

## Investigating the Causes and Impact of Child Labour on Growth and Development of Working Children in Jammu District of Jammu and Kashmir

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**Abstract:** The purpose of this paper is to investigate the causes and impact of child labour on growth and development of working children in Jammu district of Jammu and Kashmir. Primary data were collected from 276 children working in hotels, restaurants, tea stalls, sweet shops, poultry farming, dairy farming, construction works, bakeries, repair shops, private homes and various small manufacturing units located in Jammu district of J&K. Statistical techniques like SEM, One-way ANOVA and t-test were applied for data analysis. The finding of the study reveals that child labour present everywhere in the world, but in J&K, it has an exceptional grounds, urge and dearth of financial resources. There exists no policy on child labour in J&K state as child labour goes unchecked and the Child labour Act 1986 seems ineffective and resting in books only. The current study is restricted to Jammu district only because of time and resources constraints. Children were sometimes not willing to respond correctly in presence of their employers. Being teenager, it was difficult to get satisfactory answers from them, sometimes they could not even go after the questions, and hence the possibility of subjectivity in some cases cannot be ruled out. The current study advances debate on eradication of child labour through creating employment opportunities. The study also makes contribution towards the existing literature relating to child labour and fulfils the research gap to some extent by investigating the causes and impact of Child Labour on growth and development of working children in Jammu district of Jammu and Kashmir.

### Introduction

In the present scenario, the pervasiveness of child labour is one of the most vital tribulations each country is facing throughout the world. This era of globalization is

witnessing a reinvigorated focus on many social concerns, wherein the issue of child labour has roofed up at the surface (Naidu & Ramaiah, 2017). It constitutes the most disadvantaged segment of population who are enforced to contribute to family work sacrificing personal development of prime age for want of opportunity (Bhukuth (2008); Yadav & Sengupta, 2017). Child labour is a multifaceted predicament in the world today (ILO, 1993; ILO, 1996; Tripathy, 2000). Recently, it has been found that out of every seven children around the world, one is a child labourer. As per the International Labour Organisations report (2006), there are about 218 million children rapt in child labour, out of which 126 million are working in dangerous places. In India, The Ministry of Labour and Employment (2005) quoted that in India one child out of every four, begins working at a tender age to support his family, all at the cost of his education and childhood. So, child labour has become a common feature of any third world countries to which India is not an exception and despite ample efforts in the way of relief and rehabilitation, the dilemma continues to grow in a distressing ratio.

### **Review of Literature**

In the present study an attempt has been made to present the review of various studies carried on by research scholars, academicians, authors and various committees set up by the government in the field of child labour.

Selva (2005) explained that child labour is a symptom of poverty, unemployment, population explosion, low income of parents and illiteracy. It is normally found in unorganised sectors where children are highly vulnerable to various forms of exploitations. The National Commission on Labour (1969) reports that the gradual reduction in the employment of child labour since independence is due to expansion of educational facilities and strictly enforcement of statutory provisions relating to child labour. The report on child labour in Indian industries (1981) reveals that children of very tender age are found working in certain industries like beedi-making, match-works, handloom, fishing, hotels, restaurants and repair workshops. The report states that majority of working children come from poor families to supplement their family income. Chopra (2005) advocates that the developed countries have solved this problem up to some extent, but in developing countries like India, exploitation of children still continue which adversely affects their growth and status. Harriet (1978) observed that children do not take pleasure in engaging themselves in repair workshops, road construction, dhabas, in agriculture farms and domestic

servants in residential houses. They do it under compelling circumstances. He suggested that both the state as well as centre Govt. should assign this task to concerned legislature who can identify the working children of their respective areas with the help of village panchayats and come up with the money for these children in the form of stipend so that they may stop working as child labourer. Nangia (1987) advocated that child labour cannot be eliminated by focusing on only one determinant, for example education or by brute enforcement of child labour laws. He suggested that the government must fulfill the needs of the poor households must before attacking child labour. It is so because, if poverty is addressed, the need for child labour will automatically diminish. Tripathy & Bishoyi (2006) outlined that no substantial progress has been made to eliminate child labour. He emphasized that there is not one single factor that has contributed to this social malaise. Children continue to work at hazardous places and are to be underpaid and number of factor are working towards it and these factors have to be solved separately. Patil (1986) observed that female working children have a relatively poor education background compared to their male counterparts. He explained that the inequality in terms of education and nutrition shown among the male and female is high in India. Suman (2010) and Mehta & Jaiswal (1996) asserted that poverty is one of the major issues posing threat to the education of poor children in India. George (2010) and Nararsaiah (2006) posit that making universal elementary education compulsory and enforcing it through mass mobilization to sensitize parents, punishing those who employ children at exploitative wages, and introducing an effective and functioning network of primary schools fully funded by the state is the only means of eliminating child labour. Anker (2000) explained that it is important to realize that there are limits to parental altruism, especially for many poor families in poor countries. Chandrasekhar (2008) remarked that child labour and poverty are intimately linked, but the complexity of the problem increases more when it is coupled with adult unemployment and underemployment, inadequate and intermittent nature of income, low standard of living and stagnation in agriculture. Tripathy (1996) observed that employed children are not only physically punished for their minor mistakes but also abused emotionally by their employers. Sinha (1991) reveals that children working in tea-shops, restaurants & Dhabas are exposed to vagaries of weather like rains, scorching sun as they have to work mostly in the open without adequate clothing and food. Jina (1996) concluded that the effects of child labour are gradual and they not only affect individuals who are the core victims but also affect the community, nations and the whole world in

