

CHAPTER - 6

Conclusion and Recommendations

6.0 INTRODUCTION

This chapter presents a Conclusion and Recommendation assessment of the effectiveness of the existing strategies. Family characteristics have played a crucial role in the employment of children based on the type of family (polygamous and monogamous), family size and the employment of parents.

6.1 ROLE OF PARENTS

The study observed that children who came from poor households and their parents were unemployed engaged more in labour activities to supplement meagre family incomes. Household poverty is one of the underlying causes of child labour that affects school enrolment as many cannot afford school fees and scholastic materials. Child labour becomes a majority option for most families for survival which eventually affects the academic performance of some children who labour for fees and it also endangers

them physically and psychology -cally. While it might seem obvious that the children had to fend for their families, parental consent to work comes in the way as a major issue of maximum consideration in child employment. Parents allow their children to work and thus played a big role in influencing child labour.

6.2 IMPACT OF SIZE OF THE FAMILY

The size of the family is also a contributing factor to child labour given the fact that the larger the family, the less the affordability of school fees and maintenance. Forty (40) percent of the respondents came from families that had more than five members, 38.6 percent represented families that had between 3 and 5 members and 21.4 percent represented families that had 2 or less members. The larger the family was, the less the affordability of its maintenance. It was reported and observed that polygamy has an effect on child labour in terms of violence and failure to meet the daily needs. Children under polygamous families faced hard conditions under the peril of their step parents which forced them to abandon their homes and try a better life somewhere else. Domestic violence represented 36.4 percent (highest) as a significant cause of children's participation in the automobile servicing sector.

6.3 Place Of Child In Their Family

Traditionally, children have been viewed as property of their parents, and as such, neglect and abuse of children was seldom questioned. Society today has been hampered by this traditional adage. Children have been a constant subjection to exploitive domestic service, an activity that has not only

affected their education, but also their physical and mental growth. Parents should be responsible not only for the provision of basic necessities, but also to secure and nurture an emotional environment that would stop children from getting involved in hazardous child labour. Child abuse and neglect should be viewed as acts of commission and omission which interfere with the chances of children to develop their potential as human beings. Such interference must be judged by in terms of the conditions which permit and encourage the unhealthy development of potentiality in each child.

6.4 Importance Of Data On Child Labour

The importance of literature/data on child labour is very essential if child labour is to be addressed from an ethical point of view. The lack of data, especially gender disaggregated data may hinder the ability to find solutions to the child labour problem in Saharsa. This highlights the importance of study and research on the issue of child labour to avail statistics and viable information; such statistical information could be very instrumental in developing ethical principles and practice in response to child labour. Let's consider the following information on child labour and how it could for instance inform ethical practice.

6.5 Research Findings

According to the research findings for example, the magnitude of child labour in the urban informal sector has been estimated at over 2 million (Chapter 4, Table 4.19), with girls being rated at 45.5% and boys at 36.4% (Chapter 4, Table 4. 20). This is supported by evidence from ILO (2007)

where 3.8 million children are estimated to be engaged in child labour. Among the reasons identified as the major cause of children's participation in the urban informal sector included; domestic violence and weak national laws as lead factors (Chapter 4, Table 4.21). Contrary to the findings in Table 4.21, is of the view that economic reasons are the main cause of child labour. However, Bequele (1991) refutes this argument and asserts that economic reasons are simply not enough on their own to cause or reduce child labour. Morris Class (1980), in line with our findings notes that early practitioners in the field of child welfare were of the assumption that physical abuse was associated almost exclusively with poverty.

Moreover, the children who were interviewed engaged in Automobile Servicing Sector in Saharsa district, (Chapter 4, Table 4.22). While a significant number of key stakeholders were not in support of children's participation in the labour force, some noted that it was positive since it encouraged child responsibility and skills development (Chapter 4, Table 4.28). In no way however can we appreciate children's involvement in the labour force since it is detrimental to their health and deters them from attaining an education. Studies by the ILO (1996), note that child workers are considerably more vulnerable to work place hazards. For instance, children are more susceptible to thermal stress, environmental temperature and ionizing radiation.

