

**Name of the Article:** *“Child Labour in the Restaurants and Eateries: A case study of Pune City.”*

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# Child Labour in the Restaurants and Eateries

## A case study of Pune City

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### Abstract

The prevalence of child labour is one of the most important problems confronting the world at large, especially developing countries such as India. In many cases, child labour is mainly necessitated by economic compulsions of the parents. Large families with low income, illiteracy and ignorance of parents about the importance of education as well as about the impact of labour on the health of their children are some of the reasons which breed child labour.

This study primarily focuses on the Child Labour that is prevalent in the Restaurants and Eateries of Pune city, India. The study is broad-based as both quantitative and qualitative information has been used and analysed. Besides interviews with a cross-section of restaurant owners and managers, children and their adult colleagues connected with the restaurants, it also surveyed five prime locations of Pune City where the restaurants and Eateries are mostly concentrated.

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### Introduction:

The problem of child labour continues to be a major challenge before the nation. The complicated issue of child labour is developmental by nature worth investigating. The notion that children are being exploited and forced into labour is a concern for many people. India can be considered as one of the largest example of a nation plagued by the problem of child labour. Historically child labour existed in all countries, but in today's world the incidence of child labour is widespread mostly in the developing countries. Although the number of children working throughout the world is unknown, it is very large indeed and unquestionably in the hundreds of millions. In recent years the child labour problem and its impact have received increased attention. Undoubtedly this increased attention is due in part to the fact that child labour often has serious social, moral, economic and demographic implications for children, households, communities, societies and the world. Therefore, the elimination or reduction of child labour has been the aim of numerous fields in different parts of the world.

### Literature Review:

There is an abundant literature on child labour in developing countries, including its motivation and projects aimed at reducing its intensity (see [Basu, 1999](#), [Edmonds and Pavcnik, 2004](#), [Bommier and Dubois, 2004](#))

Several areas of interest have emerged in the theoretical and analytical research of household schooling and child labour decisions, such as poverty, parental education, asset-ownership, and opportunity cost of

schooling (for reviews, see [Basu, 1999](#); [Brown et al., 2002](#); [Dar et al., 2002](#); [Glewwe, 2002](#) & [Edmonds and Pavcnik, 2005](#)). Much theoretical and empirical research shows that household poverty either prevents investment in schooling, or forces the practice of child labour (for survival), or both ([Basu and Van, 1998](#); [Edmonds 2005](#) & [Edmonds and Pavcnik, 2005](#)). In South Asia, [Swaminathan \(1998\)](#) and [Rossi and Rosati \(2003\)](#) find evidence to support the association between poverty and child labour in India and Pakistan.

Not enrolling children in school also inhibits the household and its children from enjoying the non-pecuniary benefits of schooling, such as more patience, better risk management, and healthier lifestyles ([Becker and Mulligan, 1997](#)). From a society's perspective, fewer children in school undermine the creation of social cohesion through a shared educational experience of citizens and numerous other social benefits ([Behrman and Stacey, 1997](#)).

The literature on the relationship between adult wage (or household income) and child labour is not new ([Rosenzweig and Evenson, 1977](#); [Levy, 1985](#)). [Rosenzweig and Evenson \(1977\)](#) find that adult male and female wages have a significant negative effect on children working in rural India. [Skoufias \(1994\)](#), on the other hand, finds that adult wages do not significantly influence the probability of children working in India.

This study is primarily focusing on condition of child labour working in the restaurants and eateries of Pune city, India, its causes and concerns. We begin with a brief background of the city and the types of restaurants operating in it.

### **Background of Pune City:**

Pune derives its name from *Punya Nagari*, or the city of virtuous deeds. Pune started out as *Punak-vishy* — an agricultural settlement in the 7th century. By the 11th century, it was known as *Kasbe Pune* or *Punavadi* when under the Mughal rule. Pune was also bestowed with the epithet of "Oxford of the East" by Jawaharlal Nehru due to its stature as an educational hub.

Pune is a city located in the western Indian state of Maharashtra. It is the capital of Pune District in which it is located. It is the 7th largest city in India and the second largest in the state of Maharashtra. It is located roughly 120 kilometers east of Mumbai at an altitude of 560 meters above sea level. It is situated at the eastern edge of the Western Ghats on the Deccan plateau.