terms of socio-economic growth. Kanbagri (1991) observed that factors like poverty, lack of awareness and consciousness among people, community and children orphaned are the main factors responsible for child labour. Kuttay & Malik (2002) indicates that the nature & forms of child labour is closely linked to the trends in the labour market as well as the organizations of production in the different industries. While attempting to clarify the notion of various constitutional provisions, he suggests that administrative action through universal primary education for eliminating the problem of child labour should be legally enforceable. Nanjuda (2010) posit that the recent trends in the global system is to evaluate the growth and development of any country not in terms of their military or economic strength, but also in terms of human development or the well being of its citizen. UNICEF (1991) and Dewan (2004) highlighted that the issue of child labour is a worldwide phenomenon and it exists in almost all the countries of the world. He suggests that since child labour is a more multifaceted predicament, a balanced approach is needed to solve this issue with an interactive role from all concerned people and agencies. Mittal (1994) concluded that the issue of child labour is the major human rights issue and at the same time it is highly an emotional issue. These emotions tend to be coupled with very strong views both on what the child labour problem is and what should be done for its elimination. Pandey (2001) outlined that in every nation, the welfare of entire population depends on the health and welfare of the child, so no nation can afford to ignore the welfare of this human wealth. Dharma (1999) believes that extreme poverty and dependency ratio on account of population explosion are the major pushing factors in sending children to the labour market. Sanon (1998) observed that the incidence of child labour is the most arresting issue in human resources development at the present time. These gorgeous and innocent children are not only engaged in tough and hurtful atmosphere, but they become prey of sexual exploitation excessively. Hutchison (2000); Singh (1990) and Baland (2000) emphasized that curse of child labour is problematic on a number of counts, ranging from the welfare, health and physical integrity of the affected children to downward pressure on adult wages. They pointed out that since, children are very sensitive to work hazards than adults. They are not only more susceptible to hazards than adults but also more strongly affected by work hazards. Weiner (1991) claimed that schooling problem also contribute to child labour. He claimed that many times children seek employment simply for the reason that there is no access to schools.

Thus, these reviews provide knowledge about child labour, which would be of immense help in investigating the causes and impact of child labour on growth and development of working children in Jammu district of Jammu and Kashmir.

### **Need of the Study**

Child labour has hit the headlines in every nook and corner in the recent times and our heads hang in shame when we see a dismal perspective. Despite making significant improvements in all the areas relating to child labour in India, the regulatory bodies by and large have failed to address this vulnerable issue. The reasons identified are unemployment, poverty, lack of education, lack of awareness among masses, high cost of education, caste system, child trafficking etc. In spite of various steps taken by the government towards poverty alleviation and elimination of child labour, the problem still remained unaddressed. Reviewing the above literature, it has been found that a lot of research has been done on child labour, but no remarkable study has been done on it. Most of the studies reviewed are conceptual in nature and few of them have been based on secondary information. The causes and impact of child labour on growth and development of working children in Jammu district of Jammu and Kashmir has remained untouched in the existing literature. Thus, the aforesaid gap in the existing literature necessitated the present work which shall prove to be an asset for the policy makers, researchers and academicians both at the national and international level.

### **Objectives of the Study**

The present study is undertaken with the following objectives.

1. To identify the root causes of child labour in Jammu district of Jammu and Kashmir.
2. To analyse the impact of child labour on growth and development of working children in Jammu district of Jammu and Kashmir.
3. To identify demographic profile wise mean difference in the perception of respondents regarding impact child labour Act 1986 in Jammu district of Jammu and Kashmir.
4. To offer suggestions to policy makers for eliminating child labour in Jammu and Kashmir and other parts of the country.

### **Hypotheses Development**

Child labour refers to the employment of children in any economic activity due to poverty, unemployment, lack of education, lack of awareness, caste system,

backwardness, lack of good schools and growth of the informal economy (Chandrasekhar, C. P., 2008; Delap, E., 2001). It deprives children their right to survival & development, education, leisure & play, adequate standard of living and opportunity for developing personality, talents, mental & physical abilities, protection from abuse and neglect (Yadav, S.K. & Sengupta, G., 2017; Togunde, D., & Carter, A., 2007; Shayboub, J. M. & Jamal, J., 2007). The increasing gap between the rich and the poor, privatization of basic services, neo-liberal economic policies and entry of multi-national corporations into industry without proper mechanisms adversely affects children more than any other group (Naidu, M.C. & K. Ramaiah, D., 2017). Hence, it is hypothesised that:

*H<sub>1</sub>: Poverty, unemployment, limited resources, illiteracy, lack of awareness and weak regulations significantly contributes to child labour in Jammu district of Jammu and Kashmir.*

The conditions in which children work is completely unregulated and they are often made to work without food and resembling situation of slavery (Tripathy S.N., 1996 and Bhatta, K., 1997). These children are found working mostly in the agricultural sector but has in recent times been moving into other sectors as well such as beedi-rolling, brick kilns, carpet weaving, construction, fireworks and matches factories, hotels, hybrid cottonseed production, leather, mines, quarries, silk, synthetic gems, brick kilns, and stone quarries etc. (Chandrasekhar, C.P., 2008; Yadav, S.K. & Sengupta, G., 2017; Basu, K., & Homa, Z., 2009; Murthy, K.R., 1996; Naidu, S. and Kamen, 1985). The persistence of child labour is due to the inefficiency of the law. A major concern is that the actual number of child labourers goes undetected. Laws that are meant to protect children from hazardous labour are ineffective and not implemented properly (Durrant et al., 2003; Shayboub, J.M. & Jamal, J., 2007). There is also a lack of political will to actually see to the complete ban of child labour (Mishra, L., 2000; Mustafa, M., & Onkar, S., 2003; Nanjunda, D.C., 2010; Nararsaiah, M.L., 2006). Thus, the following hypotheses are framed:

*H<sub>2</sub>: Child labour has direct and significant impact on overall growth and development of working children.*

*H<sub>3</sub>: Demographic profile wise respondents differ in their perception regarding impact of child labour Act 1986 in Jammu district of Jammu and Kashmir.*

