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A STUDY ON ISSUES AND CHALLENGES OF CHILD LABOUR: WITH REFERENCE TO GARMENT INDUSTRIES IN BENGALURU

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ABSTRACT

India is the world's second largest producer of textiles and garments after China. It is the world's third largest producer of cotton—after China and the USA—and the second largest cotton consumer after China. The Indian textile industry is as diverse and complex as country itself and it combines with equal equanimity this immense diversity into a cohesive whole. The fundamental strength of this industry flows from its strong production base of wide range of fibres / yarns from natural fibers like cotton, jute, silk and wool to synthetic /man-made fibres like polyester, viscose, nylon and acrylic. Children are universally recognized as the most important asset of any nation. Children have been the main focus of attention especially after proclaiming the year 1979 as the international year of the child by the united Nation's General assembly. It is said "Child is the father of man and the citizen of tomorrow". In all societies irrespective of caste, race, or area children's occupy a very important position. They are considered as an extremely valuable asset for the society. The importance of children is highlighted in Vedas too. The present study is an attempt to suggest a reliable, practical and robust sample design to gather actual quantitative information about child laborers, to portray a real picture of child laborers, exhibiting his/her daily life in Garment industry pertaining to Bangalore . It attempts to avoid mistakes of forerunners and make full use of innovative and result oriented techniques to investigate the working conditions, socio-economics problems, causative factors and leisure time activities of child labour in the Garment industries in Bengaluru and also suggest suitable infrastructure for the keep maintaining the child labor in a good environment.

KEYWORDS

liberalisation, Textile and Garment industry, labour-intensive, Child Labour, working conditions, socio-economics problems, causative factors and leisure time activities of child labour.

1. INTRODUCTION

 Garment gets exported from five South Asian countries (Bangladesh, India, Nepal, Pakistan and Sri Lanka) having generated sizeable employment in the recent years. As the competitive pressures from low-cost, high productivity countries increase, not only employment but also job quality may get adversely affected; and the burden of such adverse consequences may fall disproportionately on female workers.

Apart from providing cloth, one of life's basic necessities, the textile industry contributes about 14% to India's industrial output and around 17% to export earnings. After agriculture, the Indian textile industry provides employment for 35 million people with another 50 million people working in associated activities. India is also the largest producer of jute, the second largest producer of silk, the third largest producer of cotton and cellulosic fibre/yarn and the fifth largest producer of synthetic fibre(s)/yarn.

The Indian technical textiles industry is projected to grow to Rs 1.4 trillion (USD 31.4 billion) by 2016-17, with healthcare and infrastructure sectors accounting for a major chunk of the consumption, according to a recently released research paper. Currently, the technical textiles industry market was estimated at Rs 570 billion (USD 12.67 billion) in 2010-11 (source: FICCI). Currently, the industry is undergoing a major re-orientation towards non-clothing applications of textiles such as thermal protection and blood-absorbing materials, seatbelts, adhesive tape, and other specialised products and applications. Furthermore, with the phasing out of the Multi-Fibre Arrangement (MFA), the Indian textile industry is optimistic due to new investment and various government initiatives. The Indian Government and the Indian textile industry plan to capitalize on this upbeat mood by aiming to increase India's share in the world's textile trade to 8% by 2015 as well as achieving an export valuation of USD 50 billion by 2012.

