



## UNDERSTANDING RETAILERS' AWARENESS OF THE CHILD AND ADOLESCENT LABOUR (PROHIBITION AND REGULATION) ACT, 1986 IN UDAIPUR

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### Abstract

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*This paper explores the crucial issue of retailers' awareness regarding the Child and Adolescent Labour (Prohibition and Regulation) Act of 1986 in Udaipur, India. The Act serves as a cornerstone in safeguarding the rights and well-being of children by prohibiting their engagement in hazardous occupations and regulating their work conditions. However, the effective implementation of this legislation necessitates a comprehensive understanding and compliance among retailers operating within specific regions. Through a qualitative exploration, this study examines the extent of awareness among retailers in Udaipur regarding the provisions and implications of the Act. Drawing on interviews, surveys, and observational data, the research elucidates retailers' knowledge, attitudes, and practices concerning child labor regulations. The findings contribute valuable insights to policymakers, advocacy groups, and stakeholders striving to enhance awareness and compliance with child labour regulations, ultimately fostering a safer and more equitable environment for children in Udaipur and beyond.*

**Keywords:** *Retailers, Child labour laws, Child and Adolescent Labour Act, Udaipur, Awareness*

Child and adolescent labor remains a significant concern globally, impacting the lives of millions of young individuals and raising profound ethical and legal considerations. In the Indian context, the Child and Adolescent Labour (Prohibition and Regulation) Act of 1986 represents a pivotal legislative framework aimed at safeguarding the rights and well-being of children by prohibiting their engagement in hazardous occupations and regulating their work conditions. However, the effective implementation of this legislation hinges not only on governmental enforcement but also on the awareness and compliance of stakeholders, including retailers operating within specific regions. This study focuses on the city of Udaipur, situated in the Indian state of Rajasthan, to explore the extent of awareness among retailers regarding the Child and Adolescent Labour Act of 1986. By examining retailers' knowledge, attitudes, and practices concerning child labor regulations, this research aims to provide insights into the efficacy of existing awareness initiatives and identify areas for improvement in promoting ethical and lawful employment practices within Udaipur's retail sector.

### **Child Labour Issues, Challenges and Practices**

Khan (2008), Senior Specialist on Child Labour, South Asia recorded and reported that more than 122 million of children are willingly or unwillingly betrothed in child labour activities in Asia and Pacific, itself proved that child labour is a serious issue and reflects poor and deranged socio-economic upliftment of all the social classes, lack of good and effective education policy, infrastructure for children, lack of social protection system, unorganized or can say lack of awareness for the child labour and fundamental rights of a child according to the constitution. So, there is significant need of working on child labour effectively in isolation to cover contextual development of a child incorporating right of education, such as government focuses on poverty elimination, and on many more such social issues. GOI in support with ILO had developed several models to work on the serious issue of child labour and societal protection of children, but awareness among the common public is mandatory because children are the future of a nation.

As mentioned by the Yadav et al. (2009) it was noticed that in order to eradicate the child labour in India several NGOs such as CARE India, Global March and many more have been working since many years. A strict stoppage over the child labour can be realized only when knowledge and information related to child health issues would be converted into enactment and legal note of action, and will also move towards transforming the good objectives and thoughts into ensuring the overall wellbeing of the children. The perseverance of small children is higher and they can't challenge and raise their voice against the differentiation or discrimination imposed over them in any manner or order. Giving more emphasis on grassroots practices which can assemble networks against the child labour and other malicious activities, and can reintegrate them back to homes and schools can lead into breaking the pattern of child labour culture into the society. So, that multifaceted or can say multidisciplinary move incorporating the clinical experts, psychological and socio-anthropological level is becoming mandatory to regulate this malevolence.

As presented by ILO (2011) employing the children in several sectors either formal or informal keeps on being a serious matter of concern around the world. It was clearly stated in the report that in 2008, near about 60% of the 215 million young children both boys and girls were assessed to be child labour around the globe. Major involvement of young children was identified in horticulture area, trailed by fisheries, aquaculture, and ranger services. Notwithstanding work that hamper their school education and found destructive for their overall development, a considerable number of young labours were found involved with the dangerous occupations or exercises that are harmful for their lives too.

