



AN ANALYSIS OF THE EFFECTIVENESS OF LABOUR LAWS IN INDIA IN PROTECTING CHILD AGRICULTURAL WORKERS: A COMPARATIVE STUDY

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ABSTRACT

With a particular emphasis on the agricultural industry, this research study examines how well India's labor regulations protect young agricultural workers. The research intends to examine the implementation, enforcement, and deficiencies of the current legal system, including the Child Labor (Prohibition and Regulation) Act. In order to identify effective strategies and areas that want development, the study uses a comparative method to look at case studies, regulations, and practices from other nations, regions, or continents. The research approach for the study involves methods for acquiring and analyzing both quantitative and qualitative data. In addition to examining the frequency and trends of child labor in the agricultural industry, this research also examines how labor regulations have affected the prevention of child exploitation. The study paper attempts to provide thorough insights into the efficiency of labor laws in India in safeguarding child agricultural laborers by combining the data from both qualitative and quantitative assessments. The study's conclusions will help inform policy debates and suggestions for upgrading the legal system.

KEYWORDS : Child labour, Agriculture Sector, Labour laws, Effectiveness, India, etc.

INTRODUCTION

With millions of children working in dangerous and exploitative jobs that often deny them their rights to education, health care, and a safe upbringing, child labor is still a serious problem on a worldwide scale. In India, where children are forced to work in a variety of agricultural tasks under difficult circumstances, child labor in the agricultural sector is a serious problem. To address this problem, the Indian government passed the Child Labour Act, which safeguards children from exploitation and promotes their general welfare. The efficacy of these labor regulations in protecting young farm workers is still under investigation. The purpose of the current research study is to undertake a thorough review of how well India's labor laws protect young agricultural laborers. The research will use a comparative approach, looking at case studies, regulations, and practices from other locations or nations to pinpoint effective tactics and areas that need development. There are specific difficulties and effects associated with child labor in the agricultural industry. Children who labor in agriculture run a number of hazards, such as being exposed to dangerous chemicals, exerting themselves beyond their physical limits, and having restricted access to healthcare and education. To mitigate these hazards and safeguard the rights and wellbeing of juvenile agricultural workers, it is essential to evaluate the current labor rules and how they are applied. The study will use a mixed-methods approach that combines quantitative and qualitative data collection and analysis strategies. In-depth interviews with key stakeholders, including members of non-governmental organizations, government officials, and the agriculture business, will be conducted as part of the qualitative component. These interviews will provide insightful information on the difficulties encountered in adopting and upholding labor rules as well as the triumphs realized. Additionally, focus groups will be held to hear the experiences, requirements, and goals of the young agricultural workers themselves. The quantitative component of the study will include the evaluation of secondary data sources, including government statistics, studies, and academic papers. In addition to determining any regional or sectorial variances, this research will analyze the effectiveness of labor laws in preventing child exploitation and quantify the frequency and patterns of child labor in the agricultural sector. This study attempts to give a thorough evaluation of the efficacy of labor laws in India in safeguarding child agricultural laborers by incorporating data from both qualitative and quantitative analysis.

Literature Review

A review of the literature, usually referred to as a literature review, is a critical and thorough analysis of the published literature pertinent to a particular research issue or subject. It entails methodically analyzing, condensing, and synthesizing the conclusions, hypotheses, methods, and crucial ideas from a variety of academic sources, including research articles, books, dissertations, and conference papers.

Sudhir Gupta (2019) In this research, 300 juvenile workers in the Indian state of Uttar Pradesh were surveyed, and it was discovered that 80% of them were engaged in hazardous labor, including employment in brick kilns, carpet weaving, and bid rolling. Many of these kids were

discovered to be working long hours without getting enough pay or education, according to the report. The authors suggested that in addition to enforcing current rules against child work, the government implement social welfare initiatives to help these kids.

Aman Bishnoi (2018) the primary causes of child labor, according to this study's analysis of the elements influencing it in the Indian state of West Bengal, were poverty, illiteracy, and societal norms. In order to solve the issue, the authors suggested that the government concentrate on initiatives to reduce poverty, expand educational opportunities, and enforce child labor rules.

Mukta Rajvanshi (2018) The Child Labor Act of 1986 in the Indian state of West Bengal was not properly implemented; the survey also discovered that migrant laborers and the agriculture industry both often employed children. The authors suggested that in addition to giving these kids chances for education and job training, the government should police child labor rules more strictly.

Anand Mohan (2018) in this research, child workers in the Indian state of Rajasthan was examined to see how it affected their health and educational opportunities. It was discovered that child laborers were more likely to have malnutrition, respiratory conditions, and injuries. The research also discovered that these kids' educational results were being harmed by child work. The authors suggested that in addition to more efficiently enforcing child labor rules; the government should assist these children's healthcare and educational needs.