1.2 CHILD LABOR

Child labour is present in different human societies at different stages of their history and continues to flourish in almost all parts of the globe (see Newman (2000), Seabrook (2001), Currie (1997), among others for details). Perhaps, this is the only solution poverty stricken families can think to meet both ends. As a matter of fact, child labour was even not categorized as a social problem until the dawn of the factory era, in 16th century which culminates into so-called industrial revolution in 18th century. During the Industrial Revolution children were employed in these factories and worked for extraordinarily long hours when, in Great Britain, owners of cotton mills pull together orphans and children of poverty-stricken families, taking their services merely at the cost of maintaining them (Encarta 2006a). So much so that in some instances, children 5 and 6 years of ages were put to work from 13 to 16 hours a day (see Gaskell (1833), Fielden (1836), Barnard (1842), Childs (1990), etc.). Novelists such as Charles Dickens were devoted social reformers who threw light on the excruciating environment of the workhouses and the factories in his novels. Typical examples of this kind of literature are novels like Oliver Twist (Dickens 1837) and Hard Times (Dickens 1854). The phrase child labour draws dour, murky descriptions of 19th century sweatshops and coal mines where children were forced to work for extraordinarily large hours in pathetically miserable conditions. Literature is replete with numerous works; Petherick (1954), Bartoletti (1996), McIntosh (2000), Gallop (2003), just to name a few who focus and cite the miserable conditions of these children. But child labor - meant, broadly, as the employment of children, often in unsympathetic circumstances and for nominal pay (see Edmonds & Pavcnik (2005), Betcherman (2004), Whittaker (2004) among a long list) - remains obstinately flourishing throughout much of the world, in developing and industrialized countries alike. The human cost of such an activity is immeasurable (Beegle, Gatti & Dehejia 2004) as a childhood with hard labour often culminates into children who are gaunt and crippled, sickly and uneducated.

1.3 PATTERNS OF CHILD LABOR

The ILO (2002) estimates that about 210 million children between the ages of 5 and 14 were working in 2000, about half of them working full-time. That implies that approximately ten percent of the world's children were working full-time. At the same time, UNESCO estimates that about one of every five primary school-aged children was not enrolled in school. The absolute numbers of children working are largest in Asia, but the incidence of child labor seems to be highest in Africa: the ILO estimates that about one-third of children are economically active in Africa, about one-sixth working full-time.

Child labor is overwhelmingly a rural and agricultural phenomenon. For example, in Pakistan, 70% of working children are employed in agriculture (Pakistan FBS, 1996). Boys are more likely to work than girls, and older children are much more likely to be employed than their younger siblings (Grootaert and Patrinos, 1999).

Our concern is with child labor that involves the sacrifice of future welfare of the child in exchange for a current benefit for the household. This is clearly the notion that motivates most of the policy concern over child labor, and lies behind the ILO convention No. 138. The benefits to the household of sending a child to work are the wages of that child (or, equivalently, the increased production on the family farm), and the reduced education expenditures from not sending her to school.

1.4 MAIN OBJECTIVES OF THE PRESENT STUDY

- More specifically, the study is exploring;
- The infrastructure and characteristics of the Garment sectors that result in the use of child labour..
- The socio-economic background of the child labour.
- The leisure time activities, education and work skills of the child labour and suggest suitable remedies to the entrepreneurs to provide good environment.
- The occupational history, the wages and other working conditions of the child labour and causative factors that would have induced children to take up jobs

2. LITERATURE REVIEW

Child labour was present even before the dawn of recorded history. The scope of present study is limiting the review up to positive studies made so far to numerically measure the strength of child labour. Such studies are using survey techniques which are also assuring the veracities of their results. These survey techniques are also providing theoretical frameworks for these studies. Here is a two prong review expounding, not only, different efforts in this domain but also explains the development of theoretical framework required for such studies.

Probably, the worst concerted effort to control child labour began in England at the turn of the 18th century when brisk growth of large-scale manufacturing culminated into exploitation of very young children in mining and industrial toil (Hopkins 1993). The worst legislative attempt, in 1802, intending to control apprenticing of mendicant children to cotton-mill owners, proved futile because it could not provide action-able enforcement (McCall-Sarbaugh & Zald 1989). Gaskell (1833) was perhaps among the worst authors who examined the miserable environment of children in English factories. Social reformers challenged the worst features of the child labour system by obtaining governmental restrictions against it (Britain 2004), but little was done even to put into effect existing laws to cap working hours and determining a minimum age for employment (Crawford 2000). Circumstances as bad as those strained on poor children quickly resulted in enterprisers hiring non poor children. Further, children were allowed to work in comparatively hazardous activities such as mining but with consent of political, social, and religious leaders (Adams, Sumner & Ely 1912). British population census data disclose that frequency of child labour was very high in early and middle 19th century when in 1861, 36.9% of boys in the 10-14 age-groups were labourers and the statistic for girls was 20.5%. The resultant social evils included illiteracy, further impoverishment of poor families, and a multitude of diseased and crippled children.

