

Child Labor Dilemma and Discrimination of Wages in Southern Punjab (Pakistan)

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Abstract:

Child labour is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. The activities performed by persons of less than 18 years of age that contribute to the production of a marketable product, good, or service, whether that activity is done for pay or not. This includes household work performed, both in the parents' home, in situations where such work can be assimilated to an economic activity as, for example, when a child must devote his or her entire time to that work so that his or her parents can be employed outside home and is therefore deprived of the possibility of going to school.

Key words: Family, Child, Discrimination, Wages, Labor

1. Introduction

Neediness is a genuine issue connected with youngster work and road exchanging. Urban neediness forces folks to send

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offspring of school age to work to help family wage. Offspring of poor folks are occupied with budgetary wanders including peddling, plaiting of hair, and being apprenticed to different exchanges. Specialist clarified that the poor folks regularly can't give their kids the open doors for better wellbeing and training required to enhance their circumstance thus the savage legacy of destitution is passed from folks to youngsters. Poor families urge their kids to seek after tyke labor and these exercises further utmost the future open doors and conceivable outcomes for the children. A survey was utilized to gather information. It was presumed that road exchanging and youngster work are an extraordinary threat to both the individual and society.

Parental choices whether a child ought to work or go to class rely upon the expenses and profits of instruction. A country which has uneducated workforce; globalization raises the compensation rates of uneducated, in respect to taught laborers. That lessens the motivating force to instruct a tyke, and raises the motivation to make the kid work at the soonest fortune. Youngster work is liable to climb where the offer of taught specialists is low. By difference, in a nation that begins with a nearly expansive offer of taught specialists, globalization will raise the compensation rates of these laborers in respect to those of uneducated ones. Similarly well-educated labor energy, and dynamic social arrangements, gave off an impression of being helpful for a diminishment in kid work. For nations with a generally uneducated workforce, the issue was less globalization, but rather more being permitted to join in it. (Cigno et al. 2002)

There are elements outside of the family that manage the investment of children in the monetary action of the family unit. School frequently takes second place to work in families that are reliant on youngsters' commitment to the family wage. Kids who live in circumstances of destitution for a developed

time of time frequently need to stop or in any event intrude on their educating for attempting to back the family.

Pakistan now-a-days confronting numerous issues and these issues are because of over populace. The quickly developing Population is putting monetary and social weights at family and pop culture levels. Subsequently, a substantial number of kids are working in manufacturing plants, mines, auto workshops, offering nourishment things and as home servants instead of going to class to satisfy the monetary needs of their families. Youngster work is an overall issue and exploited people are the kids who are the developers of country, it is critical to figure out the underlying drivers of tyke work that influencing the youngster's wellbeing and instruction. Countless are working in production lines, mines, auto workshops, offering sustenance things and as home servants as opposed to going to class. Present examination is a methodology to investigate the elements of youngster work investment in diverse sectors focuses at a relative dissection of pay contrasts and wok hours of kids included in different manifestations of kid work and explores the most commanded manifestation of kid labor in study zone.

Objectives of the Study

This exploration addresses the accompanying targets

1. What are the socio-investment and demographic qualities of respondents
2. Which manifestation of youngster work is more basic in the study zone
3. What are the primary drivers of youngster work in various types of work
4. Analysis of the pay contrasts and work hours of youngsters included in different manifestations of kid work.

Hypothesis

The hypotheses formulated for the present study were;

- a) Large family size increases the probability of child labor,
- b) Low level of mother's education leads to child labor,
- c) Father Occupation affects the probability of child labor.

Recent studies have also address this issue in the following way: Khan (2003) depicted about the determinants of kid work. Analyst was concerned with the socio-financial variables which influences the folks' choice in regards to kid's time usage. It inspected 46 such informative variables for more than four thousand family unit in connection to result of youngsters exercises of school, joining together school and work, work just and homecare action. The study was econometric and the essential information was broke down utilizing successive deny model. It was discovered that kids who has a place with rich families and has proficient folks were more prone to go to class and less inclined to work. There exists a serious sex crevice in youngster training and numerous logical variables help the idea that folks favor child's instruction as contrasted with young ladies. On other hand young men were more prone to join together school and work, and work just. The young ladies were more inclined to do home mind. It is further uncovered that school participation is contrarily and kid work is emphatically identified with family estimate. Significant ramifications of the study were; approaches gone for mitigating neediness is vital in handling tyke work and breaking the cycle of destitution transmission from one era to next, arrangements need to consider sex contrasts in educating, enhancing grown-up training and business for especially ladies appears to encourage the decrease of kid work, and strategies ought to be extended towards the home mind youngsters, who are in bigger number than youngster workers.

Kim and Zepeda (2004) analyzed the components that impact work investment and the measure of work of Childs on family cultivates. The investigation concentrated on the child's work supply on family cultivates in Wisconsin. A two-stage choice making model was evaluated to clarify Childs' investment and work supply on family homesteads utilizing unitary and helpful dealing schemas. This joined non-monetary elements into the choice making methodology. Since the models take into consideration an alternate stochastic methodology for the choices about investment and the measure of work, the experimental execution suggests autonomy in the middle of cooperation and the measure of work supply. Results demonstrated that folks have diverse inclination about whether their child work and the extent to which they work. Worries about Childs' social improvement have all the earmarks of being essential in choosing youngsters' work interest, while the child's budgetary commitment essentially impacts both whether they work and the extent to which they work. A few variables influence the two choices in an unexpected way. For example, the higher the folks' instruction level, the higher the likelihood youngsters will work yet the less hours they will work.

