

# **CHAPTER - I**

## **INTRODUCTION**

### **1.1 Background of the Study**

Child labour is one of the major issues in many parts of world including Nepal. An estimate in 1996 showed that about 250 million children of ages between 5 to 14 years were working full-time or part-time. Most of these working children were in developing countries, over 50% of them in South Asia. Nepal is one of the countries with a very high proportion of child labour. An estimate based on labour based survey in 1998/99 showed that about 2 million (41%) children out of total population of 4.9 million of ages between 4 to 14 years were involved in work.(HMG,2004).

Child labours are not only overworked but are socially and economically exploited. They are easy targets for exploitation because most of them are illiterate, uneducated and unaware of the dangers inherent in their labour. Non-formal education (NFE) classes to rectify the situations have thus far had little success. Although many NGOs have been conducting NFE programmes the coverage is limited, and more focused attention is required for the risk-prone industrial areas. Some NGOs have organized special workshops for the teachers who are conducting NFE programmes in this particular field, to improve their teaching and counseling skills. Integrated programmes which include components such as literacy classes, income generating programmes, health and sanitation activities are gaining popularity because there is a lack of appropriate tools to tackle the shortage of shelter, job insecurity, exploitation by the adults, and

deprivation of education and medical facilities as faced by most of Nepal's impoverished children.(Khanal, 2006).

Child labour is not 'teenage' working for a few hours to earn additional pocket money, not children helping a family farms, not youngsters doing household work but children prematurely living adults lives, working long hours for long wages under condition to their health and to their physical and mental development, some times separated from their families frequently deprived of meaningful educational and training opportunities that could open for them a better future (Shrestha, 2006).

Child labour has been accepted as an integral part of the Nepalese economy and society. For many children in Nepal, the workday starts at dawn and extends late into the evening. Every day is a day of labour for these children, they are deprived of their basic rights to protection, participation and development. The seriousness of this issue requires that all available data be scrutinized and analyzed before recommendations for change can be made. The paucity of verifiable data on this issue, however seriously hinders the objective assessment of the extent and impact of child labour in Nepal (NHDR, 2005).

In 1973, ILO adopted convention138 to sanction minimum age of workers to be applicable to governments, employer enterprises, trade unions and organized establishments. Conventions of this approach in defining child labour are:

**Minimum Age for General Works:** If a child under 15 years of age in general and under 14 years of age in developing countries where education facilities are not developed and available, undertakes any type of general work, it is termed as child

labour. It does not specify the nature of work such as economic non-economic and type of work such as beneficial or harmful to children's development.

**Minimum Age for Hazardous Work:** If the children less than 18 years of age in all countries work in hazardous condition independently or the children less than 16 years under certain strict conditions, they are labelled as child labourers (Save The Children, 2006).

Nowadays, child labour in Nepal is being considered very seriously. It is deeply rooted in most part of the country. Traditionally, children in Nepal are involved in agriculture domestication of animals, handicraft and other employments. Many children are compelled to migrate in town in search of employment, following the tragic calamity in their native land hardship, in their life, corrupted social relationship and so on. Children, working in small towns and big cities are increasing continually. These working children are largely increasing in Kathmandu alone (CWIN, 2001).

Child labour is not a new phenomenon in an agriculturally dominant country like Nepal. It is part of the feudal economy-system. For years, child labour has been perceived as away of life in this country. The migration of children to urban areas has been tremendously increasing these days and this has led to the increase of child labour in the urban areas. Every year hundreds of children leave their homes and migrate to urban areas, because of curiosity and unfavorable economic conditions at home. They often work at hotel/restaurant, industry, repairing shoes in the street, stone quarries and so on. The extent of exploitation is very high everywhere (UN, 2006).

## **1.2 Statement of the Problem**

Although the Interim Constitution of Nepal (2007) has focused on the creation of a favourable environment for living with human dignity to children of all castes, adhibasi Janajatis, regions, groups and communities to fulfil responsibilities generated through these commitments and by developing the culture of human rights, it remains only in paper but not practiced. In the Tenth Plan, social inclusion of women, children, dalits, adhibasi Janajati and senior citizens, as well as separate policies and programs of human rights were incorporated. In this plan, the constitution commitments were made to ensure human rights provided by the constitution and provisions of international conventions on human rights issues were included to support the poverty alleviation. The problem of child labour in Nepal is principally, due to the acute poverty of the people particularly in the rural areas. Most people live on subsistence farming; exploitative social relations in the village further aggravate the problem. The harsh living conditions and frequent natural disasters lead to permanent migration of families and in some cases, that of children who, on their own, move from the rural to the urban areas (GOV, 2007).

Not all work done by children should be classified as child labour that is to be targeted for elimination. Children's or adolescents' participation in work that doesn't affect their health and personal development or interfere with their schooling regarded as being something positive. This includes activities such as helping their parents around the home, assisting in a family, business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children's development and to the welfare of their families; they provide them with skills and experience, and help to prepare them to be productive members of society during their adult life (ILO, 2004).

The World Education Forum on education for all (EFA) held in Dakar, Senegal in April 2004 to review the achievements of EFA campaigns in 1990 realised the difficulties of countries like Nepal. Accordingly the Forum adopted the Dakar Framework for Action (DFA), Education for All: Meeting Our Collective Commitments. The Dakar Framework for Action lists six major EFA goals to be achieved by 2015. The goals relate to provision of 1) early childhood development, 2) free and compulsory primary education, 3) skill education and appropriate learning for out of school youths and adults, 4) removing social and gender disparities from education, 5) improvement in adult literacy, particularly female literacy and 6) improving quality of education. There are now a number of organisations working in the country with the objectives of safeguarding the child rights and helping children in difficult circumstances. This includes NGOS, trade unions, employers' associations, community based organizations, academic and research institutions and media. There is a large number of NGOs registered throughout the country working in the areas of child rights and child welfare (HMG, 2004).

The condition of child labourers engaged in hotels and restaurants are generally worse than in other employing agencies. The employers are well aware about their weakness and problem. So the employers prefer to take child as a labourer, because children are easy to handle in the way they like. The child labours play a supplementary role of adult labour. Children are cheaper, easily available, innocent, native willing, easy to control and exploit, and more reliable than adults. Employing children means a guarantee of stable work force as they can be exploited continuously for many years. There are the reasons why the employers tend to hire children rather than adult labourers (Dahal, 2006).

Children are deprived from basic human and children rights, nutrients, entertainment, sports and they have no holiday or any leave. The misbehaviour and harsh treatment against children from their employers make negative and immoral psychological impact in their mind; as a result their lives become miserable and sorrowful. Today's children are the citizen of tomorrow and future of nation. Child stage is the most effective stage of human development. But if they are deprived of basic child right and good mental and physical development, they can't be qualified person for the development of a family, society and nation (World Bank, 2006).