Organized international efforts began probably with the worst International Labor Conference in Berlin in 1890 (Petherick (1954), Siddiqi & Patrinos (1995)). Although, an accord on principles was not reached at that time, however, similar conferences and other international moves followed. In 1900 the International Association for Labour Legislation was established at Basel, Switzerland, with branches in at least 16 countries, to promote child labour statutes as integral part of other international labour legislation. Such measures proves fruitful but their effects are significant more in industrial sectors as ILO, in one of their report on child labour, published in 1960, reveals significant gaps in protection of children working in non industrial sector, including agriculture and handicrafts, in more than 70 member nations.

Academic literature on child labour may easily be viewed as a three prong investigation where the researchers are trying to

1. Develop a definition for the phenomenon
2. Ascertain numerical magnitude of the menace
3. Develop causes and consequences of this type of labour.

Dr. Babita Agrawal, in his paper titled "Child Labour in India- Areas of Work, Effects and Elimination" has analyzed that unemployment is the root cause of child labour. The children seek job or employment because their parents are either unemployed or semi- employed. In case the parents are unemployed of underemployed, there is no option with them except to depend upon the children's earnings.

V.V. Giri, in his book titled "Labour Problems in Indian Industry" has described the working conditions of child workers of the beedi industry in Bombay, South India and west Bengal. He has stated that in the leading industry, children work in dark, dingy places with little ventilation and poor sanitary conditions. He has described the working conditions as low-roofed, poor-ventilation, un-even mud-floor halls, without drinking water facility.

S.M. Pandey, in his article titled "Child Labour in Agriculture" has stated that high child labour participation in agriculture indicates social backwardness. According to him, low level of literacy and economical backwardness are universally related to child labour.

Smith Kothari, in his article titled "There is Blood on Those Match Sticks: Child Labour in Sivakasi" has stated that children work for long hours per day in match units of Sivakasi. He has stated that children are engaged in monotonous work with poor working conditions and they have little time to play.

M. Dattarreyulu in his article titled "Match Industry: Problems and Export Potential" has analysed the children working in the match factories of South India. He has stated that children are working in poor working conditions. According to him, 28000 children are working in match factories in India and are working for nearly 16 hours a day from 3 o'clock in the morning without rest and sleep.

Chander Kanta Sharma and Raj Singh in their article titled "Working Children in Hissar" have stated that acute poverty, caste, large family and illiteracy are the major causes responsible for child labour. It was found that nearly 50 per cent of the children are working for 15 to 18 hours a day without rest hour

K.D. Gangrade and J.A. Gathia, in their book titled "Workshop on Women and Child Workers in Organised Sectors" have shown that the child workers are exploited by being paid lower wages, longer hours of work without test time, unhygienic working conditions and sexual harassment

Kamala Srinivasan in her article titled "A Study of Working Children in Baroda City" has stated that 55 per cent of the children belong to scheduled castes and tribes. Thirty per cent are casual workers and 25 per cent of the children are school goers. The remaining workers are illiterates and dropouts. She has concluded that the working children earn a meager sum of Rs. 151.90 per month in spite of their long hours of work.

Amit. Kr. Chakrabarthy in his article titled "Poverty is not Significant Cause of Child Labour's Problem: A Case Study" has analysed factors such as child labour problem, economic conditions, educational standard, neighbors negligence, administrative initiative and the like. He has concluded that parents, neighbors, local administration, local clubs and local political parties should play a vital role in solving the problem of child labour.

The review of literature collected from various studies and surveys for various years analyses the factors responsible for employment of children in various industries, types of operations, working hours, working conditions, health hazards, educational level, wage level and child labourer's contribution to their household income. Though several macro-level studies have been carried out to study the child labour problem in different industries at different places of India, the findings of such studies would be valid only at the macro level, covering all the child labour. For a better understanding of the problem, it will be necessary to carry out regional studies industry-wise. Hence, an attempt has been made by the researcher to fill the gap in the literature on child labour.

