their personality development and has a demoralizing effect on the children. The employment of children affects their normal activities. The employment of children at a very early age affects their development, "certain kinds of juvenile employment have demoralizing effects on the child's growing personality system as in the case of street trades, hawking and domestic services". The employment of children interferes with their full physical development opportunities for minimum education, growth and recreation.

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Part of the problem of child labour is that when parents do not get even minimum wages themselves, they can barely afford to use their children. "Where the child is a girl, it results in the child being prevented from going to school, leading to the inevitable cycle of no education, low skills and low earning capacity, thus perpetuating homework with its exploitatively low wages".

The burden of household duties falls largely upon the female child. In fact, the bulk of the female working child population is found in the rural areas where children are engaged in looking after younger siblings, cooking, cleaning, fetching and carrying. This releases adults for more productive and remunerative work. Older girls accompany parents to the field to help them in activities such as sowing, transplanting, weeding and harvesting, collecting fuel and searing away the birds. They also accompany their mothers to the market place with small loads on their heads and backs.

The Government of India through its notification on the Child Labour Prohibition and Regulation Act of 1986 has identified certain occupations and processes whereby there are 13 occupation and 51 processes where the employment of children is prohibited. Act does not precisely define "hazardous labour". The schedule of hazardous industries is the sole point of reference to determine occupations that are prohibited. Marble and Restaurant industries are out of these industries where the employment of children is completely banned.

### LOCALE OF THE STUDY

The study was conducted in the marble units and restaurants of Kishangarh city (Rajasthan, India)

### UNIVERSE OF THE STUDY

This study covers only the child labour in the marble units and restaurants of Kishangarh. It does not cover child labour in other industries in this city.

### OBJECTIVES OF THE STUDY

1. To identify the number of child labours working in marble units and restaurants.
2. To find out the factors responsible for child as labour in these industries.
3. To analyze the socio-economic conditions of child labour.
4. To compare the working condition of child labours between marble units and restaurants.
5. To study the various regulation on child labour and how effectively they are followed by marble units and restaurants.

### HYPOTHESES OF THE STUDY

*The following hypotheses have been formulated for the present study:*

- H<sub>0</sub> There is no significant difference in the mean scores of marble units and restaurants regarding health and welfare measures.
- H<sub>1</sub> There is significant difference in the mean scores of marble units and restaurants regarding health and welfare measures.
- H<sub>0</sub>: Mean scores of marble units does not differ significantly from the mean scores of restaurants regarding working environment.

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- H<sub>1</sub>: Mean scores of marble units differ significantly from the mean scores of restaurants regarding working environment.
- H<sub>0</sub>: There is no statistically significant difference in the mean scores of regarding socio economic conditions of marble units and restaurants
- H<sub>1</sub>: There is statistically significant difference in the mean scores of regarding socio economic conditions of marble units and restaurants.
- H<sub>0</sub>: Overall condition of child labour does not differ significantly in marble units and restaurants
- H<sub>1</sub>: Overall conditions of child labour differ significantly in marble units and restaurants.
- H<sub>0</sub>: There is no significant association between the type of unit and age of labour
- H<sub>1</sub>: There is significant association between the type of unit and age of labour.
- H<sub>0</sub>: There is no significant association in two types of units and gender
- H<sub>1</sub>: There is significant association in two types of units and gender.
- H<sub>0</sub>: There is no significant association in two types of units and caste of child labours employed.
- H<sub>1</sub>: There is significant association in two types of units and caste of child labours employed
- H<sub>0</sub>: There is no significant association in two types of units and education,
- H<sub>1</sub>: There is significant association in two types of units and education
- H<sub>0</sub>: There is no significant association in two types of units and family size of child labour employed.
- H<sub>1</sub>: There is significant association in two types of units and family size of child labour employed.

## SAMPLING DESIGN

In order to study the problems of child labour in the marble units and restaurants in selected city, a survey was conducted among 240 sample child labours. A structured interview schedule was used for the survey. Data was collected in Hindi, which was translated in English for analysis. The sample child labours were selected based on convenience sampling at rate of 120 each in marble units and restaurants, respectively.

## COLLECTION OF THE DATA

The study is based on both primary and secondary data. Primary data have been collected by conducting a survey among 240 sample child labours in marble units and restaurants at Kishangarh.

Secondary data have been collected from books, journals, census reports, published records of these industries and published Ph.D. theses.

## TOOLS OF ANALYSIS

### *Statistical Analysis of the Data*

The data obtained in the present study were analyzed using suitable statistical tools. The following statistical treatments were used for interpretation of data.