### **1.3 Objectives of the Study**

The general objective of this study is to describe the socio-economic conditions and the problem faced by child labourers working in hotels and restaurants. However, the specific objectives of the study are as follows:-

- To assess the socio-economic condition of child labourers engaged in hotels and restaurant in Kathmandu.
- To examine the present working condition of child labourers.
- To identify the problems of child labourers in hotels and restaurants of Kathmandu.

### **1.4 Importance of the Study**

This study is significant in different ways such as to search the remedies of problem facing in this field, and policy makers of NGO/INGOS and civil society. It also helps to the national and international organizations that are interested to know about this field. Therefore, this study is typical in present situation. More

over this study is except to provide accurate information on child labour, which might be helpful, those who are interested to conduct in this field in future.

### **1.5 Organization of the Study**

This study is divided into six chapters. The first chapter is concerned with introduction of the study dealing with the objectives statement of the problem as well as importance of the study. Chapter Two deals with the review of literature relating child labour in the hotels/restaurants. The literatures are taken from relevant books, study reports, journals and seminar papers relating to the child labour. The Third Chapter contains the research methodology of the study. In this chapter method of data collection, sample size, research design, selection of study area and limitations of the study have been explained. The Fourth and Fifth chapters, consists of data presentation and analysis such as socio-economic characteristics, family background, working condition, environment of the child labourers, income profile and health status. These data show the profile of the child labours in terms of their age, sex caste/ethnicity and place of residence wage. These two chapters are the key part of the study. Finally, Chapter Six summarizes the major findings of the study as well as conclusions and recommendations. References cited and annexes are also presented in the end.

## **CHAPTER –II**

### **LITERATURE REVIEW**

#### **2.1 Child Labour: A Global Overview**

According to an ILO report, there are 211 million children between 5 to 14 years of age, at work in the year 2000. This accounted for a little less than one-fifth of all children in this age group. About 73 million working children were less

than 10 years old. The total economically active child population of those among 5 to 17 years old was estimated at 352 million. The estimate shows that there was no significant gender difference in the global incidence of children at work. It should be noted here that the overall estimates of 211 million working children were exclusive of children who were engaged in regular non-economic activities, but inclusive of those who lived in parents' or guardians' households.(Concern Nepal, 2006).

According to the surveys conducted by the ILO in Brazil, Colombia, Ecuador, Ghana, India, Indonesia, Senegal and Turkey, most working children not only worked out but were also studying. An average of 25 percent of children between ages of 5 and 14 were engaged in some form of economic activity. It was the principal activity for one-third of them and a secondary activity for the remaining two-thirds. Asia the most densely populated region of the world, has about 61 percent of working children, where as Africa has 32 percent and Latin America 7 percent. However, in relative terms, it is Africa which has between the ages of 5 and 14 engaged in some form of economic activity. In industrialized countries, although child labour is less common, the phenomenon is growing again in several places, particularly in Eastern European countries in transition to a market economy (ILO, 2006).

The children in many countries in Asia share a common pain and problems of child labour in their every day life, statistics have revealed that almost half of the world child labour problems exist in South Asia. Because of growing poverty famine, unfair economic relations and social injustice, the children if these regions are for lead to take on a major burden for survival. Despite many national, regional



and international commitments to combat child labour, the situation of children in the SAARC region is far from satisfactory (Bista, 2007).

Earlier estimates based in very limited statistical information obtained from about 100 countries indicated that there were 73 million working children 10 to 14 years of age in these countries in 1995. However recent experimental surveys carried out by the ILO's Bureau of statistics in a number of countries indicate that this figure is gross underestimation. They further indicate in substantial numbers. The Bureau now estimates that, in developing countries alone, there are at least 120 million children between the ages of 5 and 14 who are fully at work and more than twice as many (or about 250 million) if those for whom work is a secondary activity are included of course 61 percent are found in Asia, 32 percent in Africa, and 7 percent in Latin America.

Although Asia has the largest number of child workers, Africa has the highest incidence at around 40 percent of children between 5 and 14 years old. Though primarily a developing country's problem, child labour also exists in many industrialized countries and is emerging in many east European and Asian countries which are in transition to a market economy. Child labour is widespread throughout the countries of South Asia. Millions of children in the region spend their formative years toiling long hours for little remuneration at occupations which endanger their health and well-being. These children generally do not attend school and thus do not acquire advanced skills which could increase the life opportunities available to them (ILO, 2007).

Although, not a new phenomenon, child labour is one of the most pressing issues currently confronting South Asia. Despite growing international awareness of the problem, trends indicate that the number of children involved in child labour

in certain sectors geographical areas is increasing. Economic pressures of inflation and effects of structural adjustment programmed have placed more families in difficult situations. Export-oriented products such as hand-woven carpets rely on cheap child labour and have boomed in recent years.

“Globally, approximately 250 million children of age group 5-14 work for livelihood in conditions of various degree of exploitation. Among the, 120 million work full time regionally, 61 percent of all child labour in Asia over 80 million children in this region are working in the most difficult circumstances” (NHDR, 2005).

## **2.2 Child Labour in Nepal**

Poverty is widespread in Nepal. High dependency in agriculture, declining productivity, skewed land distribution and land fragmentation has caused increasing unemployment, under employment and poverty. Various studies in Nepal have shown that child labour is usually linked to the poverty of the family. Problems such as insufficient food, proper shelter and other factors like unemployment among the adult family members or death of the bread earner compels children to work from an early age. The family manages the extra resources needed to cope with the crisis by taking children out of school and sending them to work. Most of the children migrate to cities in search of better living conditions (Dhakal, 2005).

Child labours in Nepal are cheap and easily available labour force. They are uncomplaining, easy to control and can be forced to adjust even in difficult circumstances. Children have no collective bargaining powers and the employers themselves decide everything. They are provided just a nominal wage and are not

subject to receive any other basic facilities or allowances for their hard work. In fact, they are paid very little without any difficulty because they usually come from very poor families and can be hired and fired at any time. Moreover trade unions are not taking any interest in this regard. According to the country's law, employment of children in any factory or any health hazardous area is illegal. Employers however seem to face no direct threat from existing rules and regularities in this regard which goes to prove how ineffective their implementation has been (Dahal, 2005).

With growing awareness about children's rights among the general public, child labour has become a strong political and social agenda in Nepal. State party, the government, political parties, human rights organisations, corporate bodies, school bodies, school institutions, social organisations and local communities have been increasingly expressing their commitment to work towards improving the situation of child labours' problem in country. According to a survey conducted by Concern Nepal, there are 82 areas of work in which children are employed, including the agricultural sectors which is a dominant occupation in Nepal even for children. ILO estimates that there are 2.6 million child labours in Nepal (Concern Nepal, 2006).