### **Data Collection Process and Analysis**

The current study is both evaluative and suggestive in nature. Both primary as well as secondary data were used to accomplish the purpose and various objectives

of the study. The primary data were collected through interview schedule from children working in hotels, restaurants, tea stalls, sweet shops, poultry farming, dairy farming, construction works, bakeries, repair shops, private homes and various small manufacturing units located in Jammu district of J&K State. To collect the primary data for the study, multi stage sampling technique was followed. In the first stage, the Jammu district was divided into four tehsils i.e., Jammu, Akhnoor, Bishnah and Ranbir Singh Pora. In the second stage, out of four Tehsils, two tehsils i.e., Jammu and Akhnoor were selected and others were ignored due to less population. In the third stage, selected tehsils were further sub-divided into blocks and those blocks having maximum number of working children were selected (Table 1). Purposive sampling technique was adopted in contacting working children in selected blocks.

**Table 1: Collection of Primary Data from Working Children\***

<i>Name of district</i>	<i>Name of Tehsils</i>	<i>Name of blocks</i>	<i>No. of working Children Contacted</i>	<i>Effective response rate (%)</i>
Jammu	Jammu	Gandhinagar	83	30.74
		Jammu West	33	12.22
		Jammu East	41	15.19
		Ranbir Singh Pura	13	4.45
	Akhnoor	Nagrota	19	6.67
		Marh	26	9.26
		Rajpur Domana	43	15.55
		Akhnoor	18	5.92
Total			276	100

\*Source: Data analysis

Total 400 working children were contacted through interview schedule, but only 276 responded effectively, demonstrating an effective response rate of 69%. Secondary data were collected from published sources concerning child labour. To check the normalcy of the data, two statistical tests i.e., skewness and kurtosis were used with the help of SPSS 22.0 version and the value of Skewness and Kurtosis is -.311 and .317, which is as per rule of thumb between  $\pm 1$ , which indicates that the data is normally distributed. To sanitize the scale items and to measure the fitness, reliability and validity of the measured construct, exploratory factor analysis and confirmatory factor analysis were applied on the data. Further,

to test the hypotheses, SEM, One-way ANOVA and Independent sample t-test were applied.

### *Exploratory Factor Analysis (EFA) for Scale Purification*

For purification of scale items, the technique of Exploratory Factor Analysis (EFA) was applied with the help of SPSS 220.0 version. The technique of factor analysis with the process of Principal Component Analysis along with Varimax Rotation brought the construct to the level of 32 statements out of 42 statements resulting into eight factors with variance explained at 74.42% , KMO value 0.772 and Bartlett value of 3773.728 (Table 3). The factor loading ranges from 0.593 to 0.890 and communalities from .593 to .902 as revealed by Table 4.

**Table 3: Output From Factor Analysis with Regard to Child Labour\***

<i>Rounds</i>	<i>Variance explained</i>	<i>Items emerged</i>	<i>No of factors extracted</i>	<i>Iterations</i>	<i>No of items deleted</i>	<i>KMO</i>	<i>Bartlett test of sphericity</i>
1	70.886	42	12	13	3	.590	9443.415
2	71.09	39	11	27	3	.634	6870.599
3	73.838	36	10	11	2	.623	5502.974
4	75.933	34	09	08	1	.683	5303.057
5	72.100	33	09	09	1	.744	4019.834
6	74.422	32	08	07	—	.772	3773.728

\*Source: Data analysis

A brief description of factor emerged are as under:

#### *Factor 1: Poverty*

This factor comprises of four items i.e., ‘Poverty has been cited as the reason for child labour problem in India, ‘Child labour creates and perpetuate poverty because the earning are not substantial to sustain or be used as capital for business opportunities, ‘Child labour exposes children to physical and mental hazards endangering their lives’ and ‘Child labour directly affects the future of the country’. The mean values of this factor ranges between 3.615 to 4.199, factor loadings between .750 to .875 and communalities from .621 to .902. It is believed that poverty is the root cause of child labour in India which exposes minor children to physical and mental hazards endangering their lives.



### ***Factor 2: Unemployment***

This factor takes into consideration three items namely, 'Due to high unemployment poor children and their families may rely upon child labour in order to improve their chances of attaining basic necessities', 'Children do not work because they enjoy doing so, but because they and their families have no other chances' and 'Child labour in J&K can be eradicated only if its root causes are addressed properly' with mean values 3.962, 4.234 & 4.001, factor loadings .792, .788 & .766 and communalities .747, .718 & .686 respectively. This factor underlines that unemployment is the other major root cause of child labour in J&K.

### ***Factor 3: Limited resources***

This factor comprises of three items i.e., 'Due to limited resources and more mouth to feed, children are employed in various forms of work', 'Child labour destroys the capabilities of youths in India' and 'Child labour deprives the youths in pursuing their dreams of being professional. The mean values of this factor ranges from 2.937 to 3.428, factor loadings from .593 to .890 and communalities .674 to .752. On the whole, all items contribute significantly towards this factor.

### ***Factor 4: Illiteracy***

The items, 'Uneducated parents do not realise the importance of education for their children' 'illiterate parents do not realise the need for a proper physical, emotional and cognitive development of a child' and 'Putting a child labourer in school do not solve poverty, deprivation, unemployment and discrimination' are taken into consideration by this factor which support the items with significant mean values 4.37, 3.89 & 4.43, high factor loading values .843 & .670 and communalities with values .629 & .678 respectively. This factor highlights that most of the uneducated parents do not realise the importance of education for their children which ultimately leads to child labour.

### ***Factor 5: Awareness***

This factor contains two items namely, 'You are aware about all special schemes offered by Govt.' and 'You are helped by govt. in availing variety of schemes offered' which exhibits the mean values 3.19 & 2.98, factor loading .807 & .757 and communalities .777 & .768. This factor confirms that awareness about various schemes offered by government is necessary for eradicating child labour.

