



# **MOTIVATION AND CAUSES OF CHILD LABOUR: A STUDY FROM EMPLOYER AND PARENTS PERSPECTIVE**

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## **ABSTRACT**

*The objective of the study is to analyse the status and nature of child labour and interstate variation in India. This study is based primary and secondary data collected from census of India. The primary data are collected from 200 child labourers, 50 parents and 50 employers in printed questionnaire for our analysis summary statistics, tabular and graphical representation are used. This paper analyses opinions of parents and employers on child labour. The number of child labour who economically active in the age-group of 5 -14 years was 1.07 crores in the 1971 census which increased to 1.26 crores in 2001 and reduced to 1.01 in 2011. Rural child labour is 90.62 % whereas urban child labour is only 9.38 %. Since the landless labourers and marginal farmers are poor they send their children agriculture fields. So child labour are more concentrated in rural area. If gender wise composition of child labour is analysed, the female child labour is 92.26percent whereas male child labour is 89.06 percent. Among the child labourers main workers are 18.36 percent whereas female workers is 14.97 percent. The average child labour in a district is 11147 with higher percentage of male child labour (53.56 %) than female child labour (46.45 %). In India number of schools sanctioned is 3820 and financial projects are 100 which help for the child labour. In Odisha, there are 18 child labour projects with 614 child labour schools. The Government may provide income generating activity in the area which will curtail the child labour.*

**KEYWORDS** *Child labour, Census, Employer, Female, Financial, Income, Occupation, Wage*

## **INTRODUCTION**

The study on child labourer bears importance not only for social causes but for economic ones. The issue of child labour effects not only the economy but also the education of the society. Thus the human capital of a country is largely affected due to child labour. A child is also physically and mentally less developed. UNICEF has conducted a study on the child labour and established the fact that, a child between the age group of 5 to 11 years, then he/she does at least one hour of economic activities per day. If he is engaged in domestic work then he does at least 28 hours of work in a week. The period of work varies in case a child is between 12-14 years of age. She/he has to do 14 hours of economic activity or if in domestic

work he has to do 42 hours of work in a week. The 2001 census of India reveals the fact that, a child below 17 years of age is called a child worker if he is engaged in any economic productive activities. According to the report of the ILO (International labour organisation), participation in a work by a child cannot be regarded as remunerative and the child cannot be taken as the child labourer if that work does not affect his health and personal development. Rather his involvement in work or activities can be regarded as something positive. The UNO (United Nations Organisation) report on child labour reflects that, amount 217 million child are branded as labourers throughout the world. In India approximately 12.6 million children are identified as labourers. A comparative study on child labour reveals



that, India has the largest number of working children in the world. The child labourers are found in different sectors but in domestic or industrial. They have to work more for a less wage. Even they do not get sufficient food to eat rather those help their families to enhance the income. It is an irony of country like India where 17 out of 100 children are school dropouts. Majority of children are dropouts during their study from class I to class viii. In village areas this rate is also very high. According to UNICEF Report, around 42 million children in the age group of 6-14 years do not attend schools in India.

The state of Odisha is not far behind on the matter of child labour. In comparison to other states of India. Our state is less developed and mainly agriculture based economy. Hence, the present study which is based on secondary data reveals the causes and consequences of child labour in Odisha. The total population our state is around 4.195 cores out of which the rural population is around 3.5 core only 0.69 cores people live in urban areas. In our state, the child population in the age group of 0-6 male are around 27,14,258. This figure has taken from the census done during last decade i.e. from 2001 to 2011. It is the compulsion for the child to do in hazardous conditions because of poverty of their parents. It is a great social and economic issue as the small children are forced to work and being to abuse in workplaces. They have to work either in homes or in industries, hotels, etc. In India, the highest number of child labour are found in Uttar Pradesh, West Bengal has performed the worst in NCLP. A report on child labour reveals the fact that, during 2010-13, only 12,788 children were brought to main stream in West Bengal whereas 38,500 in Odisha and 38,000 children in M.P were brought to the mainstream.