Several CWIN research and survey studies have revealed that the child labour is an integral part of labour market. From agriculture to industry, domestic service, plantation, construction and transport service, can find employed as labour. According to Concern Nepal, the fields of child labour in Nepal are as follows: Agriculture, Industrial sector, Cottage industry, Manufacturing industry, Plantation industry, Tourism industry, Service sectors, Transportation, Technical, Business and other. Other comprises, Road construction, Building construction, Street

begging, street acrobats, Golf ball retrieving and cinema hall ticket selling (Acharya, 2005).

The pioneer institution for the right of the child CWIN, shows its study report that working children in Nepal comes across the following problems.

- (1) Too young to work/ inappropriate work for children.
- (2) Health hazards working conditions.
- (3) Low wages and long working hours.
- (4) Work at night.
- (5) Economic exploitation by adults.
- (6) Lack of basic education opportunities.
- (7) Separation from parents.
- (8) Abuse and neglect.
- (9) No rest or entertainment.
- (10) Physical, mental and emotional exploitation.
- (11) Not having their basic needs met.
- (12) Inappropriate child rearing atmospheres.
- (13) Lack of adequate parental love, care and understanding.
- (14) Lack of social security and attention.
- (15) Violations of child's laws (CIWIN, 2006).

It is estimated that the agricultural sector absorbs as much as 96.1 percent of the 1.15 million economically active children of 10-14 years followed by those engaged in construction, transportation and communication workers (2 percent) and sales workers (1.6 percent). In Kathmandu Valley, the carpet industry absorbs a large number of children whose average age is 13 years. Children of Bhote clan like the Tamang, Lama and Sherpa comprise 85 percent of the child labourers in

the carpet industry. The remaining 15 percent come from the Newar, Chettri, Brahman and Magar communities. Child labourers in the carpet industry have migrated mainly from Ramechhap, Kavre, Dolkha, Nuwakot, Makwanpur, Sindhupalchowk, Banke, Bardia, Dang, Rasuwa and Sunsari districts. In major cities, particularly in Kathmandu Valley, there are a large number of street children who work mainly as beggars and ragpickers. Government policies, in the past, have concentrated on development activities in Kathmandu which increased rural migration into Kathmandu and which in turn produced more street children. Some of these children have become addicted to alcohol and drugs and have resorted to gambling, pickpocketing and stealing to survive (GON, 2009).

#### **2.4 Conceptual Framework of Study**

The literature reviewed on the related issues provides the basic of study. The present study is conceptualized with two phases of children's survival. The first phase is socio-economic condition of children and the second is employment in Hotel/Restaurants as labourers. There are related push and pull factors while living at home and other hazardous conditions while employed at Hotel/Restaurants. The conceptual framework of this study can be summarized as:

**Figure No. 1: Conceptual Framework of Study**

## **CHAPTER -III**

### **RESEARCH METHODOLOGY**

A research undertaking must be equipped with research methodology. Research methodology is a format of methods that has to be followed as guiding principle in a scientific study. It is a science of methods/rules and it deals every step of method. Different method can be applied in some research. In order to achieve the objectives of the research, methodology is necessary. This research also adopted some specific methods. In this chapter, the research method used to conduct the present study by collecting required information needed for the study is discussed. It deals with rationale of site selection for the study, the research design, nature of data, sampling procedure, and technique of data collection and analysis of the data, limitations of the study.

#### **3.1 Selection of the Study Sites**

Kathmandu district is selected for the study because Kathmandu is the capital city of Nepal. There are huge number of hotels and restaurants in Kathmandu. Children with different culture and ethnicity from various parts of the country come here and work as child labourers. Ward No. 13 (Kalimati) of Kathmandu district is the precise site. Kalimati of Kathmandu (Ward no. 13) is the place where huge number of hotels and restaurants are concentrated. This area is chosen for the study also due to its better accessibility to collect primary data through different techniques, tools and documents. Another reason behind selecting this site is that there has been not much study in this area.

### **3.2 Research Design**

This study is based on both exploratory cum descriptive research design. It is exploratory because attempts were made to investigate the minimum acquaintance about hotel/restaurant child labours as well as to explore the hidden facts and realities. On the other hand, descriptive research design was made to describe the socio-economic condition of hotel/restaurant child labours and major problems associated with them which enabled to present a clean picture of the phenomenon under investigation.

### **3.3 Sampling Procedure**

For the actual study, not only the large hotels and restaurants but also the small tea, sweet shops, momo shops, where the child labourers were found equally are taken. For the sample 40 hotels and restaurants were selected according to the random sampling technique from small to large hotels/restaurants. Interview with the child labours both boys and girls working in the hotel & restaurants have been carried out. Interview has been taken with 60 (7 Girls and 53 Boys) child labourers because this number covers the necessary sample size. Though the hotels and restaurants were chosen randomly no child workers were left uninterviewed among the selected hotels/restaurant.

### **3.4 Nature and Source of Data**

Different types of quantitative data and information have been collected and analyzed in this study. Both primary and secondary data have been used in this study. Primary data were collected during field study with the help of scheduled questionnaire. Similarly, secondary data were obtained from different sources such



as published books, journals, publications and reports of different national and international organizations.

Thus, this study is based on both primary and secondary data. Primary data is used as the major sources of information.

### **3.5 Tools & Techniques of Data Collection**

The following tools & Techniques of data collection were used to get proper information:

#### **3.5.1 Date Collection Procedure**

After receiving a letter from Central Department of Rural Development, TU, Kirtipur to the researcher the same was handed over to the authority of Ward No. 13, Kathmandu Metropolitan City. After getting permission from Ward authority, the investigator informed the participats and get ready for interview. The interview was done in a face-to-face interview using questionnaire. The investigator herself was involved in the entire data collection process.

#### **3.5.2 Semi-Structured Interview**

To interview with the child labours direct contact were made with them to obtain required information. This method also aimed at collecting information about qualitative facts such as ideals, feelings and views, behaviors that was very helpful to find out the truth. Field work was completed in 21 days.

#### **3.5.3 Observation**

Observation has been one of the basic techniques of data collection to document the present condition of the respondents. While interviewing the respondents (child labours in hotel/restaurant), the researcher observed his/her

physical appearance, working condition, clothing, behavior of the employers activities of respondents during answering responding the questions. This method helped to find out the reality between doing, saying and existing situation of hotel/restaurant child labours.

### **3.6 Data Analysis and Interpretation**

According to the research design, in this study both descriptive and analytic methods were used in presenting the collected data. Almost all the collected data of this research were analyzed descriptively and the frequency and percentage that are the simple statistical tools have been applied in this study where necessary. However, the research design of this research work is descriptive which is used for qualatative data collected through various techniques in the field. After completing the field study, data collected during fieldwork period were edited and tabulated as per the need of report. Similarly, to make the findings more organized, various chapters and sub-chapters were arranged and chapter and sub-topic wise descriptions and analysis were made.