Deb and Rosati (2004) portrayed about the "Determinants of Child Labor and School Attendance The Role of Household Unobservable". It was produced a semi-parametric inert class arbitrary impacts multinomial legit model to recognize watched and surreptitiously family qualities as determinants of child work, school participation and absence of movement. It was observed that a great part of the substitution between exercises as a reaction to changes in covariates is between going to class and being unmoving, with work being noticeably safe. Surreptitiously family unit heterogeneity is generous and bogs watched salary and riches heterogeneity. A characterization of family units into inert sorts uncovered altogether different intrinsic affinities towards the three youngsters' exercises and that families with a high

penchant to send their child's to class were poorer and have less taught folks contrasted with family units in alternate classes.

2. Research Methodology

Participants of Study

A sample of 100 children was selected through purposive sampling method. Purposive sampling was used because the researchers have to reach those children who were doing child labor in different sectors like auto workshops and canteens.

Category	Number of children
Auto workshop	60
Canteen	40
Total	100

Instrumentation used for research study

Interview schedule was drawn from the review of literature and knowledge of the indicators. Interview schedule was designed to measure the demographic characteristics, socio-economic causes and the wage discrimination in different sectors of the child labor. Pre-testing before the collection of actual data in field is required to test the accuracy and work ability of the information. To achieve this end Interview schedule was pre-tested on ten respondents. After pretest some huddles were noticed and some modifications made in the tool.

Data Collection

For the collection of data researchers visited the targeted respondents personally. After the collection of data it was coded and enters in SPSS software for analysis. The data was analyzed in the following categories.

Percentage

In order to being the data into comparable from the percentage of various categories data were used in the present study the percentages were calculated by using the formula

$$P = F/N * 100$$

F=frequency

N=total number of frequency

P=percentage

Chi-square

O = observe value

E = Expected

Submission Σ = sum of values

$$x^2 = \Sigma \frac{(fo - fe)^2}{fe}$$

3. Results and Discussion

The present quantitative research was conducted to study the “child labor participation and discrimination of wages in different sectors.” The study also investigates the socio-economic and demographic characteristics of respondents, causes of child labor participation and wage differences in different sectors, and in particular which form of child labor is more common in the study area. A semi-structured interview schedule was use for data collection.

Testing of hypothesis

Hypothesis 1:

H_1 ; There is some association between family income and child labor (with respect to working field of child)

Cross tabulation between Father’s monthly income and working field of child

Working field of child	Father’s income / Month			Total
	Up to 5000	5001-10000	Above 10000	
Auto Workshop	42(42%)	15(15%)	3(3%)	60(60%)
Canteen	25(25%)	7(7%)	8(8%)	40(40%)

Total	67(67%)	22(22%)	11(11%)	100
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Chi-Square = 12.948 d.f. = 2 P Value = 0.002 Gamma Value = -0.499

Data have also proved that family income and working child are also associated with each other. From the results it is shown that the p-value is zero (0.002) which prove that the result is highly significant also the gamma value is -0.499 which indicates the negative relationship between family size and child labour.

Hypothesis 2:

H_1 ; There is some association between mother's education and child labour (with respect to working field of child)

Cross tabulation between Mother's education and working field of child

Working field of child	Mother's Education				Total
	Illiterate	Primary	Middle	Metric	
Workshop	40(40%)	10(10%)	6(6%)	4(4%)	60(60%)
Canteen	23(23%)	5(5%)	4(4%)	8(8%)	40(40%)
Total	63(63%)	15(15%)	10(10%)	12(12%)	100

Chi-Square = 8.379 d.f. = 3 P Value = 0.04 Gamma Value = -0.434

The above table signifies the relationship between mother's education and child labor.

Data also depicts the association between the working child and their mothers' education. From the results it is evident that the p-value is zero (0.04) which denotes that the result is highly significant, also the gamma value is -0.434 which indicates the negative relationship between mother education and child labor.

Hypothesis 3:

H_1 ; There is some association between family size and child labor (with respect to working field of child)

Cross tabulation between Family Size and working field of child

Working field of child	Family Size			Total
	Up to 5	6 to 7	8 and above	
Workshop	3 (3%)	17(17%)	40(40%)	60 (60%)
Canteen	9(9%)	5(5.5%)	26(26%)	40(40%)
Total	12(12%)	22(22%)	66(66%)	200

Chi-Square = 15.579 d.f. = 2 P Value = 0.000 Gamma Value = 0.346

Data have also proved that family size and child labor are also associated with each other. From the results it is shown that the p-value is zero (0.000) which prove that the result is highly significant, also the gamma value is 0.346 which indicates the direct relationship between family size and child labor.

Conclusion

The entire hypothesis gave significant results. Hence, researchers concluded that:

1. There is significant association between family income and child labour with respect to working field of child. It is founded that families with low income put their children to work and earn for the family.
2. There is significant association between mother's education and child labor with respect to working field of child. Low trend of child labor in those families where female is literate.
3. There is some association between family size and child labor with respect to working field of child. It is founded that as the family size is large; there will be child labor.

Suggestions

1. Awareness rising among parents through media and Non-governmental organizations.
2. Family size should be reduced.
3. need of policy at government level to provide Equal job opportunities

4. Improve the quality of schooling by investing in education so as to increase its value to children and parents through non-governmental organizations.
5. Advocating effective laws and their engagement to control the factors that generate the flow of children into the workforce is required.
6. Government should support poor families from welfare departments like; Pakistan Bait- ul-mal, family support programs, and other financially supporting organizations.
7. Provide subsidies to poor families prone to having working children so they can afford their children are schooling (income subsidies, nutritional supplements).

Further Proposed Study

The present study was limited but the magnitude of the problem is so large that a more comprehensive study on a wider scale needs to be conducted to gain further knowledge and insight into the nature and magnitude of the problem of child labor in specific fields, in particular, in carpet weaving, tailoring, hotels, farming and agriculture, newspaper selling, boot polishing and brick kilns.

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