According to the 2001 census provisional counts, the urban agglomeration around Pune has a population of 50, 50,000 in 2008. Of late, the city has witnessed a sizeable investment in the software and automobile sectors, resulting in an influx of skilled labour from all over India. Notably, even though Pune is the seventh largest city in India, it has the sixth largest metropolitan economy and the highest per capita income in India, with the least income disparity between the rich and poor. Marathi is spoken extensively, while English is popular amidst the college-goers, white-collar professions and other cosmopolitan populace.

### **Population Growth of Pune Urban Area**

<b>Year</b>	<b>Population (in lakhs)</b>
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1901	1.64
1911	1.72
1921	1.98
1931	2.50
1941	3.24
1951	6
1961	7.37
1971	11.35
1981	16.86
1991	24.94
2001	42.00 (estimated)
2008	50.50 (estimated)

### **Restaurants in Pune City:**

The city of Pune is emerging as the fastest growing metropolis in the country. Once known as a pensioner's paradise, it is today offering industries one of the most favourable climates to operate in. Blessed with a pleasant climate, good infrastructure, great open spaces, a decent public transport system, in the last two decades, there has been a tremendous growth that has been taken place in Pune. With the advent of software and manufacturing Industry, there has been a tremendous migration of people from different parts of the nation to this city. This has given opportunities to many other service industries to grow. The restaurant and eateries sector is one of them. Since, the citizens of Pune are lovers of food and have a growing tendency of having food outside their house; this has given a boost to the restaurant and eateries industry.

### **The different types of restaurants and eateries in Pune, classified for this study is as under:**

#### **Restaurants:**

Restaurant is an establishment that serves prepared food and beverages to order, to be consumed. The term covers a multiplicity of venues and a diversity of styles of cuisine. Restaurants range from unpretentious lunching or dining places catering to people working nearby, with simple food served in simple settings at low prices, to expensive establishments serving refined food. Typically, customers sit at tables, their orders are taken by a waiter, who brings the food when it is ready, and the customers pay the bill before leaving. Generally speaking, restaurants selling "local" food are simply called restaurants, while selling food of foreign origin are called accordingly, for example, a *Chinese restaurant* and a *French restaurant*

#### ***Operation of Restaurants:***

Restaurants in Pune generally operate from 7.00 a.m in the morning till 11.00 p.m in the night. They have, generally, two sets of employees. The first set of employees work from 7.00 a.m till 11.00 a.m. After

11.00 a.m, they go for rest and the second set of employees start their work. The second set of employees work from 11.00 a.m till 3.00 p.m in the afternoon and then they go for rest. At 3.00 p.m, again, the first set of employees come back and works till 7.00 p.m in the evening. At around 7.00 p.m, their duty hours are over and hence, they go home. The second group resumes back to work at 7.00 p.m and work till 11.00 p.m. in the night.

This way, most of the restaurants in Pune operate with the help of two groups of employees.

### **Stalls:**

Stalls are another type of Eateries in Pune. They are very popular amongst the local as well as the service class people. These are in forms of small shops where, generally, fast food and snacks are available. Generally, it has been found that the stalls provide some specific food items only. These could range from Tea and coffee, Chinese, Punjabi, and South Indian food items to fruit juices, snacks etc. items which are very much popular and liked by people living in Pune. Because of their fast service and low price rates, they are very much in demand.

### ***Operation of Stalls:***

Depending upon the nature of stall and its food specialty, the timing of stall operation varies. Generally, stalls selling Punjabi and Chinese food items operate from 6.00 p.m in the evening till 11.00 p.m in the night. To operate for these 5 hours, the employees of these stalls have to do lot of preparation, which starts from around 12.00 in the afternoon. These include getting various raw materials, cleaning and cutting vegetables and other food items and keeping the basic materials half prepared. In the evening, depending upon the customer's order, the final execution of cooking the dish is done.

The stalls selling tea and coffee, breakfast, South Indian food and snacks, generally, operates from 6.00 a.m in the morning till 7.00 p.m in the evening. Depending upon the rush of customers, the employees have their breakfast and lunch on a rotational basis. During lunch hours, the employees get a break of around two hours.