### **3.7 Limitations of the Study**

The specific limitations of the study are as follows:-

- ) This study is based on the primary and secondary data collection in hotels and restaurant of Kathmandu and therefore the result may not be representative for the whole country.
- ) This study presents only the child labourers employed in small hotels and restaurant. So, it does not cover the child labourers engaged in big hotels like five star,

### **3.8 Ethical Consideration**

The researcher is conscious about the ethical issues emerged during the process of research. Therefore, to minimize harm, the research takes consent and approval from the participants and the concern organizations.

## **CHAPTER IV**

### **SOCIO-ECONOMIC CONDITION OF CHILD LABOUR WORKING IN HOTEL AND RESTAURANT**

Social economic condition refers to the level of social status in the society. It refers to the economic condition, their living standard, their education level, the level of civilization and many other things which is related to individual in connection with the society.

Child born as the individual in the family but after his/her birth he/she come the member of the family and finally the member of the society as a whole. Child has to live as per the family and whole development of the child is related to the and as the status of family.

Above and all a part from other social cause the economic problem play the vital role in shopping the future of the individual child. We can see in the society the child which family economic condition is strong get the chance of well physical and mental development but on the other hand the poor family's child is deprived from all this opportunities. There is the wide disparate in Nepalese society as there is the huge gap between the haves and have not.

The following factor which will be described below is the major cause which the child of poor family a part the exception to engage in different labor work among which he child work the hotel and restaurant is one which is delta here.

#### 4.1 Age/Sex of Child Labor

The age under 18 is very important period of a child to develop physically and mentally. The age of child is also important for the formation of self-identity and self-esteem. So, this situation is much striking for all this regard. Table 1 gives some actual information of hotel/ restaurant child laborers' under the different age groups as well as sex.

**Table 4.1: Distribution of child labours by age and sex**

Age in years	Boys		Girls		Total
	No.	%	No.	%	%
8-10	9	15	3	42.86	20.0
11-13	15	25	2	28.57	26.67
14-16	22	36.67	2	28.57	40.0
Above 16	7	13.33	-	-	13.33
	53	100	7	100	100%

Source: Field survey 2011

Table 4.1 shows that the age of child laborers ranges from 8 to 18 years, of which 90 percent are male and 10 percent are female. The highest percent of child laborers are found in the age 14 to 16 that is 36.67 percent for boys and 8 to 10 age and 5 percent for girls. The participation of younger children is higher than elder children because it is easy to exploit the younger children for the owner of hotel / restaurant

#### 4.2 Origin Place of Child Labor

The research shows that the child working in the hotel / restaurant as labor are not merely from Kathmandu. They are from the different parts of the country which is shown in the table no. 4.2. The place found is usually the near one from the target area. Though there are some place which is far from the target area.

**Table 4.2: Distribution of child labor by their origin place**

Place	Boys		Girls		Total %
	No	%	No	%	
Dhading	8	15.09	3	42.85	18.34
Makawanpur	6	11.32	1	14.29	11.67
Sindhupalchowk	7	13.21	1	14.29	13.33
Kavre	3	5.67	-	-	5.0
Rasuwa	6	11.32	-	-	10.0
Nuwakot	3	5.67	-	-	5.0
Ramechhap	2	3.77	-	-	3.33
Chitwan	6	11.32	-	-	10.0
Janakpur	6	11.32	-	-	10.0
Nawalparasi	5	9.43	-	-	8.34
Udayapur	-	-	2	28.57	3.33
Bihar	1	1.88	-	-	1.66
Total	53	100	7	100	100

Source: field survey 2011

### **4.3 Caste/Ethnic Composition**

Children from different ethnic group were found in the survey. The caste/ethnic composition of hotel/restaurant child laborers in Kathmandu Ward No. 13, Kalimati has a wide diversity. These child laborers were from different caste/ethnic groups. The caste and ethnic composition of hotel/restaurant child laborers is presented in table 4.3.

**Table 4.3: Distribution of child laborer by caste/ethnicity**

Caste/Ethnicity	Boys		Girls		Total (%)
	No.	%	No.	%	
Brahmin	5	9.43	1	14.29	10
Chhetri	4	7.55	1	14.29	8.34
Magar	4	7.55	-	-	6.67
Gurung	5	9.43	1	14.29	10
Newar	2	3.78	-	-	3.34
Tamang	5	9.43	-	-	8.34
Chepang	6	11.32	1	14.29	11.67
Sanyasi	1	1.87	-	-	1.68
Rai	4	7.55	-	-	6.62
Tharu	1	1.87	2	28.58	5
Dalit	5	9.43	1	14.29	10
Lama	5	9.43	-	-	8.34
Others	6	11.32	-	-	10
Total	53	100	7	100	100

Source: Field survey, 2011

The table shows that majority of child laborers was Brahmin 10 Percent, Gurung 10 Percent, Newar 3.34 Percent and others 10 Percent. Other caste ethnicity of the child labourer can be clearly viewed from the table

#### **4.4 Religion**

As rightly stated by great King Prithvi Bir Bikram Shah Dev, Nepal is a multi religious country. In the past Nepal was a Hindu country but now the interim constitution declared as secular country. It is here studied whether there is

prominent diversity in the religious of children. The religious composition of the respondents is presented in table 4.4.

**Table 4.4: Distribution of child laborers by religion**

Religious	Boys		Girls		Table %
	No.	%	No.	%	
Hindu	35	66.04	5	71.42	66.67
Buddhist	12	22.64	-	-	20
Christian	5	9.43	2	28.58	11.67
Others	1	1.89	-	-	1.66
Total	53	100	7	100	100

Source: Field survey 2011

It is obvious that majority of the child laborers (66.67%) belongs to Hindu religions. 20 Percent child laborers are Buddhist, 11.67 Percent are Christian only 1.66 Percent belong to other religions i.e. Muslim.

#### 4.5 Education

Education is the sign of civilization for every human being. Education is important precondition to have their life in a better way. It is also the fundamental right of every individual. Education helps to develop society and it is the basic requirement to develop the personality of every individual. The following tables help to find out the educational background of family of the child laborers and the child laborers himself / herself.

**Table 4.5: Distribution of Education condition of Child laborers parents**

Educational background	Nos	Percent
Literate	30	50
Illiterate	30	50



Total	60	100
-------	----	-----

Source: field survey 2011

The table shows that the child laborers parent education condition. 50 percent are literate and 50 percent are Illiterate. In part of literate they only know the right certain things only.