6.6 Evaluation Of Existing Child Labour Act

Children's involvement in labour is contrary to several existing national and international laws regulating child labour like the Constitution of India, the

Children's Act and the UNCRC. The above instances based on the magnitude and causes of child labour are a manifestation that the welfare of the child is not of paramount importance, although the welfare principle demands that the welfare of the child should be supreme. Those in authority should consider child labour as an ethical/moral issue and examine possible solutions to its exploitive nature. Further still, to find viable solutions to child labour, it is very important to go beyond the relatively limited concept of 'work hazard' and expand it to include ethical aspects of child labour, and this can best be done through engaging in study and research that could lead to developing ethical principles and practice.

6.7 Impirical Effects of Child Labour

Child labour has both positive and negative effects on the child and the respective society as a whole. With regard to the law, children are supposed to engage in only light work and work that will not be injurious to their health and deter them from having an education.

6.8 Community'S Perception Of Child Labour

According to the research findings on the community's perception of child labour (Chapter 4, Table 4.23), the community here in question largely embraced child labour since children were seen as a means of supplementing meagre family incomes. Several respondents accepted child labour as a means to acquire skills, responsibility and to reducing crime among children.

6.9 The Positive Effects Of Child Labour Between Child, Family And Community

Community's perception on child labour also tallies with the positive effects of child labour between the child, family and community as indicated in Chapter 4, Tables 4.24 and 4.25. Children may not have a single option left for survival but to engage in work. However, financial gain should not take precedence over the protection of the child, especially where he/she will be distracted from having an education or will engage in such risky work that will be hazardous to their health. This is in line with Section 8 of the Children's Act that provides that no child shall be employed in any activity that may be harmful to his/her health, education, or mental, physical, or moral development.

6.10 Negative Effects On Child Labour

The number and proportion of children affected is not the only indicator of the prevalence of child labour, but also of its negative implications. Aside the positive effects, it is the fact that children in general are affected by their involvement in labour physically, psychologically or mentally. Children in the labour force are exposed to high risks of contracting HIV/AIDS, sexual exploitation, accidents, failure to pursue an education and exposure to crime (Chapter 4, Tables 4.26 and 4.27). Such activities are contrary to the provisions of the ILO Convention 182 on the Worst Forms of Child Labour and those of the Children's Act.

Admittedly, children by the day around the world are exposed to dangers that hamper their growth and development. They suffer immensely as

casualties of war and violence, aggression, victims of racial segregation, refugees and displaced children, victims of neglect, cruelty and exploitation and therefore forced to abandon their homes and roots.

6.12 The Existing Strategies on Child Labour

In the 21st century however, the effects of child labour are becoming noticeable. Children as future leaders have an important role to play in shaping the world when they grow up. Accordingly, finding a solution to child labour will enable us have educated and healthy contributing members to the world's economy, rather than entrusting it to uneducated and crippled people.

6.12 The Existing Strategies on Child Labour

The discussion about the existing strategies on child labour in the urban sector shall be conducted against the background of the following ethical standards: the obligation to maintain objectivity, integrity and competence in the protection of children; and the responsibility to promote effectiveness of the child life profession. Like it was the case in the fore-going section , the overarching argument in this discussion is: when the above mentioned ethical standards are realized, the welfare of children is guaranteed and children would most probably not end up working; but when the same standards are neglected, there is a correlated result of children ending up in labour.

6.13 The Obligation to maintain Objectivity, Integrity and Competence in the Protection of Children

Despite the existence of several institutional organizations with the responsibility of advocating and protecting the rights of the child, it is the sole responsibility of every citizen to report cases of child abuse and neglect since the rights of the child and their welfare are of paramount importance according to both national and international laws.