### ***Factor 6: Deprivation & discrimination***

The items, 'Children born out of wedlock, children without parents and relatives often do not find anyone to support them, thus forced to work for their own living' and 'Majority of the girl child labourers in the age group of 5 years to 11 years old, outnumbering their male counterparts' Eradication of child labour is possible only when the children, parents, social groups and local government come together to identify, address and resolve the issue that constraint children' are taken into consideration by this factor which shows the mean values 4.299 & 4.112, factor loading .854 & .719 and communalities .763 & .654.

### ***Factor 7: Weak regulation***

This factor encompasses only nine items namely, 'Children are not commodities like narcotics that can be removed with a raid and then disposed off' 'Raids only worsen the situation for the child as they are forced to work in worse condition and in secrecy' 'The ban nips the child's right to survival' 'The ban approach only criminalises children and traps them between the abyss of poverty and starvation' 'Plan of action needs to be reviewed and a new strategy practical and viable needs to be formulated with great urgency' and 'Enforcement mechanism and provision for rehabilitation needs to be strengthened' 'No policy on child labour in J&K as child labour goes unchecked' 'Law seems resting in books' and 'Child labour Act 1986 seems ineffective in J&K' with mean values 4.19, 3.98, 3.97, 3.99, 3.81, 4.11, 4.53 & 4.22, factor loading .806 & .759 and communalities .912 & .905. This factor underlines that no policy on child labour is found in Jammu district of J&K state as child labour goes unchecked and the Law seems resting in books only. The Child labour Act 1986 seems ineffective. Both Enforcement mechanism and provision for rehabilitation needs to be strengthened and if the government is serious about eliminating child labour from the root, they should frame stringent rules and should ensure better paid jobs for their parents because if their parents get enough money, they will not have to work.

### ***Factor 8: Profitable for factory owners***

This factor contains three items namely, 'Child labour do not create union problem' 'Majority of companies and export industries employ child labour' 'Industrialists and factory owners find it profitable to employ children because they can pay less and extract more works' which exhibits the mean values 3.19, 3.33 & 2.98, factor

loading .807 & .757 and communalities .777 & .768. This factor confirms that child labour is profitable for the factory owners because children generally do not create union problem and factory owners find it profitable to employ children because they can pay them less and extract more works.

### **Reliability**

As it is apparent from Table 4, the Cronbach's reliability coefficient for all the 32 items underlying eight factors ranges from .565 to .833. which are at a minimum acceptable level of 0.50 as recommended by Brown et al. (2001) and Kakati & Dhar (2002), thereby obtaining satisfactory internal consistency. The reliability and adequacy of sample size to yield distinct and reliable factors is further demonstrated through Kaiser- Meyer-Olkin measure of sampling adequacy that is .772 and all factors loadings are greater than 0.50.

### **Validity**

The eight factors obtained alpha reliability, higher or equal to 0.50 and satisfactory KMO value at .772, indicates significant construct validity of the construct (Hair *et al.*, 2009).

### **Confirmatory Factor Analysis (CFA)**

To assess the fitness, reliability and validity of measured constructs, multi-factor CFA was applied with the help of AMOS 16.0 version. The CFA model has satisfied the required form of recognition.

### **CFA Model for Child Labour**

Multi-factor CFA (Figure1) was performed and while running CFA, two factors namely discrimination and profitable for factory owners got deleted due to low regression weight. All indicators in this model have regression weight above 0.5. The model is found to be as fit (CMIN/DF = 4.07, RMR = .054, GFI = .903, AGFI = .911, CFI = .936, TLI = .941 and RMSEA = .085 (Table 5). The alpha value is .807 whereas composite reliability came out to be .943 thereby indicating that all items are reliable. Model has been proved valid, as AVE came out to be .522 (Table 6).

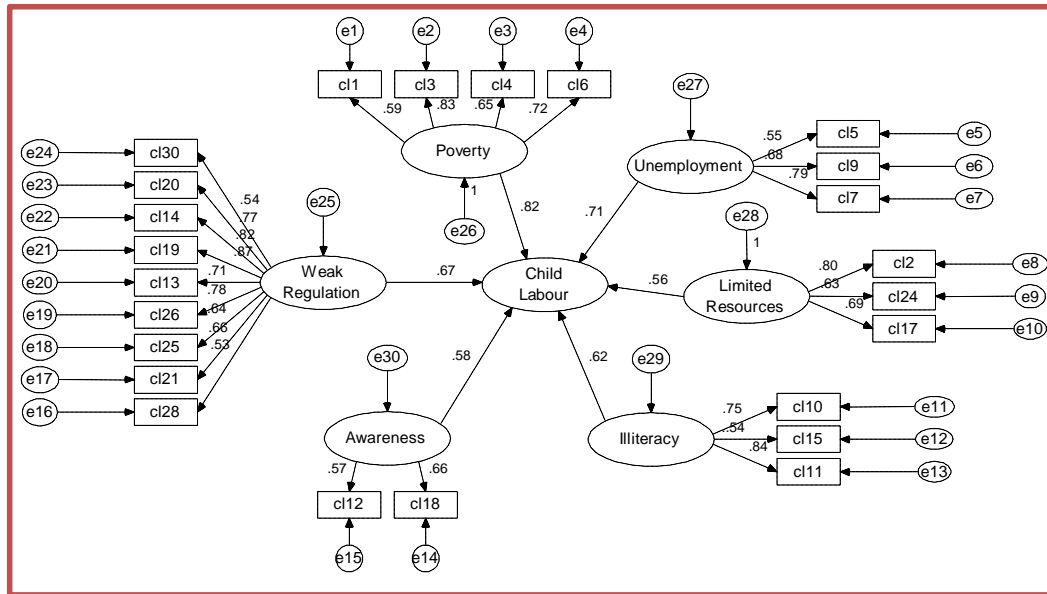
Table 4: Output from Factor Analysis Regarding the Dimension of Child Labour\*