**Table 4.5.1: Educational condition of Child laborers by sex**

Education	Boys		Girls		Total
	No	%	No	%	%
Illiterate	22	41.50	1	14.28	23
Literate	31	58.50	6	85.72	37
Total	53	100	7	100	60
Education attainment	-	-	-	-	-
Up to primary (1-5 class)	17	54.84	5	83.33	22
Up to lower secondary (6-8class)	12	38.70	1	16.67	13
Up to secondary (9-10 class)	2	6.46	-	-	2
Total	31	100	6	100	37

Source: Field survey 2011

Table 4.5.1 shows that a large number of children are deprived of 'right to education' though the majority of them are literate but have studied only up to class 7. Out of 60 respondents only 37 child laborers are literate 23 of the total child laborer illiterate. They are deprived of educational right. Among literate children, 22 have attended primary level of education 13 have studied up to lower secondary and only 2 have completed up to class 9.

Children left their study for the sake of work, which are categorized in the row of 1 to 5 and 6 to 8 grades. During the survey period, no one was studying at school.

#### 4.6 Reason for Discontinuing Education

Most of the children have left the school due to the poverty of their parents. Poverty is the significant reasons for children's school no attendance and dropout. Due to the parents inability to afford schooling cost children do not go to school. Many parents can't afford money for their children to study. They can't buy the stationary. Some have even hand to mouth problem. So, some of the children are out from home for the hope of acquiring income and education both. The major reasons behind dropped out or not joining school reported by child laborers working in hotels/restaurants are presented in table below.

**Table 4.6: Distribution of child laborers according to reasons for discontinuing school**

Reasons	Boys		Girls		Total
	No	%	No	%	%
To earn money	6	13.95	1	16.67	14.29
Poor economic condition	18	41.86	4	66.66	44.89
Failed in exam	5	11.63	-	-	10.21
Death of father	5	11.63	-	-	10.21
Hard life in village	3	6.98	1	16.67	8.16
Others	6	13.95	-	-	12.24
Total	43	100	6	100	100

Sources: Field survey 2011.

According to the table out of the 60 respondent only 49 responded answerd to the question 'what is the reason behind leaving the school. The reason mentioned above shows that more or less are attached to the economic condition. The majority of children leave their school due to the reason of extreme household

poverty. Most of the child informed that they have no money to support themselves and to continue the education.

#### **4.7 Interest for further education**

It is found that most children are positive towards education by the survey. They want to join the school and expect to make better future. Though they are familiar with the importance of education in human life, they are compelled to drop-out their schooling due to various reasons. The table below shows that whether Hotel / Restaurant child laborers are interested towards education or not.

**Table 4.7: Distribution of child labor as per their Interest for their further education**

Interest for future education	Boys		Girls		total%
	No	%	No	%	
Yes	39	73.58	7	100	76.67
No	14	26.42	-	-	23.33
Total	53	100	7	100	100

Field survey 2011

In this regard the structured interview was able to explore attitude of hotel/restaurant child laborers towards education. Majority of children 46 out of 60 are strongly interested for further education. If anybody is ready to help them the attitude is almost absolute (100%) than boys and (73.58%) on the other hand, (26.42%) boys and zero percent girls are not interested to further education because of ageing, dislike to study, have to support their family and not sure fixed job in future.

## 4.8 Family size

Due to economic region poor families normally have higher fertility rates and finally bigger family sizes. A bigger family size means many mouths to eat and many pressing needs, which might have pushed the children to work into the labor market. The family members were recorded during the interviews after asking the questions about the total number of families they have

**Table 4.8: Distribution of child labor by their Family size**

Family size	Male		Female		Total member %
	No	%	No	%	
Less than 6	56	93.33	52	86.67	18.33
6-8	4	6.67	8	13.33	61.67
9-11	-	-	-	-	16.67
Above 11	-	-	-	-	3.33
Total	60	100	60	100	100

Source: Field survey 2011.

Table 4.8 shows that out of the total child laborers 61.67 percent have the family size 6 – 8, 18.33 have less than 6 members, 16.67 percent have 9 – 11 members and 3.33 percent have above 11 members. The table indicates that most of the children are from the bigger family size i.e. 9 – 11. The table also shows that the male members in the family is more in the family which have less than 6 members i.e. 93.33 percent are male and 86.67 percent are female.

#### 4.9 Housing Condition

The health and security of the person can be determined from the shelter in which individual is sheltering. The following table shows whether the child laborer is sheltering in their own home or not.

**Table 4.9: Distribution of child laborer whether they are living in their own home**

Living in their own house	Boys		Girls		Total
	No	%	No	%	%
Yes	5	9.43	1	14.28	10
No	48	90.57	6	85.72	90
Total	53	100	7	100	100

Source: Field survey, 2011

This table show that whether the child laborer are sheltering in their own home or not. Though this question seems quite unsuitable but this question is asked to depict the reality which also shows how the child laborers are living. The question is also unsuitable in respect as most of them have migrated from near by city. However the table shows that 10 percent lives in their own home and 90 percent of the child labor does not take shelter in their own home. The table also clearly shows the living condition distributed on the basis of sex.

#### 4.10 Child laborers' whether they are staying with their Family

This question was asked; “Are you living with your parents” helps to depict the reality whether the child migrated alone or with their parents in search of livelihood. Thus the below table will show the reality.

**Table 4.10: Distribution of child laborers whether they are living with their parents or not**

Live with own Parent / family	Boys		Girls		total%
	No.	%	No.	%	
Yes	18	33.97	3	42.87	35
No	35	66.03	4	57.14	65
Total	53	100	7	100	100

Source: Field survey 2011.

The table shows that 35 Percent live with their own family 65 percent dose not live with their family. They either live with their master where he/she are working or with the collique per forming the similar nature of home. The table also clearly shows the sex classification of the child laborers staying with his / her family / parents or not.

#### **4.11 Parent's Occupation**

It is evident to us that a Nepal is an agricultural country. Most of the people's occupations are agriculture. In the concerned research the carrier development of children depends upon the occupation of their parents. The occupation determines their economic status and economic status determines their personality and carrier. Therefore, the development of child in every factor is determined by the occupation of parents. Table 4.11 shows the source of income of the parents of the sampled child laborers.

**Table 4.11: Distribution of Hotel/Restaurant child laborers by source of their family income.**

Source of Income	Boys		Girls		Total (%)
	No.	%	No.	%	
Agriculture	23	43.39	5	71.43	46.67
Business	8	15.09	-	-	13.33
Wage Labor	18	33.96	2	28.57	33.33
Other	4	7.55	-	-	6.67
Total	53	100	7	100	100

Source: Field survey, 2011

The table shows that most of the families 46.67percent of the respondent rely on agriculture for their livelihood, but it is not sufficient to make them survival through out the year. Therefore, they have to look for other kinds of work and most likely one is wage labor 33.33 Percent. The table shows that only 13.33 Percent are engaged in Business. This data clearly shows that occupation or source of income is basically low.