Based on their principle goals (Chapter 4, Table 4.30) to protect the child against abuse and neglect, maintaining law and order and providing psychosocial support, the institutional organizations have developed initiatives (Chapter 4, Table 4.31) to address the problem of child labour in the automobile servicing sector. The institutions in their effort to protect the child should hold the principles of objectivity and integrity as a vital input in their struggle of eliminating child labour. These principles are embedded in institutional mission statements, visions and values as institutional operational procedures. These principles determine the competence of the respective institutions.

The available different mechanisms on child labour in India are in line with the demands of the international laws on child labour which require state parties to recognise the rights of the child to be protected from exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual or moral and social development, (United Nations Convention on the Rights of the Child). However, given the magnitude of child labour in the urban informal sector in India, one could argue that the

good mechanisms are not well implemented. Further, similar to the demands of the UNCRC, the welfare principle also requires that the welfare of the child be supreme. According to the Children's Act, a child shall have the right to exercise all the rights set out in the United Nations Convention on the Right of the Child.

However, while the state is good at making and enacting laws, the implementation of these policies and laws on child labour has been deficient. This lets many wonder as to whether the Government is playing its role in addressing the problem of child labour, since it is on the increase in the country.

6.14 The Responsibility to promote Effectiveness of the Child Life Profession

Different Institutional organizations including the Government of India, NGO's, international organizations and CSO's have developed several initiatives based on policy, programme and legal frameworks to advocate for the rights of the child. The principle goals of these institutions include, but are not limited to, child protection from abuse and neglect, psychosocial support for children in child labour, enforcement of laws and advocacy for children's rights. It has been through these goals that these institutions have developed initiatives to address the problem of child labour in general and in the urban informal sector in particular.

According to the research findings in Chapter 4, Table 4.32, these institutions through their principle goals, have created initiatives and thus responsiveness to promote the effectiveness of the child life profession.

These institutions are credited for reducing children's involvement in the labour force. The child life profession has been promoted through print and electronic media, enactment of laws, community support, sensitization and mass awareness and through school and vocational institutions. More so, the child labour policy and programme frameworks contain mechanisms to address child labour. Many institutional organisations have followed such laws and policies to do much against child labour.

Though the public may credit the above institutions for their work on child labour, existing evidence from the research findings clearly indicate that child labour is on the rise. This lets us question the effectiveness of the above initiatives. Further, the fact that most children who were interviewed were employed in private premises may offer a clue to how complex it may be to enforce child labour laws. This fact also explains the difficulty to reach and save such children from exploitive child labour.

6.15 Discussing the Suggested Measures for Containing the Situation of Child Labour

The discussion about the measures that were suggested by the respondents regarding child labour in the urban informal sector shall be conducted against the background of the following ethical standard: the duty to update and enhance the general understanding of issues affecting children.

Once again, the overarching argument in this discussion is: when the above mentioned ethical standards are realized, the welfare of children is guaranteed and children would most probably not end up working; but

when the same standards are neglected, there is a correlated result of children ending up in labour.

6.16. RECOMMENDATIONS FOR ABOLITION OF CHILD LABOUR

In most societies where child labour has been eradicated, multi-pronged strategies were used. Stringent laws were passed which made child labour illegal. In addition the educational system was strengthened so that children removed from work could go to school. It is widely recognized that any strategy for the elimination of child labour must have these two critical components: stringent laws and a strengthened school system where children removed from work can be sent.

6.16.1 INCLUSIVE DEFINITION OF CHILD LABOUR

An analysis of the situation of child labour in India provided in Part I of this document shows that children are working in different sectors across the country. They are to be found working in:

- Agriculture and allied activities such as forestry
- In factories and workshops
- As domestic labour
- As sex workers and carrying on other illicit activities
- In the informal economy working for employers as well as for their own families
- On the streets as vendors, hawkers, shoe-shine boys, beggars
- As migrant labourers
- In restaurants and eateries

Given the varied situations in which children are working, strategies for the elimination of child labour need to be inclusive and non-negotiable.