### *Frequency and Percentage*

The background information was analyzed by computing frequency and percentage distributions of number of subjects belonging to various categories with respect to different parameters.

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### *Mean Scores*

Mean scores for each item was calculated by adding the weights given to each item in the scales by all the respondents and then dividing the total scores by number of respondents. Tests Applied In order to find out the working condition of the child labours. Z-test and Chi square test were applied.

## **OPERATIONAL DEFINITIONS**

### **1. Labour**

In this study labour means child labour as per the Child Labour (Prohibition and Regulation) Act, 1986 (Act No. 61 of 1986)

### **2. Child Labour**

Child labour refers to child labour working in the marble units and restaurants in Kishangarh. It includes both male and female 14 years

### **3. Industries**

In this study, "Industries" means Marble and Restaurants

### **4 Marble Units**

Marble Units means marble industry functioning in Kishangarh city of Rajasthan which comprises mining & processing and trading units.

### **5. Restaurants**

Restaurants broadly have two main categories, first upper/middle class and second lower class, The lower class restaurants cover dhabas rest all other restaurants are classified as upper/middle class.

Dhaba is the name given to roadside restaurants in India. They are situated on highways generally serve local cuisine, and also serve as truck stops.

### ***The study on child labour working in marble units and restaurants revealed following facts***

The age analysis reflects that due to the nature of work the marble units have more child labour within the age group of 12 to 15 years however in case of restaurants it's other way round i.e. less than 12 years. It may also be possible that the child get work easily at early stage in restaurants and once they reach a particular age they shift to other sectors like marble where the wages are comparatively better.

The proportion of child labour upto 12 years in restaurants (53.33) is high as compared to child labour working in marble units (37.5). The proportion of child labour between 12-15 years of age in marble units (62.5) is high as compared to child labour working in restaurants (46.67)

The chi-square value (6.09) shows a statistically significant association between: the type of unit and age of labour at I level of significance. Thus, null hypothesis stands rejected. In marble units, major proportion of child labour is between 12-15 years of age and in restaurants, child labour upto 12 years of age are in majority.

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On an overall basis there were 93.33% male respondents and only 6.67% of female respondents. This clearly demonstrates that both marble units and restaurants mainly prefer to hire male labours. The female labours may be hired for working at household or other domestic activities. Hence, the issue of child labours in these two units is mainly in relation to male category.

It was found that there is no significant association between the type of units and gender of the child labours employed based on application of Chi-square test. As the Chi square value of 1.07 at 1 degree of freedom stands non-significant therefore null hypothesis is accepted. In both marble units and restaurants, majority of respondents i.e. 91.67% and 95% respectively are male. If we compare the distribution of respondents in marble units and restaurants in totality, it is generally observed that restaurants have more child labours from scheduled caste / scheduled tribe i.e. 68.33% as compared to marble units where the respondents from the same category were 64.17%. In case of marble units there were 25.83% of respondents from other backward class whereas in restaurants there were 24.17% of the respondents from other backward class. From general category there were around 10% of the respondents in marble units and 7.5% of the respondents in restaurants.

It can be concluded from the caste analysis that the child labour issue persists more in the population from scheduled caste / schedule tribe or other backward castes.

The value of chi-square (0.65) denotes that there is no significant association between the types of unit and caste of child labour employed. Thus null hypothesis is accepted. In both marble units and restaurants majority of respondents i.e. 64.17% and 68.33%, respectively, whereof SC/ST.

On an overall basis, there are 10.42% of the respondents are illiterate, 57.5% of the respondents had at least studied within primary level and 32.08% crossed above primary. Poverty, indebtedness and lack of interest are the main reasons for leaving the education and start working as child labours.

Majority of respondents i.e. 41.67% had 1 - 3 years of work experience in marble units whereas, in restaurants, majority of respondents i.e. 48.33% had more than 3 years of work experience.

### ***Health and Welfare Measures***

In case of marble units and restaurants only 35% and 25% of the respondents respectively, were provided uniform by their employers. 70% of the total respondents said their employer does not provide uniform. Most of these child labours are not customer facing and further their employer do not want them to be identified separately, these might be the main reason of not providing uniform to them.

Around 85% of the respondents in marble units have mentioned that the sanitation facilities are proper at the work place. However, in case of restaurants around 65% of the respondents said the sanitation facilities are not proper. This raises concern over health and welfare measures of the child labours working in such units.

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All the respondents in the restaurants had mentioned that the food is provided during working hours. In case of marble units, the food is available to only 27.5% of the respondents during working hours.