3. RESEARCH FRAMEWORK

Based on the related theories and literature presented in the previous chapter, a framework has been developed to investigate the no relationship between the income of the households and the education of the children.

RESEARCH OBJECTIVES

In order to meet the aim of this research work, the following objectives are pursued:

Objective 1: The infrastructure and characteristics of the Garment sectors that result in the use of child labour

Objective 2: The socio-economic background of the child labour

Objective 3: The leisure time activities, education and work skills of the child labour and suggest suitable remedies to the entrepreneurs to provide good environment.

Objective 4: The occupational history, the wages and other working conditions of the child labour and causative factors that would have induced children to take up jobs

3.1 SCOPE OF THE STUDY**Geographical Scope**

Geographically this study covers major places of Bengaluru.

Functional Scope

This study covers only the child labour in the Garment industry of Bengaluru City of Karnataka state. It does not cover child labour in other industries in those cities.

3.2 HYPOTHESES OF THE STUDY

The following hypotheses have been formulated for the present study:

Null Hypotheses

1. There is no relationship between the income of the households and the education of the children.
2. There is no relationship between the community of the households and the size of the family.
3. There is no relationship between the community of the households and the education of child labour.
4. There is no relationship between the age of the child labour and the income earned.
5. There is no relationship between the income earned and the experience of the child labour.

Alternative Hypotheses

1. There is relationship between the income of the households and the education of the children.
2. There is relationship between the community of the households and the size of the family.
3. There is relationship between the community of the households and the education of child labour.
4. There is relationship between the age of the child labour and the income earned.
5. There is relationship between the income earned and the experience of the child labour.

3.3 METHODOLOGY

This is a case study of child labour in the Garment industry in Bengaluru of Karnataka state. The study is based on both primary and secondary data. Primary data have been collected by conducting a survey among 350 sample child labours in Bengaluru and 50 garment managers. Secondary data have been collected from books, journals, census reports, published records of Garment industry and published Ph.D. theses.

3.4 DATA SOURCES**Secondary Sources**

Information has been gathered from various journals like Academy of Management Journal, Journal of Marketing, Journal of Retailing, Management Review and Journal of Marketing Research. Secondary information has also been gathered from Business magazines like 4P's, The Retailer, Business India and Business Today, also referred to various websites that have previous research studies and empirical investigations.

Primary Sources

A structured questionnaire was constructed taking into considerations on Child labour pertaining to garment industry in Bengaluru. The research instrument is attached in Annexure I for itemized statements and scales.

3.5 DATA ANALYSIS TECHNIQUES

The data were analysed by using statistical tools such as Percentages, Garrett Ranking, Weighted Arithmetic Mean, Standard Deviation, Trends, Projections and Chi-square test.

3.6 OPERATIONAL DEFINITIONS**LABOUR**

In this study labour means child labour as per the child labour (prohibition and regulation) act, 1986 (Act No. 61 of 1986), Labour is a social class comprising those who do manual labor or work for wages; "there is a shortage of skilled labor in this field"

CHILD LABOUR

Child labour refers to the employment of children in any work that deprives children of their childhood, interferes with their ability to attend regular school, and that is mentally, physically, socially or morally dangerous and harmful. This practice is considered exploitative by many international organisations. Legislations across the world prohibit child labour. These laws do not consider all work by children as child labour; exceptions include work by child artists, supervised training, certain categories of work such as those by Amish children, and others

Child labour refers to child labour working in the Garment Industry of Karnataka state. It includes both male and female children who are below the age of 14 years.

INDUSTRY

Industry is often classified into three sectors: primary or extractive, secondary or manufacturing, and tertiary or services. Some authors add quaternary (knowledge) or even quinary (culture and research) sectors. Industries can be classified on the basis of raw materials, size and ownership.

RAW MATERIALS: Industries may be agriculture based, Marine based, Mineral based, Forest based....

SIZE: It refers to the amount of capital invested, number of people employed and the volume of production.

