
UTILIZING CHILD LABOR IN BUSINESS: IS IT EXPLOITATION OR EMPLOYMENT?

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ABSTRACT

Child labour is a severe problem and a big obstacle in development of under-developed countries, and Pakistan is one of them. This study sought to explore the determinants and factors that affect the child labour. This is an empirical study on the population of underdeveloped city Badin. Data were collected from 50 employees and employers with the use of closed-ended questionnaires. Data were analyzed in terms of frequencies and percentages.

Lack of education and poverty were found to be determinant of child labour. Since the parents are poor, children need to work and mostly drop out school, and eventually remain poor for their lifetime. Moreover, parents are also responsible to make them work. Furthermore, the response of the employers is also consistent with the employed children.

Child labour is found to be exploitive, their ability to work is utilized by both parents and employers. The innocents who needed to be cared are made protect and serve others. The corrective actions should be taken by government, NGOs and civil society to abolish child labour in Pakistan.

Introduction

It is miserable when at the age of play and dependence, children are obliged to earn. Child labor refers to children who miss their childhood and are deprived of the basic amenities which a child should have. International Labor Organization (ILO) reported an assessed number of 215 million children between the ages five to seventeen, who work worldwide. They are often maltreated and enforced to work for lengthy hours in uncondusive and unfavorable work environment (Shrimali & Farmer, 2015). Due to early employment and responsibility their health is badly affected physically, mentally and emotionally. The children can not attend school because of their acute poverty earning responsibilities. Child labor has been one of a prevalent hurdles to social development. It is a challenge for the achievement of long-term goal in many countries to abolish all forms of child labor. Especially in developing countries, it is considered as a severe problem these days.

Child labor can be defined the paid work minors in an industry or business, and is considered unlawful and unfair. International Labor Organization (ILO) defines child labor as the work that is mentally, bodily, socially hazardous and risky to children, and hampers their schooling by;

- Divesting them of the opportunity to attend school,
- Forcing them to leave school prematurely, or
- Obliging them to try to combine school attendance with excessively long and heavy workload.

Child labor is a severe issue and a challenge for many developing countries. Many countries have passed various laws and have taken solemn initiatives to eliminate child labor, but still the problem is very extensive throughout the world.

There is lesss risk for large and multinational companies to entertain the child labour as their hired employee, because they have several formalities. However, they do also have the risk of child labour in the practices of subcontractors. The worst forms of child labour are often found throughout the supply chain (ILO, ILO-IOE Child Labour Guidance Tool for Business, 2015).

Notwithstanding the fact that Pakistan has approved both international core labour conventions regarding child labour, execution of laws to battle against child labour is weak, and lack of resources makes it hard to implement (ILO, Internationally-Recognised Core Labour Standards in Pakistan, 2008)

Child labor rests one of the heartbreaking problems affecting Pakistan and its children. Pakistan has passed laws in an attempt to limit child labor and indentured servitude. But those laws are generally ignored. This paper critically examined the issue of child labor in Badin city of Pakistan, which is an underdeveloped and called backward city of Sindh. Children residing in Badin city and adjacent areas are more likely to work due to poverty, unemployment of guardians and unavailability of proper education and health facilities.

Literature review

Child labor occurs because it is the only option for people when they face intolerable circumstances. Poverty and child labor are go together simultaneously. Vast literature is found about child labour at national and international level.

Sasmal and Guillen (2015) found the significant correlation between poverty and child labour, and illiteracy and child labour in the Indian context. They concluded that poverty negatively impacts on children's education and makes them dropout and start earning. They applied econometric analysis using state level panel data.

Shendell et al. (2016) concluded that forced and exploitative childhood labour puts a significant load on child development and welfare. Their findings demanded developing policies and educational interventions with adequate implementation and evaluation through proper data collection. Reform are also required with the rigorous involvement of governments, international organization, particularly in lower-income, less developed countries. E

Das (2012) revealed in a study that the problem of child labour is mostly a rural phenomenon and it has also significant implications on the basis of gender. Furthermore, the determinant analysis demonstrated strong positive influence of parental education as well as income in decreasing prevalence of child labour.

Basu and Tzannatos (2003) emphasize on crafting a proper policy for with an adequate theoretical and empirical comprehension of the issue, as it can mitigate the troublesome problem of child labour.

Edmonds (2005) concluded that expansions in per capita expenditure can describe 80 percent of the decrease in child labor that arises in households whose expenses increase enough to move out of poverty in Vietnam

Amon et al. (2012) found the improper finding and addressing of issues related to child labor in different government ministries, international treaties, and United Nations and donor funding programs and initiatives, are more often creating obstacles to operative and immediate action, while evaluating case studies of human rights investigations in Kazakhstan and Mali.