Dimension	Variables	M	SD	FL	Eigen values	% of VE	Communality	Alpha ( $\pm$ )
Child labour	<b>Factor 1: Poverty</b>	<b>3.856</b>			<b>4.174</b>	<b>16.067</b>	<i>natity</i>	<b>0.833</b>
	§ Poverty has been cited as the reason for child labour problem in J&K	4.609	0.972	0.875			.621	
	§ Child labour creates and perpetuate poverty because the earning are not substantial to sustain or be used as capital for business opportunities	3.615	0.987	0.79			.736	
	§ Child labour exposes children to physical and mental hazards endangering their lives	4.199	0.642	0.757			.817	
		3.950	0.776	0.75			.902	
	§ Child labour directly affects the future of the country				<b>2.395</b>	<b>13.205</b>		<b>0.769</b>
	<b>Factor 2: Unemployment</b>	<b>4.065</b>				<b>0.747</b>		
	§ Due to high unemployment poor children and their families may rely upon child labour in order to improve their chances of attaining basic necessities	3.962	0.602	0.792			.718	
	§ Children do not work because they enjoy doing so, but because they and their families have no other chances	4.234	0.752	0.788				
	§ Child labour in J&K can be eradicated only if its root causes are addressed properly	4.001	0.56	0.766			0.686	
	<b>Factor 3: Limited resources</b>	<b>3.21</b>			<b>1.879</b>	<b>11.506</b>		<b>0.78</b>
	§ Due to limited resources and more mouth to feed, children are employed in various forms of work	3.265	1.241	0.887			0.68	
	§ Child labour destroys the capabilities of youths in J&K	3.428	0.89				.752	
	§ Child labour deprives the youths in pursuing their dreams of being professional	2.937	1.200	0.889			.674	
		1.060						
	<b>Factor 4: Illiteracy</b>	<b>4.403</b>			<b>1.399</b>	<b>9.607</b>		<b>0.635</b>
	§ Uneducated parents do not realise the importance of education for their children	4.375	0.621	0.593			.629	
	§ Illiterate parents do not realise the need for a proper physical, emotional and cognitive development of a child	4.430	0.758	0.843			.678	
	§ Putting a child labourer in school do not solve poverty, deprivation, unemployment and discrimination	4.091	0.611	0.67			.676	
	<b>Factor 5: Awareness</b>	<b>2.591</b>			<b>1.319</b>	<b>9.012</b>		<b>0.542</b>
	§ You are aware about all special schemes offered by Govt.	3.195	0.668				.777	
	§ You are helped by govt. in availing variety of schemes offered	2.986	0.566	0.802			.768	
		0.725						
	<b>Factor 6: Deprivation &amp; Discrimination</b>	<b>4.206</b>			<b>1.18</b>	<b>7.921</b>		<b>0.759</b>
	§ Children born out of wedlock, children without parents and relatives often	4.299	0.489	0.757			.763	

do not find anyone to support them, thus forced to work for their own living									
Impact of Child Labour	§ Majority of the girl child labourers in the age group of 5 years to 11 years old, outnumbering their male counterparts'	4.112	0.838	0.854					.654
	§ Eradication of child labour is possible only when the children, parents, social groups and local government come together to identify, address and resolve the issue that constraint children	4.101	0.822	0.719					.645
	<b>Factor 7: Weak regulation</b>	<b>3.588</b>			<b>1.050</b>		<b>7.103</b>		<b>0.565</b>
	§ Children are not commodities like narcotics that can be removed with a raid and then disposed off'	4.191	1.776	0.717					.593
	§ Raids only worsen the situation for the child as they are forced to work in worse condition and in secrecy	3.985	0.316	0.806					.723
	§ The ban nips the child's right to survival	3.967	0.321	0.759					.711
	§ The ban approach only criminalises children and traps them between the abyss of poverty and starvation	3.991	1.1000	0.744					.614
	§ Plan of action needs to be reviewed and a new strategy practical and viable needs to be formulated with great urgency	4.091	421	0.697					.598
	§ Enforcement mechanism and provision for rehabilitation needs to be strengthened	3.81	0.272	0.681					.619
	§ No policy on child labour in J&K as child labour goes unchecked	4.111	0.339	0.745					.667
Impact of Child Labour	§ Law seems resting in books	4.453	0.412	0.781					.718
	§ Child labour Act 1986 seems ineffective in J&K	4.22	0.324	0.713					.643
	<b>Factor 8: Profitable for factory owners</b>	<b>3.512</b>			<b>1.061</b>		<b>7.00</b>		<b>0.569</b>
	§ Child labour do not create union problem	4.89	0.221	0.801					
	§ Majority of companies and export industries employ child labour	4.101	0.342	0.69					.714
	§ Industrialists and factory owners find it profitable to employ children because they can pay less and extract more works	3.890	0.142	0.778					.734
	<b>Total Variance Explained</b>	<b>4.434</b>			<b>1.824</b>		<b>74.422</b>		<b>0.542</b>
	§ Growth and Development of Children	4.231		0.798					0.798
	§ Child labour affects health of a children	4.112		0.664					0.664
	§ Child labour destroys childhood of a child.	3.998		0.682					0.682
	§ Child labour creates physical as well as mental stress in children	4.102		0.591					0.591
	§ Child labour deprives children from getting basic education								