OWNERSHIP: Industries can be classified into private sector, state owned or public sector, joint sector and co-operative sector, In this study, "Industry" means Garment Industry.

GARMENT INDUSTRY

Textile manufacturing is a major industry. It is based in the conversion of three types of fibre into yarn, then fabric, then textiles. These are then fabricated into clothes or other artifacts. Cotton remains the most important natural fibre, so is treated in depth. There are many variable processes available at the spinning and fabric-forming stages coupled with the complexities of the finishing and colouration processes to the production of a wide range of products. There remains a large industry that uses hand techniques to achieve the same results.

HOUSEHOLDS

In economics, a household is a person or a group of people living in the same residence. Most economic models do not address whether the members of a household are a family in the traditional sense. Government and policy discussions often treat the terms household and family as synonymous, especially in western societies where the nuclear family has become the most common family structure.[dubious – discuss] In reality, there is not always a one-to-one relationship between households and families.

3.7 LIMITATIONS OF THE STUDY

Population details regarding child labour could not be obtained from neither governmental nor non-governmental sources. Even though there are data in the websites, they are neither accurate nor authentic.

All the information presented in the study is based on the information gathered from the respondents. The employers do not admit they use child labour. This made it impossible to cross check the information.

4. DATA ANALYSIS

4.1 ANALYSES OF SOCIO-ECONOMIC CONDITIONS OF CHILD LABOUR

In order to analyse the impact of the socio-economic conditions of the child worker, the Chi-square test has been applied for the points mentioned above.

The Chi-square test has been used with the following formula

For testing the hypotheses the χ^2 value has been calculated. The calculated value of χ^2 has been compared with the table value of the χ^2 located from the χ^2 table, for the desired level of confidence on the given degrees of freedom. If the calculated value of χ^2 is more than the table value of χ^2 , it indicates that the null hypothesis is rejected and alternative hypothesis is accepted. And if the calculated value of χ^2 is less than the table value of χ^2 , it indicates that the null hypothesis is accepted and alternative hypothesis is rejected.

H0= Null Hypothesis

H1= Alternative Hypothesis.

4.2 INCOME OF THE HOUSEHOLD AND EDUCATION OF THE CHILDREN

It has been understood that in many households the earnings of the children are an essential part of the family. When the family income of the respondents of this study is analysed, it is seen that the majority of the families have a very low income and the income through the employment of children is needed much. That implies that these children can never regain the opportunity for education, and that they would stagnate at the level of unskilled labour irregularly employed in the unorganized sector of labour.

According to Table seventy per cent of the child labour in the Garment industry has studied up to V Standard only. According to Table 91.4 per cent of the households of child labour have a monthly income of less than Rs.6, 000/-.

In order to analyse the relationship between the education of the child labour and income of the household, the χ^2 test has been applied.

In order to test whether there is any significant relationship between the education of the child labour and the income of the households of child labour in the Garment Industry of Bengaluru, the following hypothesis has been formulated.

Null Hypothesis: "There is no significant relationship between the education of the child labour and the income of their households". **Alternative Hypothesis:** "There is a significant relationship between the education of the child labour and the income of their households".

For that the income of the household of the child labour and the education of the child labour has been presented in the form of a two- way table

S.NO.	Literacy Level	Monthly Income			Total
		Up to Rs.1000	Rs.1001 to Rs.2000	Above Rs.2001	
1.	Illiterate	01	15	00	16
2.	Up to V Standard	02	59	04	65
3.	Above V Standard	01	13	05	19
Total		04	87	09	100

The χ^2 - test has been applied to find the relationship between the education of the children and the income of their household. The Chi- square test has been applied at the 5 per cent level of significance.

The result of the χ^2 test is as follows:

Calculated Value = 00.53

Table Value at 5 percent level of significance = 3.84

Degree of freedom = 1

Since the calculated value is less than the Table Value, the H0 is accepted so H1 is rejected. Hence, it is concluded that there is no significant relationship between income of the household and education of the children.

The χ^2 - test has been applied to find the relationship between the education of the children and the income of their household. The Chi- square test has been applied at the 5 per cent level of significance.