Bhalotra (2007) analyzed and concluded that child labour is obliged by poverty in Pakistan, because wage is elastic to child labour negatively. In addition, he found a significant difference between girls and boys in term of child labour tendencies

Research Objective

- To know the child are working in city they are belong from rural and urban areas
- Identification of the factors due child become labor and leave his study.
- To know how much child are contributing in business.
- To study the perception attitude of the employers towards working children.

Hypotheses

1. Higher the rate of poverty higher would be the practice of child labor.
2. Higher the rate of illiteracy, higher would be the practice of the child labor.
3. Child labour is exploited by parents and employer.

Research Methodology

This is a quantitative research study, the tool which is used in this research is closed-ended questionnaire comprising 13 items measuring response on nominal scale. Sixty questionnaires were distributed out of which only 50 were returned.

Population comprises children working in market of Badin, includes auto shops, mobile shops, hotels and garages. The sample of study are children aged between seven to seventeen years. Simultaneously the employers were also interviewed about their minor employees. This study is based on urban area of Badin city. IBM SPSS 22.00 was used to analyze the data. Secondary data is collected through literature material researched from articles, and news and research reports on child labor, poverty education and public health of child labor.

Data Analysis

1 Where do you live

Option	Frequency	Percent	Valid Percent	Cumulative Percent
1 city	39	78.0	78.0	78.0
2 village	11	22.0	22.0	100.0
Total	50	100.0	100.0	

This table responds on the question that child work on shop the belong from city or village and in this context we see 78% child belong from city and only 22% child belong from village, we conclude that majority of our respondents belong from city.

2 How old are you?

Option	Frequency	Percent	Valid Percent	Cumulative Percent
8-10	7	14.0	14.0	14.0
10-13	18	36.0	36.0	50.0
13-17	25	50.0	50.0	100.0
Total	50	100.0	100.0	

This table shows the response on the question what is the age of Childs who work on the shop and in this we can see the majority of child working in shop his age is 13-17 and 50%.

3 How much are you educated?					
Option		Frequency	Percent	Valid Percent	Cumulative Percent
	Less than Primary	8	16.0	16.0	16.0
	Primary Pass	10	20.0	20.0	36.0
	Middle Pass	5	10.0	10.0	46.0
	Uneducated	11	22.0	22.0	68.0

This table show the respond on the question that how much they educated from which 32% child work as part time means after school they come on shop and 22% are uneducated and only 10% are middle pass.

4 Why did you leave the school?					
Option		Frequency	Percent	Valid Percent	Cumulative Percent
	Due to poverty	9	18.0	18.0	18.0
	You have no interest	21	42.0	42.0	60.0
	Due to faraway of school	4	8.0	8.0	68.0
	Still studying and doing part time job after study	16	32.0	32.0	100.0
	Total	50	100.0	100.0	

This table shows the response on the question to know the reason due to they leave the education their 42% child say that they were not interested in education that's why they leave and 18% was those they leave due to poverty.

5 Who introduced/inducted you to the shop for work?

Option	Frequency	Percent	Valid Percent	Cumulative Percent
Your guardian	36	72.0	72.0	72.0
Shop holder self said to your guardian	0	0	0	0
You yourself talked to shop holder	14	28.0	28.0	100.0
Total	50	100.0	100.0	

In this table show respond on the question that how the come on the shop for work their 72% child introduced on the shop by his guardians and 28% child come on shop himself talked to shop holder and come for work.

6 Who is your guardian?

Option	Frequency	Percent	Valid Percent	Cumulative Percent
Mother	7	14.0	14.0	14.0
Father	0	0	0	0
Mother and Father	43	86.0	86.0	100.0
Any other	0	0	0	0
Total	50	100.0	100.0	100.

In this table respond on question that who is his guardian from which 86% child are those their father and mother both are present and only 14% are those his father is died and mother is present.

7 What is the occupation of your guardian?

Option	Frequency	Percent	Valid Percent	Cumulative Percent
Labor	19	38.0	38.0	38.0
Farmer	6	12.0	12.0	50.0
Employed somewhere	10	20.0	20.0	70.0
Something else	8	16.0	16.0	86.0
Nothing	7	14.0	14.0	100.0
Total	50	100.0	100.0	

In this table respond to know that child who working on shop what their parents do and

38% are those who are labor 14% do nothing and 20% employed somewhere and only 20% are farmer.

8 Is your guardian educated?

Options	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	26	52.0	52.0	52.0
No	24	48.0	48.0	100.0
Total	50	100.0	100.0	

In this table respond to know that how much percentage of guardians of children are educated and 52% guardian are educated and 48% are uneducated.