Limaye and Pande (2013) reasonably recorded some major causes of child labour and found evidences for them in several research works and government reports are poverty, lack of knowledge and literacy, variable economic status and uncertain financial income heads, indebtedness, rate of unemployment, weak legal frameworks, lack of awareness etc. Authors recommended effective enforcement of child labour regulatory legislation and rehabilitation as a solution of children escaped from several industries by NGOs and government institutions.

**Objective & Methodology:**

The primary objective of the study was to assess the awareness level of retailers regarding Child and Adolescent Labour (Prohibited and Regulation) Act, 1986 in Udaipur.

$H_{01}$  = There is no significant difference in mean awareness level regarding Child and Adolescent Labour (Prohibited and Regulation) Act, 1986 among organised and unorganised retailers.

<b>Type of Research</b>	Exploratory cum Descriptive
<b>Type of Data</b>	Primary
<b>Sampling Unit</b>	Retailers (Organised and unorganised)
<b>Sample size</b>	300
<b>Sampling Procedure</b>	Purposive & Snow-ball
<b>Data collection</b>	Through Survey Method
<b>Type of Survey</b>	Questionnaire
<b>Datacollection Instrument</b>	Self-designed
<b>Time duration</b>	September 2020 – February 2021
<b>Type of Questions</b>	Close Ended
<b>Analytical Software</b>	MS Excel 2007 & SYSTAT 13
<b>Analytical Tool used</b>	Weightage Mean, Rank, Z-test, Chi Square

**Literature Review:****Awareness as an Issue for Child Labour**

Nivethida and Roy (2005) through the statistical examination over the child labour among school children and related factors revealed that nullifying child labour must be a ceaseless process, which needs to ensure that the issue is taken out from its underlying roots. Annihilation of child labour is unquestionably a vital exercise; anyway disregarding realities that lead to children being utilized as cheap worker and figures that help continuation of such practices may fix all the endeavours of the activity. Not even noticeable is performed to improve the circumstance of child labourers except if businesses are involved into it. So, it is recommended to create the awareness among the industries about the labour laws and child rights as it can lead into identify them loses of taking the works from children.

Gupta (2015) reported the importance of awareness of government officials for Child labour issues. The researcher commented that most of the government officials and law enforcers have ignorant attitude towards the concept, philosophy of child labour and related practices. So that beneficiaries of the system should be well aware with their rights and benefits associated with the child labour and laws related to it. Author also emphasized that authorities found less concerned about complaints and confessions, and how they deal with even minor mischief inmates. So, it is recommended that a stringent law and panel should be appointed for handle such issue with serious note.

As reported in the Table 1 the same trend was presented by Jena (2015) in his statistical examination of child labour in India. Study reported that child labour in India has been decreasing with the noticeable rate. This is because of the sound child protection acts and

awareness among the industries related to laws and penalties that can be imposed on them in any case of child labour. It is also mentioned that child labour is a symptomatic disorder not a problem which cannot be resolved, but for that everybody of society should be aware with the child labour laws enforced by the GOI to protect the fundamental right of a child especially right to education. The issue of child labour is brought through numerous factors and subsequently requires multi-pronged systems. Other than bringing creating awareness about the hazardous effects of the issue of child labour, different methodologies could be spread to educate the common people, socio-economic upliftment of women, offering greater employment benefits, improving industrial base etc.

As mentioned in the article Child Protection (2016) on blog of Savechildren.in it was clearly stated that lack of awareness among the parents for bad effects or evils of child labour is one very crucial reason of child labour in India so that it is required to make the parents aware about the evils of child labour as it can lead into prevention of disruption in schooling. Awareness about the role of child traffickers in ruining the overall life of their children may also create the difference and also make them aware about how to stop the preying of traffickers on their children. Aware communities to the child issues especially child labour and trafficking lead into more comprehending and responding for the children issues more effectively. Child labour is one of very serious social issue which is not at all good for the socio-economic upliftment of the society and awareness ensures the growth of society by ensuring the future of children of nation, lesser would be the children suffer higher would be the socio-economic growth of the nation. To raise the level of awareness NGOs, government institutions, volunteers, educationists, lawyers, and all others can play significant role by educating the uneducated about the importance of child rights and how the well developed child can play significant role in the national growth and progression.