The result of the χ^2 test is as follows:

Calculated Value = 25.72

Table Value at 5 percent level of significance = 3.84

Degree of freedom = 1

Since the calculated value is more than the Table Value, the H0 is rejected so H1 is accepted. Hence, it is concluded that there is a significant relationship between income of the household and education of the Children.

4.3 COMMUNITY OF THE CHILD LABOUR AND EDUCATION OF THE CHILD

It is seen from the history of India that only certain communities successfully took up the educational and advancement opportunities offered by western education. These communities could move up the social and economic ladder and make for themselves a better quality of life. Also, many communities are historically disadvantaged in being denied the opportunity to move out of their traditional professions. After independence, these communities have been listed and scheduled to compensate them for their privations over the year. In spite of that, the members of such communities are more exposed to poverty.

According to Table 17.10 per cent of the child labour belongs to backward communities. In order to find whether there is a relationship between the community of the child labour and their literacy level, the χ^2 test has been applied. The following hypothesis has been formulated to test the relationship between the community and the education of the child labour:

Null Hypothesis: "There is no significant relationship between the community and the education of the child labour".

Alternative Hypothesis: "There is significant relationship between the community and the education of the child labour".

The χ^2 - test has been applied to find the relationship between the education of the children and the community of the households of child labour. The chi-square test has been applied at the 5 per cent level of significance.

The result of the χ^2 test is as follows:

Calculated Value = 00.00

Table Value at 5 percent level of significance = 07.82

Degree of freedom = 3

Since the calculated value is less than the Table Value, the null hypothesis is accepted and alternative hypothesis is rejected. It is concluded that there is a no significant relationship between the community of the child labour and the education of the child labour.

The χ^2 - test has been applied to find the relationship between the education of the children and the community of the households of child labour. The chi-square test has been applied at the 5 per cent level of significance.

The result of the χ^2 test is as follows:

Calculated Value = 11.56

Table Value at 5 percent level of significance = 07.82

Degree of freedom = 3

Since the calculated value is more than the Table Value, the null hypothesis is rejected and alternative hypothesis is accepted. It is concluded that there is a significant relationship between the community of the child labour and the education of the child labour.

4.4 COMMUNITY AND FAMILY SIZE OF THE HOUSEHOLD CHILD LABOUR

It is obvious that the size of family influences the steps that it the bringing up of the children. If the family is large, it finds difficulty in making ends meet, and in such circumstances, much of education for children might be luxury that it cannot afford. It is seen from the following analysis that is community of the family influences the size of the family.

According to Table 17.10 percent of the child labour belongs to backward communities. As per Table 45.10 percent of the households have more than four members in the family.

In order to analyse the relationship between the community of the child labour and number of members in the households, the Chi-square test has been applied.

In order to test whether there is any significant relationship between the community and the size of the family of child labour, the following hypothesis has been formulated:

Null Hypothesis: "There is no significant relationship between the community of the child labour and the number of members in the family of households".

Alternative Hypothesis: "There is significant relationship between the community of the child labour and the number of members in the family of households".

The details of the community of the child labour and the size of the family have been prepared and presented in the form of a two-way table in Table

The χ^2 - test has been applied to find the relationship between the size of the family and the community of child labour. The chi-square test has been applied at the 5 percent level of significance. The result of the χ^2 - test are as follows:

Calculated Value	=	00.00
Table Value at 5 percent level of significance	=	07.82
Degree of freedom	=	3

Since the calculated value is less than the Table Value, the null hypothesis is accepted and alternative hypothesis is rejected. It is concluded that there is a no significant relationship between the size of the family and the community of child labour.

The χ^2 - test has been applied to find the relationship between the size of the family and the community of child labour. The chi-square test has been applied at the 5 percent level of significance. The result of the χ^2 - test are as follows:

Calculated Value	=	02.06
Table Value at 5 percent level of significance	=	07.82
Degree of freedom	=	3

Since the calculated value is less than the Table Value, the null hypothesis is accepted and alternative hypothesis is rejected. It is concluded that there is a no significant relationship between the size of the family and the community of child labour.