Most of the respondents (91.67%) said they get the leave for emergency. In case of marble units, 93.33% of the respondents said they get leave for emergency whereas in case of restaurant 90% of the respondents share the same views

In marble units as well as restaurants more than 90 respondents (in each case) said their employer allow them to take rest when they are not well. This may be because of normal human behavior being courteous towards the sick people and employers want to avoid legal issues if the child health conditions get worse.

In marble units, 59.26% were allocated a room to sleep whereas in restaurants 47.30% were allocated a room to sleep. In marble units 7.41% of the respondents used to sleep on terrace which is less than 14% of respondents in restaurants.

Most (86.25%) of the respondents do not have access to school both in marble units (80%) and restaurants (92.5%). Only 13.75% of the total respondents have access to school along with work. 73.43% of the respondents said they would like to go school if they get access to school along with work. Considering such responses from both marble units and restaurants, one can conclude that majority of the respondents have willingness to go to school.

Mean score in marble units i.e. 8.51 and mean score in restaurants is. 8,80 shows significant difference and health & welfare measures are comparatively better in marble units as compared to restaurants which may be due to facilities like proper sanitation, incentive during festivals, drinking water and medical facilities, provided in marble units are slightly better as compared to restaurants. Null Hypothesis is rejected as the Z score of -2.08 indicates a statistical significant difference at 5 level of significance which shows that health and welfare measures differ significantly in marble units as compared to restaurants.

Hence, there is significantly difference in the mean scores of marble units and restaurants regarding health and welfare measures.

### ***Working Environment***

6.67% of respondents in marble units and 12.5% in restaurants mentioned that they were not allowed to take rest during working hours. This shows in-human behavior of such employer. Further, such practice is against the norms of the Child Labour (Prohibition and Regulation) Act 1986, which outlines that children are not permitted to work for more than three hour stretches and must receive an hour break after the three hours.

Majority of the respondents, in marble units i.e. 48.33% received Rs. 100-180 per day and in restaurants, 51.67% received less than Rs. 100 per day. Low wages paid to respondents in restaurants as compared to marble units may be due to the other benefits provided to them in restaurants like food, etc.

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57.5% of total respondents in both marble units and restaurants were involved in delivery and service jobs which reflects lesser pressure, as respondents are child labour and cannot bear the pressure of heavy work load. However, in case of restaurants, 52.5% of the respondents were engaged in processing activities, which raises concern on the working environment of such children.

marble units, majority of respondents i.e. 66.67% were of the opinion that payment of wages was always regularly made. The regularity of payments in marble units may be attributed to the organized sector, while in restaurants majority the respondents' i.e. 48.33% were of the opinion that unusually wages were paid regularly. Overall, there were only 7.92% of respondents who gave opinion that payment of wages was rarely made regular and 11.25% of respondents were of the opinion that wages were never paid regularly

- In both sectors majority of the respondents i.e. 88.33% in marble units and 65% in restaurants have confirmed that they are provided weekly offs on any day in the week as per the convenience of employers and requirement of respondents. 23.33% of the total respondents were not given weekly offs and such practice is against the norms of the Child Labour (Prohibition and Regulation) Act 1986. Which outlines that a child must receive a holiday from work every week,

Around 36.67% of respondents in totality mentioned that they are not satisfied with the behavior of their employer. This was mainly due to the rude behavior of their employer and sometimes they give physical, mental or monetary punishments.

It was found that in marble units, the majority of respondents i.e.. 70.83% did not face any major health problems due to the nature of work which is mainly of delivery and services. However, in restaurants the majority of respondents i.e. 75% faced health issues as their work relates to processing at most of the time.

In marble units and restaurants, 68.33% and 50.83%, respectively of the respondents mentioned that they are satisfied with the current facilities at the workplace. However, remaining respondents had shown their dissatisfaction as they would like to see improvement in the existing facilities like separate rest room, proper sanitation, better safety equipment and some sort of recreational facilities at the workplace.