\*Source: Data analysis

**Figure 1: CFA Model for Child Labour\***



*Note:* CL1=Poverty has been cited as the reason for child labour problem in J&K; CL3=Child labour creates and perpetuate poverty because the earning are not substantial to sustain or be used as capital for business opportunities; CL4=Child labour exposes children to physical and mental hazards endangering their lives; CL6=Child labour directly affects the future of the country; CL5=Due to high unemployment poor children and their families may rely upon child labour in order to improve their chances of attaining basic necessities' CL9=Children do not work because they enjoy doing so, but because they and their families have no other chances; CL7=Child labour in J&K can be eradicated only if its root causes are addressed properly; CL2=Due to limited resources and more mouth to feed , children are employed in various forms of work; CL24=Child labour destroys the capabilities of youths in J&K; CL17=Child labour deprives the youths in pursuing their dreams of being professional; CL10=Uneducated parents do not realise the importance of education for their children; CL15=Illiterate parents do not realise the need for a proper physical, emotional and cognitive development of a child; CL11=Putting a child labourer in school do not solve poverty, deprivation, unemployment and discrimination; CL12=You are aware about all special schemes offered by Govt.; CL18=You are helped by govt. in availing variety of schemes offered; CL30=Children are not commodities like narcotics that can be removed with a raid and then disposed off'; CL20=Raid only worsen the situation for the child as they are forced to work in worse condition and in secrecy; CL14=The ban nips the child's right to survival; CL19=The ban approach only criminalises children and traps them between the abyss of poverty and starvation; CL13=Plan of action needs to be reviewed and a new strategy practical and viable needs to be formulated with great urgency; CL26=Enforcement mechanism and provision for rehabilitation needs to be strengthen; CL25=No policy on child labour in J&K as child labour goes unchecked; CL21=Law seems resting in books; CL28=Child labour Act 1986 seems ineffective in J&K and e1-e30 are the error terms.

**Table 5: Results of Confirmatory Factor Analysis (CFA) Fit Indices\***

<i>Dimensions</i>	<i>Rounds</i>	<i>Total items</i>	<i>items deleted</i>	<i>CMIN/DF</i>	<i>GFI</i>	<i>AGFI</i>	<i>TLI</i>	<i>CFI</i>	<i>RMR</i>	<i>RMSEA</i>
Child Labour	1	35	3	8.53	.840	.765	.779	.865	.088	.119
	2	32	2	7.58	.871	.824	.853	.876	.068	.095
	3	30	—	4.07	.903	.911	.941	.936	.054	.087

\*Source: Data analysis

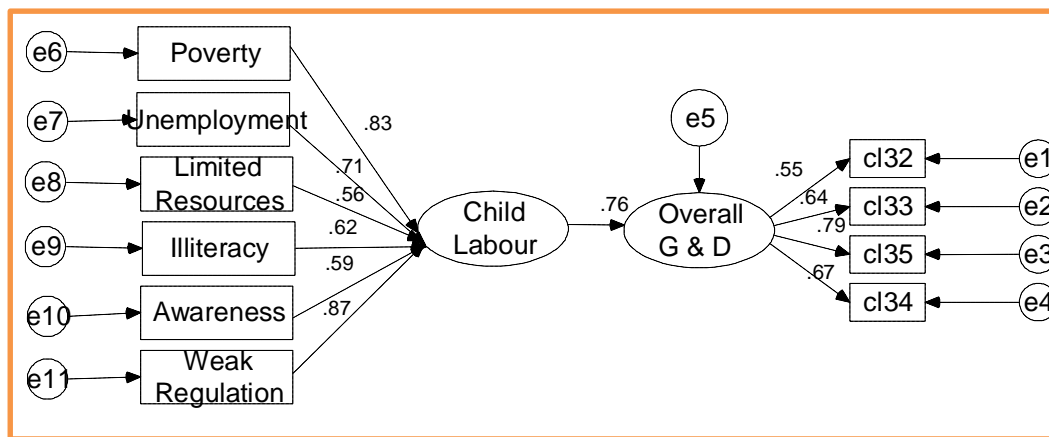
**Table 6: Reliability & Validity of Latent Construct\***

<i>Construct</i>	<i>AVE</i>	<i>Composite reliability</i>	<i>Cronbach's alpha (<math>\alpha</math>)</i>
Child Labour	.522	.943	.808

\*Source: Data analysis

### Structural Equation Modeling (SEM)

To test the proposed hypotheses, the SEM was used. The structural model indicates that scarcity of financial resources, joblessness, illiteracy, lack of wakefulness and pathetic regulation are the significant indicators of child labour and child labour has

**Figure 2: SEM Model for Child Labour\***

\*Source: Data Analysis

Note: G & D= Growth and development; cl32= child labour affects health of a children; cl33= child labour destroys childhood of a child' cl35= Child labour physical as well as mental stress in children; cl34= Child labour deprives children from getting basic education and e1-e11 are the error terms.

direct and significant impact on childhood, health, education and physical as well as mental soundness of a child, which ultimately affects the overall growth and development of a child. The complete SEM model is tested and the fit indices for the model confirmed a better model fit for hypothesis testing (CMIN/DF= 4.212, GFI = .944, AGFI = .897, NFI = .932, TLI = .924, CFI =.916, RMSEA = .082, Table 7).

**Table 7: Fitness of the Structural Model\***

<i>SEM Model</i>	<i>CMIN/DF</i>	<i>GFI</i>	<i>AGFI</i>	<i>CFI</i>	<i>NFI</i>	<i>TLI</i>	<i>RMSEA</i>
Child Labour	4.212	.944	.897	.916	.932	.924	.082

\*Source: Data analysis

### Hypotheses Testing

Based on SEM results, the framed hypotheses were tested and the results are as under:

*H<sub>1</sub>: Poverty, unemployment, limited resources, illiteracy, lack of awareness and weak regulations significantly contributes to child labour in Jammu district of Jammu and Kashmir.*

It becomes evident from the SEM results (Figure 2) that poverty ( $\beta = .83$ ,  $p = .000$ ), unemployment ( $\beta = .71$ ,  $p = .000$ ), limited resources ( $\beta = .56$ ,  $p = .000$ ), illiteracy ( $\beta = .62$ ,  $p = .000$ ), awareness ( $\beta = .59$ ,  $p = .000$ ) and weak regulation ( $\beta = .87$ ,  $p = .000$ ) significantly contributes to child labour. Thus, hypotheses H<sub>1</sub> stands accepted.