9 How much wages are paid you by the shop holder?

Options	Frequency	Percent	Valid Percent	Cumulative Percent
Rs.10-30	4	8.0	8.0	8.0
Rs.30-50	11	22.0	22.0	30.0
Rs.50-80	13	26.0	26.0	56.0
Rs 80-100	9	18.0	18.0	74.0
Rs.100-250	13	26.0	26.0	100.0
Total	50	100.0	100.0	

In this table we know children's are working on the shop how much rupees get it 26% children's get 100-250 and 26% get 50-80 and lower percentage is 8% the get only 10-30 rupees.

10 Wages you earn from the shop, where you spend?

Options	Frequency	Percent	Valid Percent	Cumulative Percent
On yourself	2	4.0	4.0	4.0
On grocery and household	2	4.0	4.0	8.0
Hand over to family	13	26.0	26.0	34.0
Half on yourself & half on family	19	38.0	38.0	72.0
For school expense	14	28.0	28.0	100.0
Total	50	100.0	100.0	

In this table we know the child are getting money from the shop where they spend it .38% child half on yourself & half on family and 28% use for school expenses and other 26% hand over to his family and only 4% use it on himself.

11 How long are you working on the shop?

Options	Frequency	Percent	Valid Percent	Cumulative Percent
2 or less than 2 years	31	62.0	62.0	62.0
4 or less than 4 years	16	32.0	32.0	94.0
6 or less than 6 years	3	6.0	6.0	100.0
Total	50	100.0	100.0	

In this table we know how long times they are working on shop and 62% are those who are working 2 or less than 2 years and 32% are those who working from 4 or less than 4 years and only 6% who are working from 6 or less than 6 years.

12 What percent do you sell or work?

Options	Frequency	Percent	Valid Percent	Cumulative Percent
0-25%	25	50.0	50.0	50.0
25-50%	20	40.0	40.0	90.0
50-75%	5	10.0	10.0	100.0
75-100%	0	0	0	
Total	50	100.0	100.0	

In this table we know how much children are contributing in business 50% are those who contributing 0-25% and 40% are those who contributing 25-50% and only 10% are those who contributing 50-75%.

13 When do you go to home from shop?

Options	Frequency	Percent	Valid Percent	Cumulative Percent
7-8pm	8	16.0	16.0	16.0
8-9pm	32	64.0	64.0	80.0
9-11pm	10	20.0	20.0	100.0
Total	50	100.0	100.0	

In this table we know on which time they come back his home 64% are coming 7-8pm and 20% are coming 9-11pm and 16% are coming 7-8pm.

These four questions asked from shop owners;

1 Are you satisfy from the work of child

Options	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	50	100	100	100
No	0	0	0	100
Total	50	100	100	

In this table we know that every shape owner is satisfy from its work and they do not want to leave them

2 What percent they sale or work?

Options	Frequency	Percent	Valid Percent	Cumulative Percent
0-25%	23	46	46	46
25-50%	20	40	40	86
50-75%	4	8	8	94
75-100%	3	6	6	100
Total	50	100.0	100.0	

In this table we know that according to shop owner how much percent child sell its product or work and according to them 46% sell 0-25% and 40% sell or work 25-50%.

3 How long the children work

Options	Frequency	Percent	Valid Percent	Cumulative Percent
4 or less than 4 years	24	48.0	48.0	48.0
8 or less than 8 years	6	12.0	12.0	60.0
15 or less than 15 years	20	40.0	40.0	100.0
Total	50	100.0	100.0	

In this table we know how long time Children’s are working on shop according to shop owner there is 48% say 4 or less than 4 years’ children’s are working on shop and 40% say 15 or less than 15 years’ children are working on shop.

4 How much childes are working on shop

Options	Frequency	Percent	Valid Percent	Cumulative Percent
1	16	32.0	32.0	32.0
2	21	42.0	42.0	74.0
3	11	22.0	22.0	96.0
4 and more	2	4.0	4.0	100
Total	50	100.0	100.0	

In this table we know that how much children are working on one shop and maximum shop 2 childes are working 42% are those and 22% are 2.

Conclusion

Most of the children work in cities as compared to villages and are from age bracket of 13-17 years. Most of the children are uneducated or primary pass. Majority replied that they leave school because they were not interested. Majority of them were introduced at the workplace by their guardian, and most of them have their parents as guardians, most of the parents are themselves labour, and little majority is uneducated. Majority of them are paid Rs.50-Rs.80 and Rs.100-Rs.250. Most of them are working there for two years or less than two years, and spend their income on themselves and family both. Most of them go to home from work at 8 p.m. or 9 p.m. majority thinks that they contribute 25 percent to the income of the business concern.

The response of the employers is also consistent with the employed children. Most of them are satisfied with work of employed children. Moreover, majority thinks that children contribute 25 percent to the sale or work of their business and are working there for four years.

The compensation of child labor is very low and illiteracy is the main factor that influences the child to work. While child labor subsidizes significantly to the family income but they do not receive enough in return. Child labor should be condemned and abolished. Government, NGOs and civil society should take corrective & preventive measures regarding this issue.

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