The current emphasis of focusing on children engaged in the 57 processes and 15 occupations prohibited under the Child Labour (Prohibition and Regulation) Act 1986 is limited and does not serve any purpose. In order to effectively abolish child labour it is necessary to remove the artificial distinction between ‘child labour’ and ‘child work’.

6.16.2 AMENDMENT TO THE CHILD LABOUR (PROHIBITION AND REGULATION) ACT 1986

Enforcement of the law is a key strategy. But in the case of the Child Labour (Prohibition and Regulation) Act 1986, there are a number of loopholes, which makes the law ineffective. For instance, the Act says that children working as part of family labour are exempt from the purview of the Act. Research studies have proven that this provision is widely abused by employers who are passing of child labour as family labour. Given the increasing informalisation of the labour market with more and more sectors using the sub-contract modality, work is being given to workers at home. Given the dispersed nature of work, provisions such as the one mentioned above allow all sorts of child labour to be passed of as family labour and thus condoned by the authorities.

The Child Labour Act must be non-negotiable and the word “Regulation” should be removed from its title so that child labour abolition becomes non-negotiable. In the same spirit the penal provisions must be enhanced and the

enforcement machinery strengthened several times over so that the message is clear that child labour will not be tolerated under any circumstances.

6.16.3 A NEW NATIONAL CHILD LABOUR ERADICATION POLICY

Several changes have occurred since the drafting of the National Child Eradication Labour Policy in 1987. It must be revised and child labour has to be abolished in all its forms and children enjoying their right to education must be made non-negotiable. It should cover all categories of children who are part of the workforce. The National Child Labour Eradication Policy must take into account that a multi-sectoral approach is required to tackle the problem. A re-examination of all the laws and policies pertaining to working children is critical. There must be consistency in the constitutional and legal provisions pertaining to children's rights and well-being.

6.16.4 REVISED NATIONAL CHILD LABOUR PROGRAMME (NCLP)

The current National Child Labour Programme (NCLP) needs to be revamped. The NCLP should no longer run special schools for small numbers of children, which has a limited utility. Running of schools should be the responsibility of the education department. NCLP schools must be converted into Transitional Education Centres(TECs) which are both non-residential and residential. It is very important that the guidelines for TECs are very flexible adapting to the local situation. Every child rescued from work would have to be brought to a local TEC and the TEC would have to accept all children who are rescued from work. Here they are given an

opportunity to make a transition from being workers to becoming students. These TECs must act as bridges and hand over the children to the SSA programme. The SSA must either enrol children in formal schools or prepare children for mainstream schools through bridge courses. This will have to be decided on a case-by-case basis. Each TEC should have facilities to accommodate at least 50 children at any given point of time. It is proposed to have 30 TECs (non-residential) in each of the 600 districts in the country. These TECs's would be equipped for at least 50 children at any given point of time. However, it is expected that there would be even more number of children due to the intensive campaign, awareness building as well as enforcement of law. The NCLP scheme must be flexible enough to take all such children and if necessary merge a couple of TECs in one place. It is envisaged that 45lakh children would be benefited by this arrangement. Some children who are rescued from work have no security in terms of their family or community and are, therefore, in a highly vulnerable position of exploitation. At times in the raids being conducted by the Labour Departments it is found that there is a lack of shelter where these children could be housed in. Such children would require residential facilities until such time they gain confidence to join local schools or hostels. The residential TEC's would be the first post where such rescued children would be sent. It is proposed to have 2 residential TECs in each district with 50 children in each. Even here, depending upon the demand there must be flexibility to increase the residential TECs and if necessary, modify the non-

residential TECs to residential ones, within the budgets that are provided for. It is envisaged that 300000 children would benefit from this over five years. Details of the role and responsibility of TECs are described at Annexure IV.