However, some stalls have been found to be operating from 6.00 a.m in the morning till 9.00 p.m in the night. The same employees work for the whole day. In the afternoon, these employees get a break of around two hours on a rotational basis

### **Canteen:**

It is a type of eatery where food is being served. In Pune, generally, canteens are found to be attached with a company or an educational institute. The main purpose of the canteen is to provide snacks, breakfast lunch and/or dinner to the students and employees. Generally, it is found that the canteen owners have a contract with the institute or the company. Depending upon the policy of the institute or company, food could be available to the students or employees at concessional rate. The expense for such concession is borne by the institute or company.

### ***Operation of the Canteen:***

Depending upon the working hours of the institute or company, the associated canteen's working hours are determined. In case of educational institutes, the working hours are generally from 6.00 a.m in the morning till 7.00 p.m. in the evening. In between, other than peak hours, the employees have their

breakfast and lunch on a rotational basis. During these lunch hours, the employees get an hour or two for rest.

### **Bars:**

Bars are referred to as eateries where alcoholic beverages are served, along with food. Depending upon the specialty of the bar, various range of food items are made available which may include Punjabi, Chinese, South Indian, Continental etc. dishes. What makes them different from other types of eateries is that they need to obtain a special license from the state government for selling and serving liquor.

### ***Operation of the Bars:***

Bars in Pune, generally, operate from 11.00 a.m in the morning till 3.00 p.m in the afternoon and again from 7.00 p.m in the evening till 11.00 p.m at night. Though some of them have been found to be operating further for an hour or two. They give a break to the employees from 3.00 p.m till 7.00 p.m for taking rest.

## **1. Objectives of the study:**

This study was taken up after looking into the causes and conditions of child labour with an aim to highlight the suffering which children are undergoing in the restaurants and eateries. In view of the above the study was guided by the following objectives:

- ✓ To find out the causes of child labour in the restaurants and eateries of Pune
- ✓ To examine the activities and working conditions of children in the restaurants and eateries.
- ✓ To assess the consequences resulting in children working in the restaurants and eateries and whether they conform to the features of worst forms of child labour.

## **2. Research Methodology:**

In the process of collecting necessary information on the causes, nature and extent of child labour in the restaurants and eateries located in different parts of Pune city, quantitative as well as qualitative data was collected.

### **Sampling Plan**

The study took place in 5 different locations of the city where restaurants are mostly concentrated i.e

1. Shivaji Nagar,
2. Camp
3. Swargate
4. Kothrud &
5. University Circle

These areas were deliberately selected, after in depth discussion with the senior citizens visiting restaurants and eateries regularly, social welfare officials and observation, because they were considered to have high concentrations of children working in the restaurants and eateries. However, since it was not possible to

study all key locations where restaurants were there, with the assistance of key informants (adults working in the restaurants, after taking them into confidence) in each area, specific areas (various key locations) were selected for the study.

**Both, the name of the employees and the name of the restaurants and eateries have been suppressed to avoid identification.**