Scores in marble units i.e. 12.56 differ significantly from the mean score in restaurants i.e. 15.31. Null hypothesis stands rejected as the calculated Z score i.e. 6.99 shows statistical significant difference at 1 level of significance, in mean scores of the two units regarding working environment for child labour, It can be inferred from the given mean scores, the working environment in marble units mainly in terms of number of working hours, wage payment and nature of work, is better than the restaurants

### ***Socio-Economic Conditions***

Majority of respondents i.e. 91.67% of respondents in marble units had poverty as the main reason for working as child labour whereas in restaurants, majority of the respondents i.e. 86.67% were working because of indebtedness. In marble units also the reason for indebtedness

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was reported by 77.50% of respondents. Overall, 86.67% of respondents reported poverty and 82.08% of respondents mentioned indebtedness as the main reason for working as child labour. In marble units, majority of respondents i.e. 59.17% were informed by parents /relatives whereas in restaurants 40% of respondents were informed by friends / neighbors. Overall 46.67% of respondents were informed by parents / relatives and 37.08% were informed by friends / neighbors about the job. Very few respondents i.e. 3.33% were informed about the job through some other sources like media,

Majority of respondents in marble units i.e. 67.5% live in their own house whereas in restaurants i.e. 28.33 % live in their own house. Overall, taking together both the units, 47.92% respondents live in their own house whereas 42.08% live at the work place. Hence, 61.67% of respondents in restaurants as compared to 22.5% of respondents in marble units live at workplace.

In marble units. 58.33% of respondents use either auto or bus to reach their workplace whereas in restaurants only 15.83% of the respondents use auto or buses. In restaurants most of the respondents reside at or near the workplace, therefore they generally travel as pedestrians.

On testing the difference between the mean scores of marble units and restaurants regarding socio economic conditions of child labour, it was found that Z score (8.87) shows a statistically significant difference in the mean scores at 1 level of significance. Thus, Null Hypothesis is rejected. There is statistically significant difference in the mean scores of regarding socio economic conditions of marble units and restaurants.

Higher mean scores in marble units i.e. 9.19 with positive Z score indicate socio economic condition of child labour is better as compared to restaurants, mean score being 7.13. This is mainly in terms of better living conditions of child labour working in marble units as compared to restaurants.

### ***Laws and Regulation***

In marble units, only 20.83% of the respondents said they are aware that working as child labour is illegal whereas in case of restaurants such % is 11.67. In spite of the fact, these respondents cognizant of legal consequences, they still work due to poverty. Indebtedness and various other reasons. In totality, majority of respondents i.e. 83.75% said they are not aware that the working as child labour is illegal, considered as crime and its consequences on their employer.

As per Child Labour (Prohibition and Regulation) Act 1986, the employer of the child is required to send a notification to an inspector about a child working in their establishment and keep a register of all children being employed for inspection.

Mean score of 30.26 in marble units and 31.24 in restaurants shows statistically significant difference as Z score of -2.22 is statistically significant at 5 level of significance. This indicates null hypothesis is rejected and there is a significant difference in the overall conditions of child labour in both the units. The mean scores also depicts overall condition of child labour is better in marble units as compared to restaurants.



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### RECOMMENDATIONS

1. A multiple policy approach is necessary for dealing with the problems of working children.
2. Strict implementation of Child Labour legislations and practical and healthy alternatives to replace this evil can go a long way to solve the problem of Child Labour.
3. The existing laws relating to prohibition and regulation of employment of children should be consolidated into a simple comprehensive one.
4. Application of Compulsory Education policy to cure the problem of Child Labour. There should be a minimum educational qualification of eighth standard for entry into any regulated employment.
5. The child and their parents have lack of awareness about the necessity of education which clearly demonstrates that a lot of effort to be done to create awareness for the need of education.
6. The educational policy should have an appropriate curriculum and suitable schedules of vacations and holidays to suit the rural environment. Non-formal education facilities should be arranged in the areas where there are more working children.
7. Crèches and child care centers should be established at the school premises or at community centers in rural areas so as to encourage girls who have to take care of young siblings in the family, to attend school.
8. Child labour is not a homogeneous group and therefore should be divided among the categories of wage-earners, family workers, apprentices in traditional crafts and children who are both working and going to school.
9. Need to provide training and education to the child workers during their free time.
10. The child labour should be given adequate rest hours, proper meals and workload as per their capacity which can reduce the level of tiredness after work.
11. Systematic efforts should be made to identify hazardous jobs for children and their occupational diseases and treatment. Both the employers and employees should be made aware about the health related issues and efforts should be made to reduce the health related problems.
12. Adequate health services for children should be provided at large level in the society. Periodical medical check-up should be arranged for child labour and rules should be framed so as to ensure a hygienic working environment.
13. The Government should initiate dialogue with the trade unions for developing an institutional framework for collective bargaining in respect of the needs of the working children.
14. The Planning Commission should work out the feasibility of removing children below 15 years from the labour market to facilitate the unemployed persons to get job opportunities.
15. Special Social Development program should be implemented for assistance of domestic workers.
16. Control on Population growth to eliminate of poverty which is basic cause of Child Labour issue.

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