#### **4.12 Reason for Leaving Home**

Migration of people from one place to another in search of livelihood is our social reality along with the children which a family is unable to earn sufficient for survival, then a child or whole family migrate for the sake of expectation of better life or work.

Migration of child labor from rural to urban areas has been increasing rapidly day by day. The main cause of the migration is wide spread of poverty, land less unemployment, hardship of live, lack of opportunity and expectation of livelihood. In such cases, children also migration with their parents but sometime children runs away themselves or their parents send them to the urban area.

**Table 4.12: Distribution of child laborers by their reason for leaving home**

Reason for leaving home	Boys		Girls		Total (%)
	No.	%	No.	%	
Step father	3	5.66	2	28.57	8.33
Hard life in village	5	9.43	1	14.29	10
Step mother	6	11.32	-	-	10
Migration of family	4	7.55	1	14.29	8.33
Finical problem	31	58.49	3	42.85	56.67
Others	4	7.55	-	-	6.67
Total	53	100	7	100	100

Sources: Field survey 2011

This table shows that, majority of child laborers 56.67 percent left home due to the poor economic condition. This is followed by problem of step father 8.33 percent, hard life in village to percent, problem of step mother 10 percent, migration of family 8.33 percent and other 6.67 percent also made important causes for leaving home.

#### **4.13 Problem Faced While Working in Hotel / Restaurant**

The survey found that most of the children working in hotel / Restaurant faced several problem but they do not want to expose what type of problem they faced this may be because of the threat by the master. There were other responded which says that they do not face the problem at all while staying here.



**Figure 1: Distribution of Hotel/restaurant child laborers according to their problems while staying here**

Sources: Field survey 2009.

This figure shows, 60 percent child labourers of Hotel / restaurant reported that they are facing certain problems while working in the Hotel / restaurant. They face the problem like misbehavior from low words both by master and customers. 40 percent of the respondent did not face any problem.

**4.14 Place of Sleeping**

**Table 4.13: Distribution of child laborers by the types of bed they are sharing**

Have bed facility	Boys		Girls		Total (%)
	No.	%	No.	%	
Yes	20	37.74	1	14.29	35
No	33	63.26	6	85.71	65
Total	53	100	7	100	100

Source: Field survey 2011.

This table clearly shows the sleeping conditions of the child laborers in Hotel / restaurant. As per table only 1 girl i.e. 14.29 Percent sleeps on the bed other i.e. 85.71 percent sleeps on the floor. Talking about the boys 20 out of 53 which are 37.74 Percent sleep on the bed and other sleep on the floor.

In totality among respondents 35 Percent have bed facility where as 65 percent do not have bed facility. They sleep on the floor.

#### 4.15 Treatment by Owner

It is face that behavior of human being is not same or behavior of everybody is different in every aspects/sectors. In the same way, the employer of the children doesn't treat them well. They provide limited facilities to them. Information the prevalence of mistreatment or punishment made by owner/employer is shown in table 14 below.

**Table 4.14: Distribution of child laborers by treating of their owner**

Mistreatment of owner		Boys		Girls		Total %
		No	%	No	%	
Scold	Yes	39	73.55	7	100	76.67
	No	14	26.42	-	-	23.33
Beat	Yes	7	13.20	4	57.14	18.33
	No	46	86.80	3	42.86	81.67

Source: field survey 2011

The table shows that the mistreatment done by master is in two ways. They either scold or beat, but sometime they even both scold and beat to the child laborers of hotel / restaurant of the total 76.67 percent of the child laborer is scolded and 18.33 percent of the child laborer is beaten by the master, 23.33 percent of the child laborer is not scolded by the master and 81.67 percent of the child laborer is not beaten by the master.

## **CHAPTER V**

### **WORKING CONDITION, EARNING LEVEL AND HEALTH CONDITION**

This chapter primarily focused on the working condition, Income condition and Health condition of the Hotel / Restaurant child laborers working condition denotes the situation and types of work performing in the hotel / Restaurant. It also denoted whether the working place is clean or not, hazardous or not, wants type of work they perform etc.

No one should be employed in profitable job without sharing the income. Hotel is the profession of profit the worker employed there should be given income. But there is the high exploitation of the child labourers employed in Hotel / restaurant in terms of wage.

It was reported that there is no written employment agreements between employers and employee when children were engaged in hotel and restaurants. As a result, the boss or owner of the Hotel / restaurant treats the children as per his own will. Children have to work hard from early in the morning to the late at night. They prepare food, serve the customers, collect and wash the plates and glasses etc.

Regarding the health conditions, the physical appearance of the child labourers does not sounds good apart from exception most of them were dressed in dirty cloth which will ultimately affect their health. Master does not seem serious regarding the health condition of the child when the child felt sick, the master even does not look at them they only bring simple medicine or take to the health post in serious illness.

## 5.1 Types of work

The Research is done in the hotel and restaurant so the work like cleaning, cooking, serving, is done their. During the study period, child laborers involved in Hotel / Restaurants were found working for a long hour. They were assigned to do all kind of work which is to be performed in hotel like cooking cleaning tables and floors, washing utensil, serving etc. they generally work continuously for 12 hours and also sometime more than that which is contrary to the law

**Table 5.1: Distribution of child laborers by sex according to their types of work they perform there**

Types of work	Boys		Girls		Total %
	No	%	No	%	
Cooking	13	18.05	1	14.28	17.72
Cleaning	23	51.94	5	71.44	35.44
Serving	24	53.33	1	14.28	31.64
Other	12	16.68	-	-	12.2
Total	72	100	7	100	100

Source: field survey 2011

As per the table though here the number of respondent exceed edit is because the same individual child laborer of hotel / Restaurant is performing the two works at the same time like serving and cleaning. As per the table 17.72 percent are engaged in cooking 35.44 are engaged in cleaning, 31.64 are engaged in serving and remaining 12.2 percent are engaged in other types of work.

## 5.2 Working Hours

The child right Act (1992) clearly prescribes about the working hours for children, accordingly it prescribed the working hours for children should be limited to 6 hours a day and 36 hours a week but this provision is not applied in the case of Hotel / restaurant child labourers.

But from the survey, it was found out most of the labourers in this field have to work more than 10 hours per day and they have had no holiday throughout a week

**Table 5.2: Distribution of Hotel / Restaurant child laborer by their working Hours per day**

Working hours per day	Boys		Girls		Total %
	No	%	No	%	
2 – 5	1	1.86	1	14.28	3.33
5 – 8	11	20.75	2	28.58	21.67
8 – 12	29	54.72	3	42.84	53.33
Above 12	12	22.67	1	14.29	21.67
Total	53	100	7	100	100

Source: Field survey 2011

As per the table most of the child laborer work in between 8 – 12 hours. About 53.33percent of child labourers in Hotel and restaurant work in between 8 – 12 hours per day. 21.67 percent of child labor work above 12 hours and same percent of children work in between 5 – 8 hours. Only one child was found working very low hours is from 3 – 5 hours.