Now many of the third world countries, the antisocial of child labour is known either as a painful reality or as an unavoidable essential. United inter-linkages of economies and societies through the world have resulted in fulfilment developing consent that child labour attitudes a serious hazard. While in turn continuing poverty and compromising with the objectives of reaching economic growth along with social justice (ILO, 2002). In point of fact both supply and demand factors are responsible for the existence of child labour is positively determined by the socio-economic status of parents. The world-wide distribution of child labour is similarly a reproduction of the country's economic position, the poorer the country the higher the prevalence of child labour. The problematic of child labour is more affecting in India, so that children in the poor families are sent to work to

addition the family income and subsequently the poor do not have resources to send them to schools. In fact the supply of child labour is not their individual but that of their parents' decision, though the child labour is widespread in Odisha.

## LITERATURE REVIEW

Nidhiya Menon (2015) observed the fact that how the minimum wage affects the status of a child labour in India. This study takes used the data from NSSO of India during the period from 1983 to 2008. The state level wages were taken into consideration to estimate the rate of employment. There is a relationship among the minimum wage and the level of child labour. However the minimum wage laws passed by the states helps the labour class to improve their economic standards. In rural areas the child labour gets less than the minimum wages especially for boys.

Mridul Maheshwari Manjari Singh W.P (2008) mentioned that child labour issue needs special attention of the decision makers to redress the problem for the formulation of an effective policies factors of child labour should be examined. In 35 states and union territories the author has examined these factors. In this study total population in urban and rural areas are examine and proved that the most important factors are education, fertility and participation. The economic variables differs from locality and to men to women.

Sujay Mitra (2003) focussed on the problem of child labour as multi-dimensional. It encompasses the difficult of child labour not only in industrial sectors but also in other non-industrial areas also. The author is very much apprehensive about the damage it youthful future of the child and deprivation from education. As a consequences of the bleak future of the children, the future of the society and the country will be like that. He predicts that, the poverty of the country will not be eradicated overnight, rather effective measures may be taken to overcome it.

Jyotirmayee kar (2002) studied the inter relationship between the concept Supply and demand. The participation of children in work is related to this supply and demand factors. Due to poverty and illiteracy, there is an escalation in supply of child labour. But demand for the child labour is only for unorganised sectors, which is less. The study suggests that, by improving the economic conditions of the poor families, the supply of child labour can be reduced. However, the possibilities for more employment can be fruitful for the curtailment of the child labour.

Basudeb Sahoo (1999) analysed a number of factors which are responsible for child labour. Agriculture, illiteracy, disintegrated family system,



social in securing etc. are the main causes of child labour. They are economically exploited, mentally disturbed and physically damaged. The Government as well as on the NGOs should work together to eradicate this social problem.

Neera Burra (1987) was conducted in a lock industry in Aligarh and found the child labour in most hazardous work. They were exploited by the employer by facing them to work for 12 to 14 hours. As they are working in industries so there is every possibility of loss of their fingers are hands during work. Hence, the

study reveals the result of appointment of children and the impact on health.

### **MAGNITUDE OF CHILD LABOUR IN INDIA**

As per the Census 2011, there are 1.26 cores economically active children in the age-group of 5 -14 years. The number was 1.07 cores in the 1971 census. The incidence of working children in the states as per the 1971 to 2001 census is given below in table-1.