*H<sub>2</sub>: Child labour has significant impact on overall growth and development of working children.*

SEM results showed that child labour has positive and direct impact on overall growth and development of a child

It becomes evident from the SEM results (Figure 2) childhood ( $\beta = .64$ ,  $p = .000$ ), health ( $\beta = .55$ ,  $p = .000$ ), education ( $\beta = .67$ ,  $p = .000$ ) and physical & mental soundness of a child ( $\beta = .79$ ,  $p = .000$ ). Thus, hypotheses H<sub>2</sub> stands accepted.

### Output from One-Way Anova

To check the factor-wise significant mean difference among the perception of respondents using different demographic variables such as age, occupation, qualification, religion and monthly income, one way ANOVA has been applied.



Table (8 and 9) shows the output from one-way ANOVA using different demographic variables such as age, occupation, education level, monthly income, caste and religion. Demographic variable wise, variance of groups is not same as the value of  $p$  is less than 0.05, indicating significant mean difference exist among the perception of respondents in the nature of child labour with regard to occupation ( $F=24.03$ ,  $Sig.=.000$ ), qualification ( $F=4.46$ ,  $Sig.=.001$ ), caste ( $F=2.98$ ,  $Sig.=.004$ ), religion ( $F=3.809$ ,  $Sig.=.005$ ), income ( $F=393.8$ ,  $Sig.=.000$ ) whereas for age,  $p$  value is more than 0.05 ( $F=1.242$ ,  $Sig.=.294$ ) indicating insignificant mean difference exists among the perception of respondents regarding child labour.

**Table 8: Factor-wise, Demographic Analysis (Anova) with Regard to Child Labour\***

Factors	Age		Occupation		Literacy level of children		Literacy level of parents		Monthly income		Religion		Caste	
	F	Sig.	F	Sig.	F	Sig.	F	Sig.	F	Sig.	F	Sig.	F	Sig.
F1: Poverty	2.57	.053	23.68	.000	3.63	.003	20.18	.000	2088.82	.000	2.657	.032	1.83	.080
F2: Unemployment	.530	.662	4.150	.000	2.70	.020	6.77	.000	35.42	.000	3.052	.017	2.30	.026
F3: Limited resources	2.42	.065	16.32	.000	.889	.488	14.35	.000	43.08	.000	.085	.987	2.35	.023
F4: Illiteracy	1.20	.307	13.69	.000	1.53	.178	44.50	.000	36.22	.000	.439	.781	1.71	.105
F5: Awareness	.189	.904	8.05	.000	2.77	.017	17.60	.000	40.53	.000	4.460	.001	7.27	.000
F6: Discrimination & deprivation	.728	.535	12.56	.000	2.38	.038	9.98	.000	15.51	.000	2.741	.028	2.66	.010
F7: Weak Regulation	.679	.565	1.865	.135	3.04	.010	1.38	.249	14.19	.000	2.524	.040	3.91	.000
F8: Profitable for factory owners	.539	.412	5.29	.000	2.43	.332	11.23	.510	34.45	.000	3.211	.003	6.51	.031
Overall	1.24	.294	24.03	.000	4.46	.001	35.05	.000	393.8	.000	3.809	.005	2.98	.004

\*Source: Data analysis

**Table 9: Output from One-way Anova Showing Mean Difference of Demographic Variables on Child Labour\***

Demographic variables		Sum of Squares	Df	Mean Square	F	Sig.
Age	Between Groups	192.120	182	1.056	1.229	.051
	Within Groups	306.611	357	.859		
	Total	498.731	539			
Occupation	Between Groups	503.104	182	2.764	4.092	.000
	Within Groups	241.155	357	.676		
	Total	744.259	539			

contd. table 9

<i>Demographic variables</i>		<i>Sum of Squares</i>	<i>Df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Qualification (Literacy level of children)	Between Groups	685.077	182	3.764	2.044	.000
	Within Groups	657.360	357	1.841		
	Total	1342.437	539			
Literacy level of parents	Between Groups	102.728	182	.564	.837	.912
	Within Groups	240.687	357	.674		
	Total	343.415	539			
Religion	Between Groups	354.672	182	1.949	299.130	.000
	Within Groups	2.326	357	.007		
	Total	356.998	539			
Caste	Between Groups	508.918	182	2.796	2.216	.000
	Within Groups	450.480	357	1.262		
	Total	959.398	539			
Monthly income	Between Groups	1150.155	182	6.320	1.695	.000
	Within Groups	1331.178	357	3.729		
	Total	2481.333	539			

\*Source: Data analysis

### ***Output from t-test***

Output from t-test depicts that significant mean difference exists between male & female respondents with regard to child labour as the p value is less than 0.05. The data reported that female members are found to be highly exploited while working as child labour (Table 10).

**Table 10: Gender-wise, Mean Difference With Regard To Child Labour\***

<i>Dimension</i>	<i>Nature of variable</i>	<i>Mean</i>	<i>Std. dev.</i>	<i>t-Value</i>	<i>Level of significance</i>	<i>Remarks</i>
Child labour	Male	3.79	.54	-.363	.041	Significant
	Female	3.81	.51			

\*Source: Data analysis

Output from One-way ANOVA and independent sample t-test proved that the hypothesis, ***“Demographic profile wise respondents differ in their perception regarding impact of child labour Act 1986 in Jammu district of Jammu and Kashmir”***, holds true. Hence,  $H_3$  stands accepted.