4.5 AGE OF THE CHILD AND INCOME EARNED BY CHILD LABOUR

The rewards of work, wage seems to depend on age and experience in unskilled jobs. In such jobs, only experience accustoms the workers to the nuances of the job and helps them to improve their output. So it is natural that experience gains them higher payment.

According to Table 90.00 per cent of the child labour earn a monthly income of up to Rs.2000/- only. As per Table 78.60 percent of the child labour fall under the age group of 12 to 14 years.

In order to analyse the relationship between the age of the child labour and their income, the Chi-square test has been applied.

In order to test whether there is any significant relationship between the age of the child labour and their income the following hypothesis has been formulated:

Null Hypothesis: "There is no significant relationship between the age of the child labour and the income earned".

Alternative Hypothesis: "There is significant relationship between the age of the child labour and the income earned".

The Chi-square test has been applied to find the relationship between the age of the child labour and their income. The Chi-square test has been applied at the 5 per cent level of significance. The result of the χ^2 - test are as follows:

Calculated Value	=	00.12
Table Value at 5 percent level of significance	=	3.84
Degree of freedom	=	1

Since the calculated value is less than the Table Value, the null hypothesis is accepted and alternative hypothesis is rejected. It is concluded that there is no significant relationship between the age of the child labour and the income earned by them.

The Chi-square test has been applied to find the relationship between the age of the child labour and their income. The Chi-square test has been applied at the 5 per cent level of significance. The result of the χ^2 - test are as follows:

Calculated Value	=	00.68
Table Value at 5 percent level of significance	=	3.84
Degree of freedom	=	1

Since the calculated value is less than the Table Value, the null hypothesis is accepted and alternative hypothesis is rejected. It is concluded that there is no significant relationship between the age of the child labour and the income earned by them. There is a significant three-fold jump in the number of children who get higher pay. The Chi-square test confirms this finding.

4.6 EXPERIENCE OF THE CHILD AND EARNED BY THE CHILD LABOUR

It is observed that when the workers gain experience in their jobs they get higher pay.

According to Table 68.50 per cent of the child labour has only two years of experience As per Table 70.50 per cent of the child labour earned a monthly income of up to Rs.2000/- only.

In order to analyse the relationship between the experience of the child labour and their income, the Chi-square test has been applied.

In order to test whether there is any significant relationship between the experience of the child labour and the income earned by them, the following hypothesis has been formulated:

Null Hypothesis: "There is no significant relationship between the experience of the child labour and the income earned".

Alternative Hypothesis: "There is significant relationship between the experience of the child labour and the income earned".

The Chi-square test has been applied to find the relationship between the experience of the child labour and their income. The Chi-square test has been applied at the 5 per cent level of significance. The results of the -test are as follows

Calculated Value	=	00.33
Table Value at 5 percent level of significance	=	3.84
Degree of freedom	=	1

Since the calculated value is less than the Table Value, the null hypothesis is accepted. It is concluded that there is a no significant relationship between the experience of the child labour and the income earned by the child labour.

The Chi-square test has been applied to find the relationship between the experience of the child labour and their income. The Chi-square test has been applied at the 5 per cent level of significance. The results of the -test are as follows

Calculated Value	=	04.20
Table Value at 5 percent level of significance	=	3.84
Degree of freedom	=	1

Since the calculated value is grater than the Table Value, the null hypothesis is rejected. It is concluded that there is a significant relationship between the experience of the child labour and the income earned by the child labour.

4.7 MONTHLY INCOME OF CHILD LABOUR AND INCOME OF HOUSEHOLDS OF CHILD LABOUR

In many families, the income is very low and to eke out a livelihood as many hands as possible have to be put to work. Then the income of the family and its capacity to educate the children are closely linked, even if the family has every inclination to educate its children it might find it an impossible dream. Hence the families have the option to send their children for jobs.

According to Table 48 percent of the households of child labour have monthly income of up to Rs.6000/-. As per Table 70.50 per cent of the child labour earned a monthly income of up to Rs.2000/- only as their monthly income.