6.16.5 Migrant children

The NCLP needs to recognize the special situation of migrant child labourers. These could be children who have runaway from home or children who migrate seasonally with their families. Given the extent of intra-state migration, additional TECs must be set up in states/districts from where families migrate and linkages must be established with local schools so that children have a residential facility when their parents move out for work. This should be the joint responsibility of the labour, education and the panchayat raj departments. In tribal areas, the tribal welfare department should also be involved in running these TECs. Temporary TECs could also be set up in areas where people migrate for work such as to the brick kilns, salt pans, sugar cane areas, to name a few. Local NGOs could be supported to run these temporary TECs so that children get health and education facilities and are not roped into work.

6.16.6 NCLP Project Society at District level

Each district would continue to have a District Child Labour Project Society under the NCLP program with the District Collector as its Chairperson and a committee that assists and advises the staff. It would have to however expand its operations to going beyond running of special schools. It would

add the component of an intense social mobilization through the social mobilisers, along with taking up the TECs.

6.16.7 Social Mobilisation

Given that eradication of child labour is not an easy task, preventive strategies are more sustainable in the long run. One of the major preventive strategies, which must feature in any national child labour eradication policy, is the role of social mobilization and community participation. If children can be prevented from joining the work-force through the counselling of parents, children and the employers, much of the task of various government departments and ministries would be reduced. It is vital to ensure that children stay at home and go to formal government schools rather than leave home to work full time. Since the prevailing social norm justifies the working of children using the 'poverty argument', sustained social mobilization is required to change this societal norm.

To invoke public interest and large-scale awareness on this issue, there is a need for an extensive awareness generation campaign launched over a period of time at the Centre and State on a sustained basis. Required budgetary provisions for such a mass campaign must be provided for in 11th Plan.

Child labourers are spread across the country; working in dispersed villages and slums. The eradication of child labour cannot be done by the labour department alone, as it is so under-staffed. Labour department needs to have a cadre of youth volunteers who can be trained as 'Social Mobilisers' who will be responsible for withdrawing children from work as well as

monitoring school dropouts and children with irregularity of attendance. It is understood that if such children are not tracked they would join the labour force as child labour.

- Identify and establish contact with child labourers
- Motivate parents not to send their children to work but to school
- Persuade employers to release child labourers
- Organize mobilization programmes at the local levels by organizing street theatre, public meetings and rallies, house-to-house surveys to build up a social norm and a consensus that children must not work.
- Assist local community groups to organize child rights protection committees which can be the watchdogs of various government departments dealing with child labour eradication.
- Liaise with local officials in the education, labour, police and social welfare departments and bring problems and identify solutions.
- Assist locally elected bodies to be vigilant about children's rights and to monitor and review the prevalence of child labour in their areas.
- Strengthen school education committees (SEC) so that school functioning improves and drop-outs (potential child labourers) are reduced.
- Bring rescued children to transitional educational centres from where they can be mainstreamed into the formal school system.
- Follow up of the regularity of attendance of all school going children and establish processes of reviewing through the gram panchayats.

It is proposed to have 5 social mobilisers in each of the 6202 Blocks in the country. Each of the social mobilisers would be responsible for 200 children and it is envisaged that through their activity the status of more than 3 crore children would be monitored. The resources of the Nehru Yuvak Kendras could be garnered for this. They could also be trained as education instructors to assist in the transitional educational centres.

6.16.8 Survey of child labour

Lack of accurate data on the incidence of child labour is a major problem and affects efforts to come up with a systematic strategy and plan. It is therefore necessary that the government commission research and surveys on different aspects of child labour in the country. This is important since the last countrywide enumeration of the working children was held in 2001 Census and the incidence of child labour may have undergone change since then with population growth and the large-scale migration of workforce.

The demand for child labour survey in all districts of the country has also been expressed in the Parliament and also by the State Governments, NHRC and Civil Society. Since the NCLP Scheme is proposed for expansion to all districts of the country, there is an immediate requirement for child labour survey in all these districts.