**Table-1 State-wise Distribution of Working Children in the age group 5-14 years**

S.No.	Name of the State/UT	1971	1981	1991	2001	Percent
1	Andhra Pradesh	1627492	1951312	1661940	1363339	10.76
2	Assam	239349	--	327598	351416	2.77
3	Bihar	1059359	1101764	942245	1117500	8.82
4	Gujarat	518061	616913	523585	485530	3.83
5	Haryana	137826	194189	109691	253491	2.00
6	Himachal Pradesh	71384	99624	56438	107774	0.85
7	Jammu & Kashmir	70489	258437	--	175630	1.39
8	Karnataka	808719	1131530	976247	822615	6.49
9	Kerala	111801	92854	34800	26156	0.21
10	Madhya Pradesh	1112319	1698597	1352563	1065259	8.41
11	Maharashtra	988357	1557756	1068427	764075	6.03
12	Chhattisgarh	NA	NA	NA	364572	2.88
13	Manipur	16380	20217	16493	28836	0.23
14	Meghalaya	30440	44916	34633	53940	0.43
15	Jharkhand	NA	NA	NA	407200	3.21
16	Uttaranchal	NA	NA	NA	70183	0.55
17	Nagaland	13726	16235	16467	45874	0.36
18	Orissa	492477	702293	452394	377594	2.98
19	Punjab	232774	216939	142868	177268	1.39
20	Rajasthan	587389	819605	774199	1262570	9.97
21	Sikkim	15661	8561	5598	16457	0.13
22	Tamil Nadu	713305	975055	578889	418801	3.31
23	Tripura	17490	24204	16478	21756	0.17
24	Uttar Pradesh	1326726	1434675	1410086	1927997	15.22
25	West Bengal	511443	605263	711691	857087	6.77
26	Andaman & Nicobar	572	1309	1265	1960	0.02
27	Arunachal Pradesh	17925	17950	12395	18482	0.15
28	Chandigarh	1086	1986	1870	3779	0.03
29	Dadra & Nagar Haveli	3102	3615	4416	4274	0.03
30	Delhi	17120	25717	27351	41899	0.33



31	Daman and Diu	7391	9378	941	729	0.01
32	Goa	NA	NA	4656	4138	0.03
33	Lakshadweep	97	56	34	27	0.00
34	Mizoram	NA	6314	16411	26265	0.006
35	Pondicherry	3725	3606	2680	1904	0.02
	Total	10753985	13640870	11285349	12666377	100.00

Source- Census of India, Various Years

According to the table-11 the State with the maximum child labour population in the country is Uttar Pradesh, followed by Andhra Pradesh. Other states where child labour population is more than 1 million are Rajasthan, Bihar, Madhya Pradesh and West Bengal. While there has been a weakening in the incidence of child labour in few states like Andhra Pradesh, Maharashtra, Karnataka, Gujarat, Orissa and Tamil Nadu, there has been an increase in Bihar, Haryana, Rajasthan, and Uttar Pradesh & West Bengal. According to 2001 census there are 12.66 million child labour in India. But the number may be higher as children engaged in the domestic and agriculture sectors are not covered in the

Census India 2001. The total child labour in India in 1971 was 10.75 million, then it increases to 13.64 million in 1981, then there was a little decrease and it comes to 11.28 million in 1991 and again in 2001 it increases to 12.66 million. Out of 12.66 million children engaged in labour approximately 5.78 million were identified as main workers who worked more than six calendar months per year. The other 6.88 million were marginal workers. If we study the table in context of Odisha we find that the total child labour in Odisha in 1971 was 492477, then there was great increase in 1981 and it rises to 702293, then in 1991 it decreases to 452394 and again in 2001 it decreases to 377594.

**Table-2 Child Labour in Major Indian States, 2009-10 (Age group 5-14)**

States	Male	Female	All	% Share Of Child Labour
A.P.	108923	125739	234662	4.71
Assam	156488	32666	189154	3.80
Bihar	235309	41213	276522	5.55
Chhattisgarh	4305	7321	11626	0.23
Delhi	18576	0	18576	0.37
Gujrat	166432	224255	390687	7.84
Haryana	53737	21459	72196	1.45
H.P.	4456	2942	7398	0.15
J & K	12413	16872	29285	0.59
Jharkhand	67807	14661	82468	1.65
Karnataka	110589	115908	226497	4.54
Kerala	1182	1583	2765	0.06
M.P.	149142	41875	191017	3.83
Maharashtra	120600	140073	260673	5.23
Odisha	90912	43651	134563	2.70
Punjab	32466	16370	48836	0.98
Rajasthan	136239	269697	405936	8.14
Tamilnadu	3471	13880	17351	0.35
U.P.	18029	9342	27371	0.55
Uttarakhand	1160114	615219	1775333	35.62
West Bengal	389211	162373	551584	11.07
All India	30,57,998	19,25,873	49,83,871	100.00