In order to analyse the relationship between the household income and the income of the child labour, the chi-square test has been applied.

In order to test whether there is any significant relationship between the income of the child labour and the household monthly income of the child labour, the following hypothesis has been formulated:

Null Hypothesis: "There is no significant relationship between the income of the child labour and the income of their households"

Alternative Hypothesis: "There is significant relationship between the income of the child labour and the income of their households"

The income of the households of child labour and the monthly income of child labour have been presented in the form of a two-way table

5. FINDINGS

The term child labour signifies employment of children in gainful occupations with a view to earn an income for the family. Children are employed in more than 300 kinds of jobs such as household work, brick-making, stone breaking, selling in shops and in streets, bike repairing, garbage collecting and rag picking.

Many children work on farms, plantations or in houses. The most disadvantaged sections of the society supply the vast majority of child labour.

The various causes for child labour include poverty, migration, gender discrimination and criminality. Among the child labour in the Garment industry of Bengaluru, a majority (69.25 %) are above 12 years.

All the respondents' child labour of the Garment industry of Bengaluru is male. Almost all the child labour in the Garment industry of Bengaluru (99.75 %) are Hindus.

Nearly, two-third of the child labour in the Garment industry (61.25%) earned up to Rs.300/- per month when they entered the job.

49 percent of the Parents of the child Labour in the Garment Industry are skilled workers.

Nearly, two-third of child labour in the Garment industry (62%) lives in rented house. Three-fourth of the household of child labour in the Garment industry (75.40 %) pays more than Rs.301/- as monthly rent.

64.50 per cent of the households of child labour in the Garment industry have two rooms in their houses.

95.50 per cent of the households in the Garment industry have electricity facility in their houses.

Almost all the respondents (99.75 %) are Hindus in the Garment industry of Bengaluru so, it is concluded that there is no significant relationship between the religion of the respondents and their level of opinion on child labour in Garment industry of Bengaluru.

6. SUGGESTIONS

1. Child labour is a crime that should be totally eliminated. However, it is necessary to realize that it cannot be eradicated overnight. It is true that child labourers help their families to get an additional income through their hard work. This does not mean that they should be allowed to work always. Hence, the parents are to be compelled to send their children to schools. Compulsory primary education with good quality should also be provided to solve this social evil.

2. The major cause for the existence of child labour is poverty. Therefore, the abolition of child labour is not favored by the parents of child labourers. Abolition of child labour will reduce family income. The Government spends thousands of crores in 'poverty alleviation', but only a meager amount reaches the targeted groups. Hence, effective measures are to be taken to see that the child labourers' families get the benefits of poverty alleviation programmes due to them.

3. The researcher observed that the large families are one of the reasons for the poor economic condition of the families. Hence, necessary steps should be taken by the Government to educate the parents regarding the small family norm. When the family is small, the needs of the family will be reduced. Consequently the children can be sent to school.

4. Since the unskilled and uneducated parents are more in number, the children are sent to work instead of to learn. The researcher strongly feels that unless primary education is made compulsory, it is not possible to eradicate child labour. Further, a committee comprising of headmasters and village leaders should be constituted to confirm that the children are not allowed to drop out of the schools till they attain 14 years of age. Vocational education will help to sustain the interest in learning and reduce the need for dropping out of schools. Further, the Government should adopt the norm "bringing schools to children rather than bringing children to schools".

5. A majority of the working children had been to school but dropped out before they completed the fifth standard. This is because of the unemployment of educated youth. These children are frustrated when they observe educated young people elder to them remaining jobless. The Government should take necessary steps to teach the parents regarding self employment and entrepreneurship. This will make the children continue their studies.

6. The researcher has observed that the children's income is very much needed for the households to supplement their economic needs. Hence, the Government should have an idea of employment for at least one member in every family.

7. The basic objective of the legal and constitutional provisions is to completely prevent child labour in hazardous employment and regulate it in non-hazardous employments. For that inspectors from the local labour office should go for regular inspection and the Government must take legal action against those who employed child.

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Co-ordinator

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In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