6.16.9 SYNERGY BETWEEN ALL CONCERNED DEPARTMENTS

Ministries and departments have different roles to play in order to ensure that children removed from work are properly rehabilitated and do not go back into the work force. Some of the ministries/departments that need to work together for abolition of child labour are:

- Department of Labour
- Department of Education
- Police department
- Department of Youth Affairs
- Department of Panchayat Raj
- Department of Women and Child Development
- Judiciary
- Gram Panchayats

6.16.10 Department of Labour

The Ministry of Labour is the key agency to take up all the activities for abolition of child labour. The department of Labour's function is the following:

- Identify and rescue child labour and ensure that all the children who are out of school in an area are covered. This would include all categories of children who are in work.
- Enforcement of law- and action against employers of children: The labour department has to ensure that all the laws concerning abolition of child labour are strictly implemented. Cases are to be booked against employers and the responsibility of rescuing and rehabilitation of children must be its major task. Orientation to its officers at all levels has to be given. While the labour department approach of raid and rescue is necessary under certain circumstances it is vital that the Labour Department coordinates its activities with the local police and teams of volunteers who have skills in handling and counselling

children thus rescued. Since the entire operation of withdrawing a child from labour force requires the coordination with multiple departments it must lay down a clear protocol of tasks to be taken up by each one of them.

- Counsel rescued children and mainstream them into formal schools
- Coordinate all the concerned departments of education, police, youth, welfare panchayat raj, and women and child development and establish protocols for collaborative action.
- Establish TECs for children rescued from labour. These centres must be purely transitory in nature and these children should be handed over to the SSA programme as soon as possible.

6.16.11 Department of Education

The department of education has the task of integrating all out of school children which includes child labour and school dropouts into the school system and ensure that children enjoy their right to education. Their function is the following:

- In order to prevent children from joining the labour force the education
- department must ensure that all children in the 5-8 years age group are enrolled and retained in schools.
- The interventions of the SSA must pay attention to children in the 9-14 age groups like child labour, migrating children, street children, domestic child workers and school dropouts and never enrolled children. Children in residential and non-residential bridge courses, seasonal hostels, mobile schools and work-site schools for children who

migrate with their families must from the very beginning be linked to a formal government school, where they should be enrolled, without any difficulty, once they are ready to be mainstreamed. Children from TECs of the labour department are also eventually to be mainstreamed into formal schools and/or hostels. The responsibility of ensuring this should be that of the SSA.

- Likewise the Kasturba Gandhi Balika Vidyalaya (KGBV) residential schools with boarding facilities at elementary level for girls belonging predominantly to the SC, ST, OBC and minorities in difficult areas are to reach out to children from RBC's and TEC's. At the moment, the scheme is coordinated with the existing schemes of Department of Elementary Education & Literacy viz. Sarva Shiksha Abhiyan (SSA), National Programme for Education of Girls at Elementary Level (NPEGEL) and Mahila Samakhya (MS). It must also coordinate with the labour department. The rescued child labours are to avail of these facilities as well. There has to be a coordination of all the above activities of the SSA with the NCLP program and the department of Labour at all levels.

6.16.12 Department of Home/Police

- The role of the police is, booking the right cases under the Child Labour Act and all other relevant Acts.
- The police have to take complaints all missing children and track them.
- All cases registered in the police stations have to be followed up in the best interest of the child and their right to education.

6.16.13 Department of Youth Affairs

- The Nehru Yuvak Kendra Sangatanas (NYKS) under the Ministry of Youth Affairs and Sports has a huge network of youth clubs across the country. They must spearhead a campaign against child labour and for children's right to education in the entire country.
- The NYKS must take up the issue of abolition of child labour as a theme for the XI plan.
- The NYKS must also play an important role in identifying child labour and informing the labour department about the same.