Source- Census of India & NSSO( 66<sup>th</sup> Round)

According to NSSO (66th round of Survey) on child labour in major Indian states, 2009-10. Total

child labour in India between age group 5-14 was 49,83,871 where total number of males were 30,57,998



and total number of females were 19,25,873. The highest number of child labour were in Uttarakhand says 17, 75,333 and it also constitute the highest number of child labour percentage of 35.62 from the total percentage of child labour in India. Kerala had the lowest number of child labour says 2765 and 0.06% of the total. The highest male and female child labour found in Uttarakhand says 11, 60,114 and 17, 75,333 respectively. The lowest female child labour were in Kerala says 2765 only whereas nil t male child labour found in Delhi. In Odisha the total number of child labour was 13, 45, 63 constitute 2.70% of the total.

Where 90912 were males and 43651 was female child labour.

### CHILD LABOUR EMPLOYER ANALYSIS

The study is conducted in Khurdha district of Odisha where state capital Bhubaneswar is situated. The data are collected fro 200 child labourers in Bhubaneswar, 50 parents and 50 employers of child labourers. The views of child labour employer are collected which is presented about gender and marital status in table-3

**Table- 3 Gender and Marital Status of Employer**

Gender	frequency	Percent	Marital Status	frequency	Percent
Male Employer	47	94	Unmarried	16	32
Female employer	3	6	Married	34	68
Total	50	100	Total	50	100

Source- Field Data

It is found that 47 male employer (94%) and 3 female employer. There are 68 percent who are married.

**Table- 4 Education of Employer**

Education	Frequency	Percent
Primary	9	18
Secondary	11	22
Graduate	14	28
Others	06	12
ITI	04	8
Vocational	03	6
Automobiles	03	6
Total	50	100

Source- Field Data

The table-4 explains that the education of employer under study. 14 Employers have higher qualification as graduation which is 28% and 11 employers have secondary education which is 22%. It implies that 9 employer have primary education. It found that 04 employer (08%) have ITI education. It

clarified that 06 employers have others education found. The employer have other education joined 03 vocational from their qualification is 06%.

**Table- 5 Number of Workers below 14 years**

Number of Workers	Frequency	Percent
1-3	31	62
4-6	14	28
6-10	05	10
More than10	00	00
Total	50	100

Source- Field Data



Table-5 shows that out of 50 employer survey, it is observed that 62 percent employers have 1 to 3 child labourers in their occupation. It is an interesting

research among the child labour surveyors to know the channels of coming of child labour.

**Table- 6 Channel of Coming of child labour**

Channel	Frequency	Percent
Sent by Parents	19	38
Came on their own	20	40
Through Intermediaries/Middle men	11	22
Total	50	100

Source- Field Study

Table-6 reveals that 32 percent child labourers are sent by their parents, 40 percent come on their own and 22 percent child labourers came through

middlemen. Hence parents are the major source of supply of child labourers in the study area.

**Table- 7 Incentives to Child Labour**

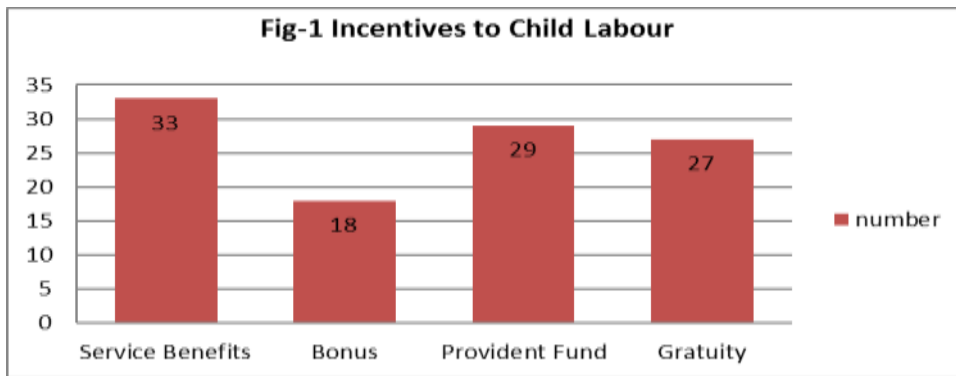
Incentive	Yes	No	Total	% of Yes
Service Benefits	33	17	50	66
Bonus	18	32	50	32
Provident Fund	29	21	50	58
Gratuity	27	23	50	54