### **5.3 Holiday in the Work**

A question was asked in the field survey that ‘did you get holiday in your work? The question was targeted to find out whether the child laborers get holiday in a week as per the survey, the range of the hotel restaurant child laborers is working from 8 to 12 and above hours per day. Table 5.3 provides a glimpse whether they get holiday once in a day or not.

**Table 5.3: Distribution of child laborers according to holiday they get or not per week**

Holiday per week	Boys		Girls		Total%
	No.	%	No.	%	
Once in a week	10	18.87	1	14.29	18.33
More than one week	-	-	-	-	-
No holiday	43	81.13	6	85.71	81.67
Total	53	100	7	100	100

Source: Field survey, 2011

The table clearly shows that only 18.33 Percent of child labourers of Hotel/restaurant get holiday once a week other remaining 81.67 Percent don't get holiday. They are compelled to work all the 7 days of the week.

#### **5.4 Perception towards their job**

**Table 5.4: Distribution of respondents by perception towards their current job**

Perception towards job	Boys		Girls		Total
	No.	%	No.	%	
Satisfied	23	43.39	-	-	38.33
Not satisfied	30	56.61	7	100	61.67
Total	53	100	7	100	100

Source: Field survey, 2011

The question was asked to seek the view of child labourers towards their work 38.33 Percent of the child respondent that they are satisfied with their job. The reason was the compulsion, no other good job etc. About 61.67 Percent of the child laborer was unsatisfied with their job. The reason for dissatisfaction was hard work but low salary, continues work, scolding and beating the master etc.

## 5.5 Wage/Earning/Income per Month

The answer relating to this question clearly shows that the child labourers of hotel/restaurant are extremely exploited by the master of the hotel/restaurant instead of their hard and continuous work, they are provided very few and good health treatment facilities. Apart from this they even do not get good accommodation.

**Table 5.5: Distribution of child laborers' by their monthly wages/Income**

Monthly wages/income	Boys		Girls		Total
	No.	%	No.	%	
Below Rs. 900	11	20.75	2	28.57	21.67
Rs. 901-RS. 1100	8	15.02	2	28.57	16.67
Rs. 1101-Rs. 1300	12	22.64	2	28.57	23.33
Rs. above 1301	22	41.52	1	14.29	38.33
Total	53	100	7	100	100

Source: Field Survey, 2011

The table relating to wage clearly shows that the child labourers are even exploited in terms of wage per monthly 21.67percent of them salary was below Rs. 900, 16.67percent has salary between Rs. 901-1100, 23.33percent has salary between Rs.1101-1300, and 38.33percent of them have salary above Rs. 1300/-

## 5.6 Health Condition

Health determines the over all development of the child as there is the famous saying ‘Health is wealth’. An unhealthy person can do nothing good. S/He is unable to work both physically and mentally as results she/he becomes back in the society. The below table shows the health condition of the hotel/restaurant child labourers

**Table 5.6: Distribution of child laborers' suffered from sickness during work and what is the response of Master towards their sickness.**

Suffered/ Suffering from sickness during work	Boys		Girls		Total
	No.	%	No.	%	
Yes	21	39.62	4	57.14	41.67
No	32	60.38	3	42.86	58.33
Total	53	100	7	100	100
If yes, did master take for treatment					
Yes	32	60.38	4	57.14	60
No	21	39.62	3	42.86	40
Total	53	100	7	100	100

Source: Field survey, 2011

As per the table 41.67 percent of child laborer has suffered or suffering by different sickness and 58.33 percent have not yet suffered from sickness. Among the respondent 60 percent accepted that their Master takes them for treatment when the felt ill but 40 percent denied this statement.



## 5.7 Meal Having Per Day

There is the general perception that in the first instance that an individual does, he\she does for the stomach. As such food is the basic need of all human beings. No one can live without food. For good health, proper food should be taken in proper time, unbalanced food, insufficient and untimely food don't provide proper energy and health to body.

**Table 5.7: Distribution of Hotel / Restaurant child laborers by the times they have meal per day**

Per day	Boys		Girls		Total%
	No.	%	No.	%	
2 times	1	1.88	-	-	
3 times	20	37.74	5	71.43	41.67
More than 3 times	32	60.38	2	28.57	56.66
Total	53	100	7	100	100

Sources: Field survey 2011

Among the child laborers most of them (56.66%) have meal more than 3 times. It is so because they eat whatever they get from the hotel/restaurant, 41.67 Percent of child laborers have 3 times meal per day and only 1.67percent have 2 times meal per day.

## CHAPTER VI

### FINDINGS, CONCLUSION AND RECOMMENDATIONS

#### 6.1 Findings

Constitution guarantees and requires that no minor shall be employed to work in any hazardous work. Though the constitution doesn't define the term minor it is defined by the Child Act 2048 and Child Labour Prohibition Act. It is therefore necessary that the child should not be employed in work. But the research has found most of the worker in the hotels /restaurants are children.

- ) The majority of child laborers are seen to be boys, among the 60 respondents taken randomly only 7 were found to be girls.
- ) As the site selection for the Research was taken as Kathmandu Metropolitan City Ward No. 13, Kalimati, so most of the child workers seems to be from Kalimati, Tankswor, Soalteemode of the selected area i.e. Kalimati. Though some are found to be from the neighbouring districts that are Makawanpur, Dhading, Sindhupalchowk, Nuwakot, Rasuwa, Kavre, one worker was found to be from the India.
- ) Majority of the Hotel/Restaurant child labourers have their both parents alive and it is followed by both died, step mother and step father problem are also seen respectively.
- ) Regarding the home of the child labourers most of them have their home in their native place but not here where they are engaged in the work and only significant proportion of child labourers families do not have their own house .

- ) Regarding the education of the children though most of them have completed the primary level education but at present while working none of them are continuing their study with work.
- ) Most of the child labourers faced hard and harsh voice from the master and even sometime beating from their masters. When they are late in working, spoil the work unknowingly, sometime they even give physical punishment too.
- ) The child worker doesn't get proper health check up from the master. Wearing dirty clothes, not combing the hair. Most of them get chance to wash the body on one time in 10 – 15 days. Master brought some common medicine while they get sick. Only in complex health sick, they brought them to Health post for primary treatment center.
- ) Talking about the nature of work most of the child labourers in hotel/restaurant are engaged in serving and cleaning the utensil in the whole day and even till night up to 8.00pm.
- ) Regarding the family condition some are sitting with their patents at night in the room and most of them sleep in the place where they sleep mostly on the floor. Their families have poor economic condition mostly of them are engaged in the agriculture, wage laborer and small business.
- ) Most of the children expressed their satisfaction with present working life. The reason behind their satisfaction were family poverty, most have to work for their livelihood, death of earning family numbers. The laborers who are dissatisfied the cause of dissatisfaction is mainly due to low wage and not availability of basic physical facilities.