6.16.14 Department of Panchayat Raj

- The Ministry for Panchayat Raj /Rural Development is to ensure that all gram panchayats fully monitor the status of children in their area.
- The Ministry of Panchayati Raj must provide training for the gram panchayats to track children and protect their rights

6.16.15 Department of Women and Child Development

- Child line is a 24 hours free phone service, which can be accessed by a child in distress or an adult on his behalf by dialling the number 1098 on telephone. Child Line service network needs to expand to every district of the country.
- Programme for Juvenile Justice is a scheme for ensuring implementation of the Juvenile Justice (Care and Protection of Children) Act, 2000, amended in 2006. A Juvenile Justice Board and a Child Welfare Committee (CWC) must be set up in every district as required

in the JJ Act of 2000. There is a need for the Labour department to coordinate its activities with the CWC.

- There are a huge number of homeless children, pavement dwellers, street and working children and child beggars in the urban areas. Children away from their families are also exposed to substance abuse, drug abuse and sexual abuse. Such children should be covered under the JJ Act and the child protection scheme of the department. They must also be eventually integrated into the institutions of the SSA.
- Since sooner than later all these children would join the labour force, they have to be in the radar of the labour department and rescued properly to join schools.

6.16.16 Involvement of Judiciary

- There has to be an orientation for the judiciary and establishment of procedures for making the courts child friendly. Children must not be allowed to make forays to the Court till they turn hostile. There is a need to also establish mobile courts for quick and timely action to rescue children and book cases.

6.16.17 Vocational Training for children in 15-18 years age group

- At the level of gram panchayats, children would not be statistics but will have specific names. A record of all out of school children can be maintained and even tracked, which includes school drop outs, children who do not attend schools regularly and child labour whether working in the village or has migrated from the village to be employed as

domestic child labour, in hotels and other shops, in a quarry or in mining, as agricultural labour or in occupation and process that has been prohibited under the Child Labour (Prohibition and Regulation) Act, 1986.

- If children are not found in the village or with their family, there must be an immediate enquiry into their whereabouts. As a first step they must lodge a police complaint and pursue the matter till children are found and rescued from whatever location they might be in.
- A list of all such children who are not in the families must be drawn up and consolidated at the mandal/block/ and district level. It must be monitored at the State level and reviewed systematically.
- The role of communities to protect their own children from the rigours of child labour cannot be over-emphasized. Every child in the community has to be accounted for and communities with the assistance of youth volunteers can play the role of watchdogs for the protection of children.

6.16.18 Vocational Training for children in 15-18 years age group

The Labour Department should assist children who have completed Class X to get vocational training by linking them up to local ITIs, NGO run vocational training programmes and private sector initiatives. They should not run vocational training centers as the track record of vocational training centers set up by the labour departments is extremely poor. The labour department should instead help older children to get placements in the job market. This would mean re-vamping the role of the labour department

from organising vocational training programmes to becoming placement agencies.

6.16.19 Trainings

Youth volunteers, gram panchayats, school teachers, officers of labour department and so on must all be given training about child labour and their respective roles in abolition of child labour. Training modules are to be prepared on the issue of child labour and education. All the participants must have a legal literacy and have a full knowledge of children's rights and their entitlements, the role of various departments, and awareness of the schemes and programs meant for children. Trainings for Social Mobilisers at village level and block level officers must be designed and conducted by the National Labour Institute.

There has to be training for all the 600 Project Officers as well as the Field Officers who are responsible for the NCLP at the district level. This must also include exposure visits and peer exchanges to districts that have initiated a comprehensive programme. The education instructors are to be trained by the SSA through its DIETS and DRUs. The trainings for all the members of gram panchayat are to be designed in coordination with the National Institute of Rural Development and State Institutes of Rural Development.

6.16.20 Structures and Processes for Monitoring Rescue, Release and Mainstreaming of Children

Formation of Task Force at Block/District level Special Task Force against child labour must be set up at a district and sub-district levels. At least one

day in a month must be fixed to take up all issues regarding child rights and child labour at the Block level for receiving petitions and reviewing the status of children and their rights. The Task Force takes issues that could not be resolved at the gram panchayat level up here. District authorities must take necessary initiative to take action in favour of children.