Akhmetova (2016) worked on several awareness campaigns and actions for child labour in Kazakhstan as researcher found the status of child labour awareness at its worst form. It was mentioned in the research that creating awareness for child labour and its impact on the overall development of a child among the elders of community in Kazakhstan is extremely difficult as even not they believe that child labour is necessity. As a mode of conduct to regulate the child labour a coordination council addressing child labour, training modules for reporters, teachers, employees, government officials etc were developed. As the result of several activities performed author concluded that level of awareness among the society is found improved and more concern were developed against to the child labour.

Upadhyay (2017) also emphasised on the need of awareness for the child labour under the light of presenting the facts pertaining to the interest of children in labour exercises diminishes the potential for children in schools and other overall developmental activities. Children especially from deprived class families don't have access to the education contrasted with the children from economically good families. Regardless of whether the framework for education is accessible, children are not able to avail the benefits of schools and other educational facilities. So, it is recommend that awareness for the benefits of school education or other developmental activities in the overall quality of life of children is mandatory among the people especially deprived class of society.

S. S. Tiwana, (1995), "Child Labour in India: An Appraisal", N- 72, He tried to analyze the Indian Constitution's clauses and the legal framework surrounding child labor. Aside from that, he has researched the background of child labor in India and looked into various ILO resolutions. He also described the various legislative steps taken by the Indian government to address the issue of child labor.

He also examined the judiciary's role in combating the practice of child labor.

Jayanti Alam, (1995), "Child Labour: Compulsory Schooling is the only Solution", Mainstream, Vol. XXXIII, No. 16., showed the pitiful situation of child labor in India. He stated that 82.82 million children between the ages of 6 and 14 are not in school because they are compelled to work at home tending cattle, caring for younger siblings, gathering firewood, water, or even working in the fields or outside cottage industries, small eating houses, tea stalls, or as domestic workers in middle class homes. They are frequently destined to work as prostitutes or as slaves, picking rags, beggars, or as bonded labor. The latter group of unfortunates includes between 13 and 44 million people. He suggested that the best way to stop child labor in India is through mandatory education.

A.R.M Ismail, (1995), "Child Labour in India", Mainstream, Vol. XXXIII, No. 52, identified the primary causes of the alarming rise in child labor in India as being the systematic destruction of rural life, the dangerous spread of urbanization, the commercialization of education, and a sharp reduction in the budgetary allocation to various poverty alleviation schemes. In addition, he claimed that despite numerous initiatives taken by governmental and nongovernmental organizations to combat child labor, India has quickly earned the distinction of having the largest child labor force in the world.

Umesh Chandra Sahoo, (1996), "Child Labour Dimensions in India: An Appraisal", New Delhi, found that poverty and backwardness are almost always cited as the main motivators for hiring children. Children's employment should be encouraged and supported due to illiteracy, low social status, and a lack of educational resources. Therefore, it is understandable why the legislative measures have continued to be largely ineffective, with the possible exception of organized industries. He discovered that the proprietary classes are strongly favored by the "political will". The ruling coalition will attempt to profit at the expense of the people as long as they are unorganized and inert.

T.N. Kitchlu, (1996), *Exploited Child: Perspective*, Deep and Deep Publication, New Delhi, that sociocultural factors play a significant role in the persistence of child labor. He suggested that a concerted effort aimed at raising awareness, public education, adult literacy, etc. could be used to address this pernicious issue.

K.N. Bhatt, (2000), "Eliminating Child Labour through Primary Education: The Indian Scenario", Mainstream, XXXVIII, No. 49, examined the contribution primary education made to ending child labor. He emphasized the socioeconomic factors that have led to a significant proportion of children working in the nation. He made an effort to discover why India has utterly failed to uphold its constitutional mandate to provide free and mandatory education to all children up to the age of 14. He made an effort to demonstrate how it affects the issue of child labor. In his view, the only way to end child labor is through free, universal, and high-quality primary education. Without further delay, he made sure that every child had