## **6.2 Conclusions**

Child labor has emerged as a major social problem in much of the third world countries where rapid increase in population, economic stagnation, structural adjustment policy implication, drought, war and disease have decreased the ability of families to earn a decent living. As part of family survival strategy used to cope with financial pressures, more and more children are being pushed in to the labor market. In terms of the size of the population involved child labor is probably the issue that involves the largest number of children world wide.

The definition of 'child', 'labor', "exploitation hazard and developmentally damaging" need to be given serious attention in this context. Different societies may have different thresholds for demarcating child hold and adulthood but in the context of child labor the ILO has clearly stated that childhood is a period of life which should be dedicated not to work but to education and development:, that child labor , by its nature or because of the conditions.

In which it is undertaken, often jeopardizes children's possibilities of becoming productive adults, and finally child labor is not inevitable and progress towards its reduction and even its elimination is possible when the political will to fight it exists. The fundamental objectives of the ILO policy in this matter are the abolition of child labor.

Talking about the Nepalese context, while little substantive research has been done in the field of child labor, anecdotal and case study evidence suggests that the situation is definitely getting rapidly worse in Nepal. Urban migration aggravated and accelerated by rural poverty has led to more exploitation of child labor in recent years in Nepal. The trend of child migration from Hill to terai and from rural to urban areas has also been increasing day by day, as some preliminary studied have shown. However, the critical issues of child migration and labor have not yet been comprehensively and systematically studied.

In conclusion we can say that child labour is a reflection of the socio – economic reality of the country. This is also regarded as a consequence of the feudal land holding system, which is still a bitter reality of many third world countries. Thus, child labour is a cause and effect of the exploitative socio– economic and political structure of the world like other developing countries the rural communities in Nepal are going through a painful period creating by increasing social injustice, economic exploitation and backwardness. The growing marginalization among the rural population rural migration among the rural population, rural migration and urbanization has also contributed to an increase in the magnitude of child labour exploitation.

The extreme household poverty is the leading cause of child labour ill general and Hotel / Restaurant child labourers in particular. However, other factor like large family size, lack of schooling facilities process of modernization, migration, family disharmony, lack of proper love and care etc contribute children to enter in to labour market from their early age.

At last it is concluded that the child workers in Hotel / Restaurants are one of the worst from of child labour. It is not only the extreme household poverty but also parent Illiteracy, lack of schooling facilities, lack of employment opportunities and weak legal enforcement are also the contributing factors for children to be engaged on such labour.

### 6.3 Recommendations

- J The main cause of child labor is poverty so the strategy for developing economic status's of their family should be made by the government level. At the village level, poverty reduction, income generating programs should be launched specially during the off farm seasons. For this purpose easy loan should be provide to the poor people to engage them in economic activities. On the other hand training and technical knowledge should be given to develop their skills.
- J The employers need to be educated for the rights of the children and encouraged send the children to school, encourage them to give them proper wages. They should be educated now to treat them as any other human being by not exploiting them and giving the amount of work as they are capable of. The employers should realize that the domestic child workers are working in their house because of the need if money but they also need the other human need like love, care affection from their employers and the employers who treat child workers badly should be charged against the law.jk
- J The children Acts should not limited to papers only. The government should execute them properly. On the other hand a publicity campaign should be launched born by government and NGO/ INGO to raise awareness against the exploitation of child workers.
- J The provisions relating to employment and self employment of children and work done by children and [e.g. domestic work, work in hotel etc] should be consolidated in one Act to the extend possible labor inspection system should be extended progressively to cover all kinds of work places

and there should be clear provisions to specify the minimum age for admission to different types of employment or work and to increase the minimum ages as the economy and education facilities develop.

- J There should be provision for medical examination of young person at the time of entry in to employment and thereafter periodically to ensure that they fit to perform the work on which they are employed.
- J The penal provisions of the labour Act (1992) should be made more stringent so as to act as deterrent.
- J The definition of an enterprise in the labour Act (1992) should be made more explicit so that there is no ambiguity about the application of the Act for instance it is not clear as to what kinds of shops or establishments are covered under the labour Act. Beside there should be a provision for compulsory registration of the work place covered under the act.
- J Young persons between 10 – 18 years should be given adequate protection at work.

## REFERENCES

- Bista, Chiranjibi (2007), **Child labour in Nepal**, Issues and options, a Study in Kathmandu Metropolis, Himal Kitab, Himal Association Patan.
- Concern Nepal (2006), **Child labour in Mechanical Sector in Nepal**, Srijana Print, Kathmandu
- CWIN (2006), **Background and Scenario of CWIN**, A survey report of Kathmandu, Kathmandu: CWIN.
- CWIN (2001), **State of the Right of the Child in Nepal**: A country report, Kathmandu: CWIN.
- Dahal, Bed N (2006), **Elimination of Child Labour**, Kathmandu, Nepal
- Dahal, (2005), **Socio-Economic Condition of Nepalese Child Labour**, A thesis on child labour, Kirtipur, Kathmandu.
- Dhakal, Janardan (2005), **Situation Analysis of Child Labour in Nepal**, Sunday Dispatch, Feb. 21, Gorkhapatra Sasthan, Kathmandu Nepal.
- GOV (2007), **Interim Constitution**, Singhadurbar, Kathmandu.
- HMG (2004), **National Master Plan On Child Labour**, Singhadurbar, Kathmandu.
- GON (2009), **Situation of Children** Singhadurbar, Kathmandu.
- ILO (2004), **Child Labour, A textbook for University Students**, Geneva: ILO.



ILO (2006), **Child Labour International Conference on 69<sup>th</sup> Session**, Report of Director-General Part-1 (Geneva: ILO).

ILO (2007), **Child Labour in Nepal**, An Overview and a Proposed Plan of Action, Volume 11, International Labour Organization, Geneva.

ILO (2001), **Working for Nepalese Children**: An Overview of child labour related programs in Nepal, Kathmandu: ILO.

Khanal,B.R(2006), **Child Labour Practice**, Issues and options, a study in Kathmandu Metropolis,Creative Press, Kamaladi.

Save the Children (2006),**A Study Report on Schooling and working status of Children** ,United Publication, Kathmandu.

Shrestha, Bisnu (2006), **Child Labour and Carpet Industry**, The Rising Nepal, April 10, Gorkhapatra Sasthan, Kathmandu,Nepal.

UN(2006),**Convention on the Right of The Child**, Oxford University.

World Bank(2006), **World Development Report**, New York, Columbia University Press.