This indicates that there exists no policy on child labour and the Child labour Act 1986 seems ineffective in Jammu district of Jammu and Kashmir. The J&K economic

survey 2017-18 also supports this hypothesis. As reported by the economic survey, it is found that the Department of Labour and Employment has conducted 388 inspections during the year 2017-18 and they have launched no prosecutions against the defaulters. Moreover, they have neither received nor settled any case pertaining to child labour in J&K, which clearly indicates that the child labour goes unchecked in Jammu and Kashmir and the Child Labour Act 1986 seems resting in books only. Child labour very badly affects the health of working children. It destroys the childhood of a child and creates physical as well as mental stress in children. It also deprives children from getting basic education which ultimately affects the growth and development of working children.

### **Major Findings and Suggestions**

Based on above analysis, the major findings of the study are as under:

- The results of the study revealed that respondents had responded high (4.609) for the item 'Poverty has been cited as the reason for child labour problem in J&K', which leads to the conclusion that poverty is the only the root cause of child labour in Jammu district of Jammu and Kashmir. In order to conquer this problem, it is suggested that government should adopt a more enabling and empowering approach that does not treat child labour as the problem, but include them as a part of solution.
- Highest mean score has been obtained from the factor 'unemployment' i.e., 4.065 which leads to the conclusion that due to high unemployment poor children and their families may rely upon child labour to get better their chances of attaining basic necessities. It is also found that children do not work because they enjoy doing so, but because they and their families have no other chances. It is suggested that government should ensure better paid jobs for their parents, because if their parents get as much as necessary money, they will not have to work.
- Respondents had responded low for the factor 'Awareness' which leads to the conclusion that they are not fully aware about all special schemes offered by government for eradicating child labour. Hence, it is suggested that government must start awareness programmes among the poor masses about the consequences of child labour.
- The findings of the study revealed that the Child Labour Act 1986 which bans employment of child below the age of 14 years old seems to have lost relevance in Jammu district of Jammu & Kashmir as scores of children can

be seen working in many establishments in filthy and hazardous conditions. It is suggested that the government should come up with the strong plan that can be implemented on ground to save these children from obliteration.

- The findings of the study outlined that the growth of child labour is not because of poverty and illiteracy alone. It is also because of lack of concern of the government because it does not take serious action to control this burning and social issue. It is suggested that like other states of India, there should be good NGOs in every district of J&K which can raise their voice against child labour.
- It is also found that there are no regulations for those who work on their own, or on the insistence of their families. It is suggested that government should come up with policies where root cause of the menace of child labour is addressed and where these children would get handsome economic benefits besides training and basic education.
- Illiteracy has been cited as the root cause of child labour in Jammu and Kashmir. It is suggested that Govt. should priorities primary education. Primary education should be free, compulsory, well-resourced, relevant and nearby. It is much easier to monitor school attendance rather than to inspect factories and workshops.
- It was also found that there is no separate Child Labour Rescue Force (CLRF) at the district level. It is also suggested that Government should create a separate Child Labour Rescue Force at the district level. There should be good coordination between CLRF and government schools. The children, who are rescued from work-spots, have to be monitored regularly through school attendance.
- Findings of the study revealed that household women are more illiterate as compare to their male counterparts. It is also suggested that free education and training should be provided to every household women. It is believed that when women are well educated, properly trained and socially empowered, the incidence of labour by their children, especially girl child, drops spectacularly.
- It was found that high population is the root cause of child labour in Jammu and Kashmir. It is also suggested that Govt. should formulate proper strategies with regard to control of fertility among women, so that families are not burdened by children.

- It was also suggested that the trade unions should be strengthened to foil and get rid of child labour, because strong unions can strongly go up against child labour on the grounds of social justice.
- Output from one-way ANOVA and independent sample t-test showed that respondents differ in their perception regarding child labour Act 1986 as the p value is less than 0.05.
- SEM results showed that poverty ( $\beta = .83, p = .000$ ), unemployment ( $\beta = .71, p = .000$ ), limited resources ( $\beta = .56, p = .000$ ), illiteracy ( $\beta = .62, p = .000$ ), awareness ( $\beta = .59, p = .000$ ) and weak regulation ( $\beta = .87, p = .000$ ) significantly contributes to child labour.
- Significant relationship was observed between child labour and overall growth & development of a child ( $\beta = .76, p = .000$ ).
- Significant mean difference was observed between male & female respondents with regard to impact of Child Labour Act 1986 as the p value is less than 0.05.

### **Limitations of the Study**

The current study suffers from certain limitations. These limitations are as under:

The current study is restricted to Jammu district only because of time and resources constraints, hence other districts can be targeted in the future research. Children were sometimes not willing to respond correctly in the presence of employers. Being teenager, it was difficult to get satisfactory answers from them, sometimes they could not even go after the questions, and hence the possibility of subjectivity in some cases cannot be ruled out.

### **Conclusion**

Child labour is the warning sign of a very multifarious ailment, which unswervingly destroys the capabilities of the youths and deprives them pursuing their dreams. It exposes children to bodily and psychological hazards endangering their lives. Despite much hue and cry over the issue at the country level, the threat of child labour continues in several parts of India. J&K is not an exception where blight of child labour also remains unchecked. The time has ripened at the moment to implement a more enabling and empowering approach that does not treat child workers as the problem, but include them as a part of the solution. In order to eradicate this problem, plan of action needs to be reviewed and a line of attack useful and feasible needs to be formulated with

great exigency. It is recommended that both the centre and state govt. must address the root causes of child labour in the country by ensuring better paid jobs for their parents, because if their parents will get an acceptable amount of money, they will not have to work. Hence, it is suggested that the concerned authorities must come forward and devise a long time strategy so that the children of the country could be rehabilitated at the earliest, otherwise the outcome would be serious and disparaging.

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