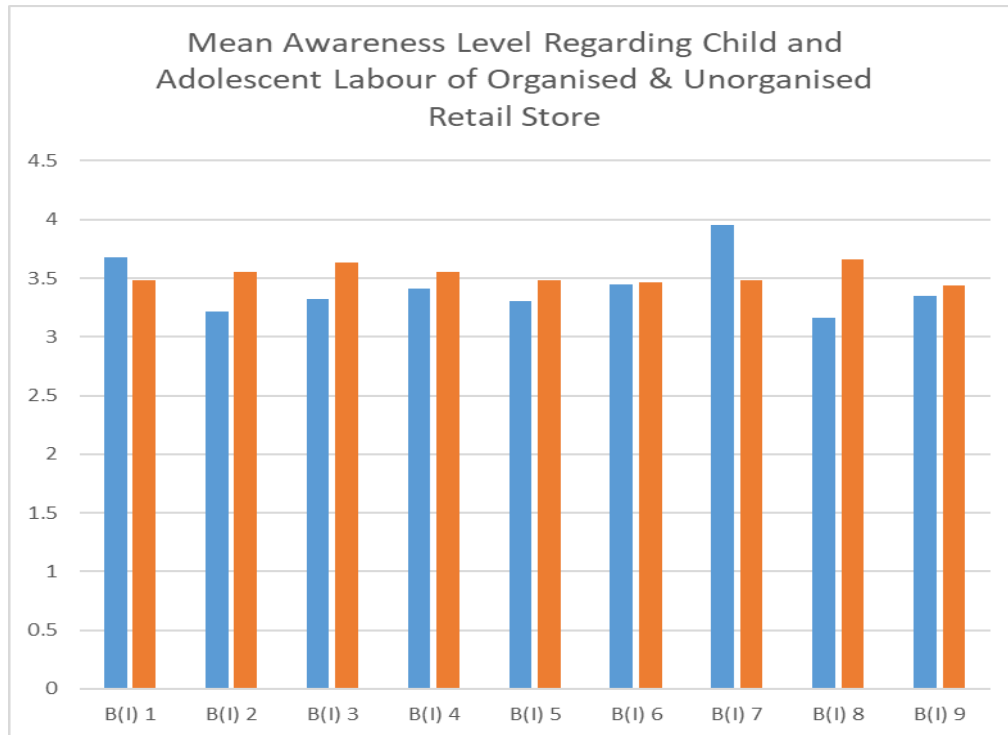
the right to an education. When it was all said and done, he offered specific recommendations for addressing the issue of child labor in India.

Ashish Ghosh and Helen R. Sekar, (2000), "Child Labour in Moradabad Home Based Industries in the wake of Legislation", V.V. Giri, National Labour Institute, Noida, analysed the Child Labor (Prohibition and Regulation) Act of 1986, in particular, had an impact on the status of child labor in the Moradabad home-based brassware industries, according to Giri of the National Labour Institute in Noida. Despite the commitments made by the government, the legal system, and the constitution, they believed that child labor still occurs. They demanded the identification of the causes of child labor and the removal of barriers. In recognition of the new trends and compulsion that child labor is linked to, they also suggested creative and helpful ways to put an end to this unfortunate practice.

#### **Data Analysis:**

	Organised Retail Stores		Unorganised Retail Stores	
	Mean	Std. Dev	Mean	Std. Dev
B(I) 1	3.678832	0.923025	3.484663	0.925335
B(I) 2	3.218978	1.102906	3.552147	0.923983
B(I) 3	3.321168	1.162745	3.631902	0.838554
B(I) 4	3.408759	1.088406	3.552147	0.982271
B(I) 5	3.306569	1.12826	3.484663	0.983543
B(I) 6	3.445255	1.124066	3.466258	1.001741
B(I) 7	3.956204	0.856366	3.484663	1.002194
B(I) 8	3.160584	1.106356	3.656442	1.050458
B(I) 9	3.350365	1.246119	3.435583	1.111316

From the above results presented in the graph and descriptive Table above for the organised and unorganised retail store respondents' mean awareness level regarding Child and Adolescent Labour (Prohibited and Regulation) Act, 1986 it was noticed that, the highest mean value 3.95 spread within 0.85 standard deviations on each side of the mean was observed for 'Occupier' is a person who has ultimate control over the affairs of the organised retail store. The least mean value 3.16 spread within 1.10 standard deviations on each side of the mean was observed for 'Weeks' means a period of seven days beginning at midnight on Saturday night or such other night for the organised stores.



While studying the mean and standard deviation values for the unorganised stores from the above dataset it was identified that the highest mean value 3.65 spread within 1.05 standard deviations on each side of the mean was observed for 'Weeks' means a period of seven days beginning at midnight on Saturday night or such other night for the unorganised stores respondents. The least mean value 3.43 spread within 1.11 standard deviations on each side of the mean was observed for Child be employed or permitted to work in any occupation or process for the unorganised store respondents.