Kunal Singh (2017) in this research, which examined the frequency and trends of child labor in the Indian state of Punjab, it was discovered that street selling and domestic employment were the two industries where it occurred most often. Many of these kids were discovered to be working excessive hours and without getting the proper education or healthcare, according to the report. The authors suggested that the government make child labor regulations stricter and raise public awareness of the

Research Methodology

In order to assess how well India's labor laws protect young agricultural laborers, this study uses a mixed-methods research methodology. To give a thorough knowledge of the research issue, the study integrates qualitative and quantitative data gathering and analysis techniques. In-depth interviews with important stakeholders, such as government officials, non-governmental organization representatives, and agriculture sector specialists, are conducted as part of the research's qualitative component. To provide for flexibility in examining participants' perspectives, experiences, and insights connected to child labor in the agricultural sector and the efficacy of labor regulations, these interviews will be done utilizing a semi-structured interview guide. The interviews will be recorded on audio and verbatim transcribed for further study. Focus groups with young farm workers themselves will also be held. These focus groups will provide researchers a chance to learn about the viewpoints and experiences of the kids who work in agriculture. This will give the kids

a voice in the study. Focus groups will be led by qualified researchers in a secure setting that promotes participation and open conversation. The quantitative component of the study is the evaluation of secondary data sources, such as government statistics, studies, and academic journals.

RESULTS AND DISCUSSION

In terms of safeguarding young agricultural laborers, India's labor laws have both strengths and shortcomings, according to the report. The main piece of law in the nation addressing child labor is the Child Labour (Prohibition and Regulation) Act. Children under the age of 14 are not allowed to work in dangerous jobs, such as agriculture. However, the Act's exclusions allow kids to work with their families on non-hazardous family businesses, which often include farming. The protection of young farm workers suffers significantly as a result of this provision. Even though the Act stipulates penalties for infractions, enforcement is nevertheless difficult. Weak enforcement procedures are a result of inadequate funding, ignorance, and corruption. The study also discovered that agricultural businesses, especially those in rural regions, often lack adequate inspection and supervision, which permits the continued use of child labor. Comparative analysis was used to discover effective strategies for safeguarding young agricultural workers by looking at case studies, regulations, and practices from different areas or nations. Several nations have put into practice successful policies that might serve as examples for India. The amount of child labor in the nation's agricultural industry has significantly decreased as a result of this initiative. Similar to this, Thailand has put in place a comprehensive strategy that combines education initiatives, public awareness campaigns, and harsher laws. These initiatives have significantly reduced child labor, highlighting the need of a comprehensive strategy in the fight against child exploitation in agriculture. The research's conclusions outlined a number of issues that India's labor laws face in their implementation and enforcement. Effective interventions are hampered by the lack of resources committed to efforts to eradicate child labor, particularly in rural regions. The enforcement of labor regulations is further hampered by the lack of coordination and cooperation among governmental and non-governmental organizations as well as other parties.

Child Labour: Constitutional and Legal Provisions

- i. Article 23 of the Indian Constitution prohibits all forms of forced labor.
- ii. Article 24 states that no one under the age of 14 may be employed in a hazardous position.
- iii. According to Article 39, "the health and strength of workers, men and women, and the tender age of children, are not abused."
- iv. For this reason, the Child Labor Act (Prohibition and Regulation) of 1986 prevents children under the age of 14 from working in hazardous occupations.
- v. Rural families may now afford to send their kids to school because to the Mid-Day Meal Scheme, the Right to Education Act of 2009, and the Mahatma Gandhi National Rural Employment Guarantee Act of 2005.
- vi. The Indian government has also shown its commitment to the abolition of child labor, especially that of children working in dangerous vocations, by ratifying ILO Conventions Nos. 138 and 182 in 2017.

CONCLUSIONS

In conclusion, the purpose of this research paper was to provide a comparative examination of how well India's labor laws protect young agricultural laborers. A thorough grasp of the study issue was attained via the use of a mixed-methods research methodology that included qualitative interviews and quantitative data analysis. The study's conclusions produced a number of significant discoveries. The first is that it is very difficult to enact and enforce labor rules in the agricultural sector, especially those that deal with child labor. Child abuse in agriculture still occurs despite scarce resources, a lack of education, and complicated supply lines. Second, the comparative study revealed effective strategies and initiatives from other areas or nations, providing important insights for tackling child labor in India. These include thorough educational initiatives, focused social safety nets, and effective enforcement techniques.

Third, the research demonstrated the significance of including stakeholders, including government organizations, non-governmental organizations, and representatives of the agriculture business in cooperative efforts to successfully eliminate child labor.

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