6.16.21 Constitution of State Monitoring Committee to review problems and issue specific guidelines and circulars.

The State Monitoring Committee headed by the Chief Secretary must facilitate coming together of all concerned departments and review the status of child labour. It must insist on district level action plans for abolition of child labour in each district and give support to innovative and creative actions that emerge in the process of implementing the program. The State should also facilitate interaction of officials, NGOs, gram panchayats between districts, show case good work and encourage the program appropriately. It must also give the lead to campaign and advocacy against child labour and have its own strategy and plan of action, with effective time lines for the same. The State Monitoring Committee must also make sure that there is no child employed as domestic child labour by any of its employees. It must ensure that the canteens, in all the government offices and around its premises do not employ children.

6.16.22 National Committee to Review Program

The issue of abolition of child labour must be coordinated at the highest level through an inter-ministerial body under the Prime Minister. The National Commission for the Protection of Child Rights (NCPCR), which

has been recently constituted as a statutory body and has the mandate to review all policies, laws and programmes related to children's rights should also be a part of this.

6.16.23 Inter ministerial committee

In order to review the measure for enforcement, rescue and rehabilitation of child labour, there has to be a Inter ministerial committee This Committee would have Secretaries of all the departments concerned such as Education, Social Welfare, Women and Child Development, Health, Revenue, Home and Civil Supplies.

There has to be training for all the 600 Project Officers as well as the Field Officers who are responsible for the NCLP at the district level. This must also include exposure visits and peer exchanges to districts that have initiated a comprehensive programme. The education instructors are to be trained by the SSA through its DIETS and DRUs. The trainings for all the members of gram panchayat are to be designed in coordination with the National Institute of Rural Development and State Institutes of Rural Development.

- Establishing contacts with the parents and working towards their reunion. Preparing a plan for the child's formal education
- Once children are settled it is necessary that the NCLP shifts the child to other programs run by the Government through the SSA of education department or the residential hostels that are in existence in almost every district in the country. The number of days a child would stay in the TECs would largely depend on the arrangements that are made for

each child's rehabilitation in a proper school. There is thus no fixed start date or finish date. This kind of flexibility must be allowed for a smooth transition of a child from a child labour to becoming a student. During the children's stay in the TECs they should be given some educational inputs. Therefore there is a need for trained educational instructors in the TECs.

- It is necessary for the school teachers in regular schools be primed to accept such children with a sense of pride and responsibility and feel obliged to take them without insisting on quality. They must realize that the child's journey to the school has been long and arduous and this itself is a measure of great quality.
- It is the responsibility of school to give all additional support to enable these children to catch up with their peers. The schools must also take up the responsibility to prepare them to a class appropriate to their age. There has to be instructions to the schools through the Education Department to accept such children, even if they join in the middle of an academic session. The labour department must facilitate this entire process lest children drop out of schools and join the labour force.

Role of education instructors in the NCLP program

1. Counselling children and helping them adjust to the new environs.
2. Assessing the child's educational status and preparing her/him for formal schools
3. Teach children through bridge course
4. Preparing the application forms for admission of rescued children into

formal schools.

5. Identifying the nearest school and negotiate with school authorities to give children admission. Also look for residential accommodation through social welfare hostels and Ashram schools, wherever possible.

6. Taking care of health of children.

Community Involvement in the TEC

- Every TEC must have a Programme Advisory Committee with members from gram panchayat where the camp is located, schoolteachers, youth and representatives of the CRPCs.
- They convene a meeting once in fortnight initially and at least once in a month subsequently. The agenda for the meeting must include the status of children in the camp, the material support available in the camp and the adequacies and inadequacies of the same, status of health of children in the camp and the general well being of the children in the camp.
- The doctors in the Primary Health Center should make preliminary visit to the camp and conduct a general examination of all the children in the camp. Children who require special specific attention are to be referred to the referral hospital for further treatment. Subsequently, the PHC doctor must visit the camp at least once in a week. There must be a provision for the camp to refer to the PHC as and when necessary. There also must be an allocation of flexible amount in the camp to meet any emergency situation.