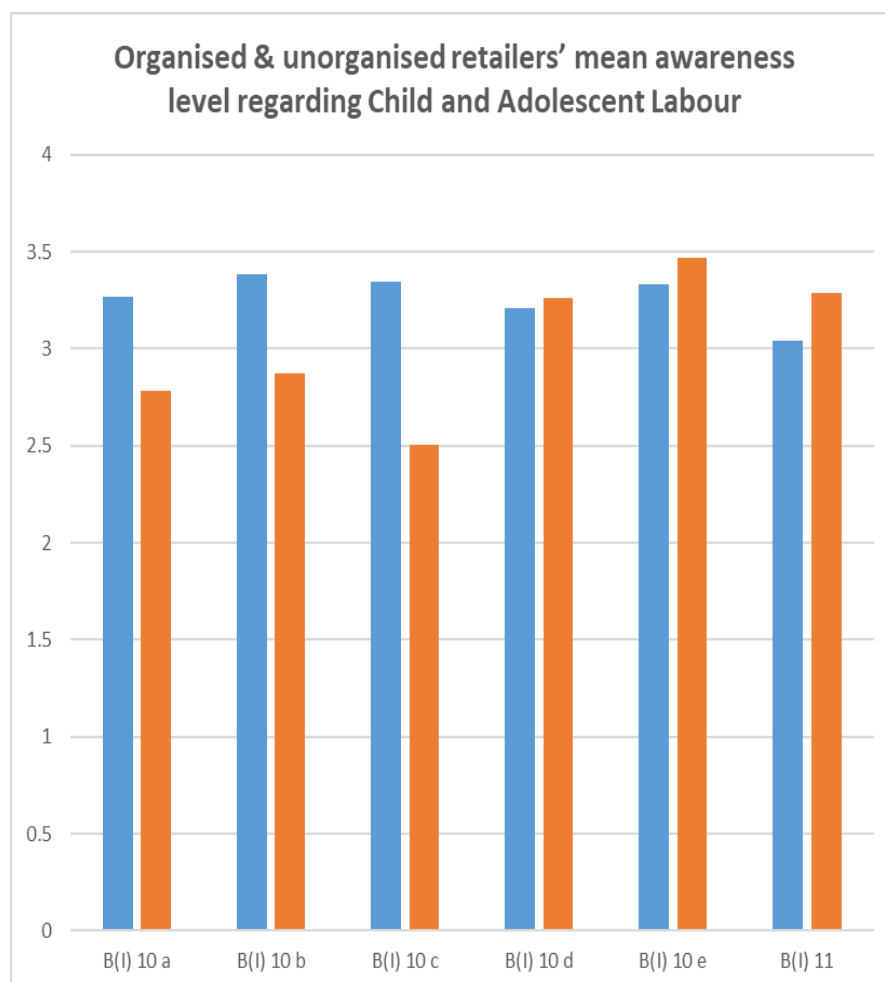
**Descriptive Table for the organised and unorganised retailers' mean awareness level regarding Child and Adolescent Labour (Prohibited and Regulation) Act, 1986**

	Organised Stores		Unorganised Stores	
	Mean	Std. Dev	Mean	Std. Dev
B(I) 10 a	3.270073	1.172627	2.785276	1.225966
B(I) 10 b	3.386861	1.051946	2.871166	1.207728
B(I) 10 c	3.343066	1.178471	2.503067	1.384991
B(I) 10 d	3.211679	1.209221	3.263804	0.961148
B(I) 10 e	3.335766	1.202188	3.466258	0.924844

B(I) 11	3.043796	1.155986	3.288344	0.966883
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From the above results presented in the graph and descriptive Table above for the organised and unorganised retailers' mean awareness level regarding Child and Adolescent Labour (Prohibited and Regulation) Act, 1986 it was noticed that, the highest mean value 3.38 spread within 1.05 standard deviations on each side of the mean was observed for Works as an artist for the organised stores. The least mean value 3.04 spread within 1.15 standard deviations on each side of the mean was observed for an Adolescent can be employed or permitted to work in any hazardous occupation or process for the organised retail store respondents.

**Descriptive graph for the organised and unorganised retailers' mean awareness level regarding Child and Adolescent Labour (Prohibited and Regulation) Act, 1986**



While studying the mean and standard deviation values for the unorganised retailers from the above dataset it was identified that the highest mean value 3.46 spread within 0.92 standard deviations on each side of the mean was observed for Circus for the unorganised retail respondents. The least mean value 2.50 spread within 1.38 standard deviations on each side of the mean was observed for Entertainment Activities for the unorganised retail respondents.