Source- Field Study

The analysis of incentives are presented in table-7. There are 66 percent child labourers who receive

service benefits where as 32 percent receive bonus, 58 percent receive provident fund in organised sector.

**Fig-1 Incentives to Child Labour**



The bar diagram in Fig-1 shows incentives to child labour as per the information of employers.

**ANALYSIS OF VIEWS OF PARENTS OF CHILD LABOUR**

The attempt was made to collect data from 50 employers regarding child labourers.

**Table-8 Nature of Employment of Child Labour**

Employment	Frequency	Percent
Employed in own farm	13	26
Working at home for employer	11	22
Working under employer	9	18
Daily wager	10	20
Government Servant	4	8
None of the above	3	6
Total	50	100

Source- Field Study and Authors Computation 2018

It is observed that 20 percent child labour are employed as daily wager and 22 percent work at home of employers. 8 percent child labourer's work in Government servant's houses.

**REASONS OF CHILD LABOUR**

Causes of sending child labour has been an interesting study and field of research. The present study interviewed parents about reasons for sending children for work and views are analysed in table-9.

**Table- 9 Reasons for child labour (percentage)**

Cause	Frequency	Percent
Poverty	20	40
Low wages of Adults	7	14
Unemployment of Adults	2	4
Large size of the family	6	12
No importance given for education	4	8
Mastering skill	6	12
No information about special school	5	10
Total	50	100

Source- Field Study

The information collected from parents in study area shows in table-6.30 that 40 percent child labourers are working due to poverty. 12 percent child labourers are due to large family and 14 percent are due to low wages of adults.

**Table- 10 Opinion of parents on child labour**

Opinion	Yes	Percent	No	Percent	Total
Is your child willing to work and earn	15	30	35	70	50
Do you strongly advocate child labour	28	56	22	44	50
Are you aware of the constitutional obligation and the fundamental right to provide education to children	11	22	39	68	50
Are you aware of the Universal Compulsory primary education	19	38	31	62	50
Have you participated in the awareness programme of the N.G.O.s against child labour	17	34	33	66	50
Was any of the programme able to sensitise you in a positive manner	31	62	19	38	50



Have you admitted your child for formal/non formal/special school education	15	30	35	70	50
If admitted, whether the child continues the schooling	14	28	36	72	50
Do you compel the children to continue their education	22	44	28	56	50
Are you motivated to send your children to school	17	34	33	66	50
Are you aware that child labour is a crime	20	40	30	60	50
Are you aware that child labour will cause adult unemployment	21	42	29	58	50
Are you willing to send the child for schooling, if alternative income is assured	13	26	37	72	50
Are you willing to work if employment opportunity is provided?	17	34	33	66	50

Source- Field Study and Authors Computation

The opinion of parents on child labour in table-6.31 reveals that 15 out of 50 child labourers are willing to work and 28 parents strongly advocate in favour of child labour. There are 26 percent parents

told that they would like to send their children to school if opportunity is available. 40 percent parents revealed that they know that child labour is a crime.

**Table-11 Motivation to Parents to send children to school**

Motivation from	Frequency	Percentage
Political Leaders	6	12
Trade Unionists	7	14
School authorities	10	20
Voluntary Organisations	21	42
Others	6	12
Total	50	100

Source- Field Study and Authors Computation2018

There are 6 political leader, 7 trade unions, 10 school authorities, and 21 voluntary organisations motivated parents to send their children to school.