T test unorganised retail store vs. unorganised retail store		
	P value	Status
(I) Awareness Regarding Child and Adolescent labour (Prohibited and Regulation) Act, 1986		
B(I) 1	0.070889	Accept H0
B(I) 2	0.005417	Reject H0
B(I) 3	0.009639	Reject H0
B(I) 4	0.235827	Accept H0
B(I) 5	0.150095	Accept H0
B(I) 6	0.865642	Accept H0
B(I) 7	0.000015	Reject H0
B(I) 8	0.000096	Reject H0
B(I) 9	0.535978	Accept H0
B(I) 10 a	0.000550	Reject H0
B(I) 10 b	0.000097	Reject H0
B(I) 10 c	0.000000	Reject H0
B(I) 10 d	0.683784	Accept H0
B(I) 10 e	0.300152	Accept H0
B(I) 11	0.050464	Accept H0

Above statistics of T-Test significance value is derived from the mean values comparison for the listed variables calculated from the responses given by organised retail store and unorganised retail store respondents sampled for the study purpose as discussed in the previous chapter of the research work. If the value of the significance level is found lesser than 0.05 ( $p < 0.05$ ) then the difference between the mean score for the test variable is significant else if significance level is found greater to 0.05 ( $p > 0.05$ ) the different between the mean score for the test variable is insignificant. From the above statistics following observations are derived for the organised retail store and unorganised retail store respondent's awareness level for the listed variables:

A. Significant difference observed in organised retail store and unorganised retail store respondent's awareness level for ( $p < 0.05$ ):

1. B (I) 2 – “A 'Child' is a person who has not completed 14 years of age” p values is 0.005417
2. B(I) 3 – “'Adolescent' is a person who has completed 14 years of age but not completed 18 years of age” p values is 0.009639
3. B (I) 7 – “'Occupier' is a person who has ultimate control over the affairs of the establishment or workshop” p values is 0.000015
4. B (I) 8 – “'Weeks' means a period of seven days beginning at midnight on Saturday night or such other night” p values is 0.000096
5. B (I) 10 a – “Helps his family or family enterprise after his school hours or during vacation” p values is 0.000550
6. B (I) 10 b – “Works as an artist” p values is 0.000097
7. B (I) 10 c – “Entertainment Activities” p values is 0.000000

**Conclusion:**

- A. Level awareness of retailers for Child and Adolescent Labour (Prohibited and Regulation) Act, 1986
- Awareness for the child and adolescent about act among the retailers is found good at some basic extent but detailed insight into the act is not found in the retailers.
  - Both organised and unorganised retailers awareness mean score were near about same it is because of continuous programmes from the associations and department to improve the understanding of children for their child labour and even for make their parent about the child labour prohibition act.
  - It was noticed that retailers have better understanding for the fundamental terms and key facts.
  - Retailers confirmed that child labour is a serious social issue and corrective measures should be strictly applied for its prohibition.

**Suggestions:**

- Poverty annihilation programs with emphasis over the role of child labour in poverty in all the possible areas either rural or urban should be embraced earnestly by the public authorities or NGOs/ Volunteers.
- RTE Act should be genuinely and effectively implemented particularly in the rural areas of the district and state.
- Laws and Acts for prohibiting child labour should be implemented effectively and monitoring of the same is mandatory of periodical basis.
- Government agencies or NGOs should identify the sectors where still child labour practices are on, a strict disciplinary action should be executed.
- What is Child Labour law and how the child labour is affecting the future of family and state, awareness related to all such sins should be created among each individual of the society especially parents. So, at least they can ensure their school education.
- For creating awareness among parents, schools role, government authorities' roles, police roles, judiciary role etc should be determined by the government.
- Functioning of schools should be monitored, and as and when any drop out is been observed by the teacher it should be informed to higher authorities for corrective actions and for that a departmental body should be established by the government.
- Government schools even should offer hostel with free boarding and housing to the children with poor economic status.
- Law enforcing institutions should be delegated to control child labour in the research work area.
- Administration should create workshops for their retailers and parents on periodic basis to raise level of awareness among them for Child labour related Acts and other issues.

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