**Table-12 descriptive statistics of monthly income of Parents of Child labour**

Statistical Measure	Value
Mean	1997
S.D	828.53
Minimum	850
Maximum	4000
Range	3150
Skewness	.681
Kurtosis	-.310

Source- Computed by the Author using SPSS 2018

The table-12 shows that the average monthly income of parents of child labour is only Rs 1997/- which is extremely low. It implies that poverty is the

main cause of child labour. The maximum monthly income of parents is also Rs 4000/- only.





## **SUGGESTIONS AND RECOMMENDATIONS**

The following suggestions are forwarded for reducing menace of child labour in India as well as in the study area.

### **1) Laws**

Child labour laws are getting in that makes it illegal employed for work. They are not recognized to work beyond a certain maximum number of hours and paid a minimum wage when that time teenagers do begin to work. Such laws do not just provide a categorical statement that child labour involved various work. Many times children are join from combat situation so makes child labour in certain wages.

### **2) Reduce poverty**

Poverty is a vital reason for the existence of child labour. When a family lives in poverty, they may sending their children very frequently from work at an early age. When wages are very low even if everyone else in the family is working as well as additional child labour may be desired to support the whole family. This situation is aggravated if parents is absent, fallen ill and passed away.

### **3) Education**

All children have studies show time to time that provided free and good quality of education to reduce the incidence of child labour about the world. This is a particularly the schools provide that free meals, uniforms and necessary things so that poor families do not have to go without instruction to send their children to school. Education is broadens children's perspectives and shows them that they have so many more options in life than simply to labour at difficult, low paid jobs from childhood into old age.

### **4) Ethical consumerism**

Consumers can help to stop often unconsciously spending their money wisely support of child labour. By considering the companies or employer that you have buy goods from declining hand over your cash towards organise child labour. You can stop currency to sweatshops and other corrupt businesses that are taking away the childhoods of young people across the world.

### **5) Look after your employees**

If you run a company and you can ask questions how you pleasure your employees make sure to set off a good example for us. Do not just follow to the final authorised requirements for fair labour, but go beyond them, certifying that everyone who works for you are taken great care of employees.

### **6) Be alert and ready to act**

If you should have seen any examples of child labour are engaged different works happening do not be afraid to explosion them. Keep your eyes open and if you have spare time as well you could also train to work on a helpline, giving advice and support to children so you converse with a variety of problems including child labour.

### **7) Donate to charities**

Donate your money to charities that help children to escape the trap of child labour. Donate, too, to charities that work to end poverty and lack of education more generally because these are two factors that contribute especially heavily to conditions in which child labour can flourish.

## **CONCLUSION**

Childhood has been imposing as a most important period of life. They are the prospering flowers of the garden of a society and valuable asset of a nation. During this situation child are details shape of the life and take place the behavior of attitudes are developed by the family. The predominance of child labour has seen in all periods of time, it varies in nature and size of depending on the current socioeconomic structure of the society. Whenever Child labour is generally required by economic forces of the parents. Their life is measured by low education, poor living standards, unethical working and living conditions, uncertainty of jobs, low income, long hours of work etc. Some reasons of child labour facing in different health impacts are adult workers, large families, and lack of educational facilities, illiteracy and ignorance of parents about the importance of education. It is unfortunate to say that tragically most of the child life is lost due to child work that main reasons are given to rise extensive of income, poverty and unemployment. It is clear that from this study child labor has higher likelihood to create negative impacts on future life. Since child worker does not get opportunity to get better education, they cannot get better job chances in future life. Sometimes children are making work under hazardous conditions such as mining, auto repair, battery recharging, saw milling, welding, and rickshaw pulling, garments manufacturing and working with dangerous machinery. Child labour can be reduced than ensure the pragmatic educational program and vocational training to make them skilled, then the negative effects significantly. The Government may provide awareness programmer, family planning, and income generating activity in the area and control the high population growth which will curtail the child labor.



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