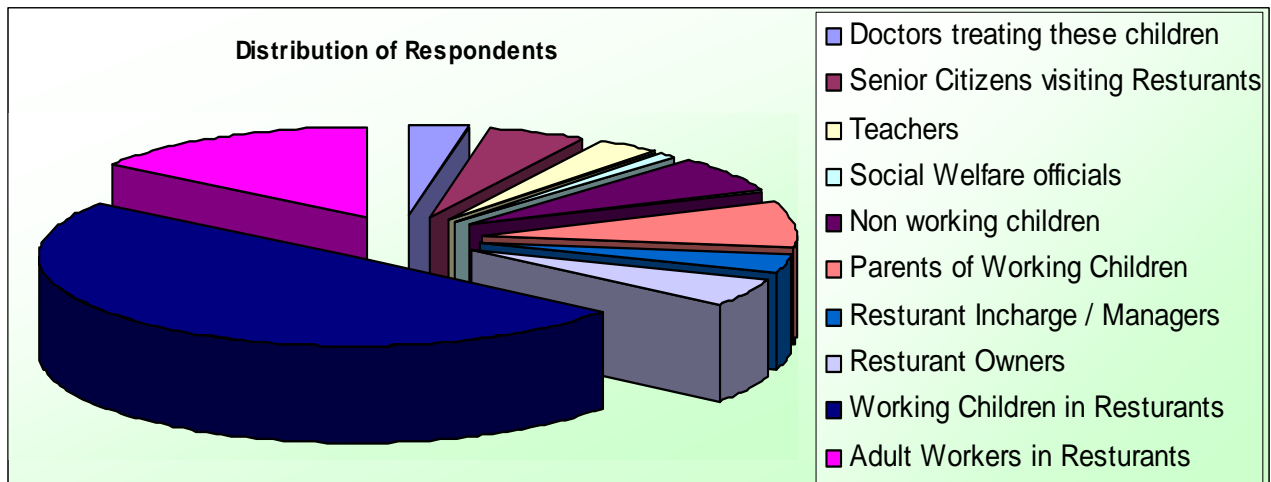
**Sampling Frame:**

In undertaking a study like this, various categories of respondents are needed to provide different information regarding the causes, activities, characteristics, working conditions and consequences of child labour in the restaurants and eateries. Because of this, the sampling frame included working children, teachers, local leaders, adult workers, restaurant and eatery owners and social welfare officials. Table 2.1 (a) indicates the distribution of the respondents by category from different key locations.

**Distribution of respondents by category from different key locations of Pune City**

**Table 2.1 (a)**

Respondents by Category	Areas of Study					
	Shivaji - Nagar	Camp	Swargate	Kothrud	University Circle	Total
Doctors treating these children	3	2	1	2	1	9
Senior Citizens visiting Restaurants	3	3	3	3	3	15
Teachers	5	2	1	0	2	10
Social Welfare officials	1	2	0	0	0	3
Non working children	4	4	4	4	4	20
Parents of Working Children	5	5	5	5	5	25
Restaurant In charge / Managers	2	2	2	2	2	10
Restaurant Owners	3	3	3	3	3	15
<b>Working Children in Restaurants</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>150</b>
Adult Workers in Restaurants	10	10	7	10	8	45
<b>Total</b>	<b>61</b>	<b>61</b>	<b>55</b>	<b>59</b>	<b>56</b>	<b>302</b>



Source: Interviews with the various respondents from the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007

#### **Data collection methods:**

The data collection for this study was done in the following way. It included key informant interviews, child interviews, focus group discussions, observation, questionnaires and the like. Below, explanations are provided explaining to what extent each method was used and how relevant it was in obtaining the research data.

#### ***Literature review***

Before the fieldwork began, a literature review was very important to gain insight into the restaurants and eateries of Pune. This gave the researcher an idea of the size of the restaurant and eatery industry in terms of employees and the incidence and prevalence of child labour in the sector.

#### ***Observation***

Direct observation was done before the interview took place. In fact this took place during the transect walks in different key locations in different parts of the city. This provided a well-structured observation. Aspects of child labour in the restaurants and how recordings were to be made were determined beforehand. The observations included activities performed by children at different restaurants and eateries; conditions under which children worked; children's physical appearance and health status; the actual number of children involved in restaurant's various activities; and the types of hazards children were exposed to. This method was useful especially for this sector, since most of the scenarios could be easily observed. Although 160 working children were interviewed, the analysis uses data from 150 questionnaires as the remaining 10 were incomplete. Some children were made to work inside the kitchen, which was not easy for the researcher to go to observe first-hand. The researcher needed to rely on the experiences of the children and the key informants.

### ***Key informant interviews***

This was another useful tool used by the researcher. Once in the field, among the first people the researcher met and discussed with adults working in the restaurants in that area. Other key informants were local community leaders, who could identify parents both with and without working children in the key locations, and still others were teachers and social welfare officials. Through these informants, the researcher knew where the children could be found, and the causes and even the conditions in which the children worked. These were of great help, partly because of their knowledge of the area and partly because of their expertise in various restaurant activities, the kinds of hazards children were likely to face. Without the kind of assistance given by key informants in the restaurants and eateries, the research would have been much more difficult.

### ***Child interviews***

Children were the center of this study. Children know their world of work better than any one else. Because of this, great pains were taken to interview working children in different key locations. Senior workers who accompanied the researcher facilitated the interviews with the working children. This made it easier to converse with some of the children. During the course of the interviews there were interruptions from some different adult workers and supervisors who wanted to know the kinds of questions being asked. These circumstances somewhat limited the children's freedom of response. Informal interviews were at times also difficult since sometimes, the researcher had to meet the children in isolation, which itself, raised lots of questions in their mind and this needed more time to build rapport and confidence with the children before the children would reveal their real work life situation to him. All in all, for the working children and non-working children who were interviewed, useful information was collected regarding causes, activities and how the children felt working at such a young age.

### ***Focus group discussion***

This was a tool used after holding individual interviews. These group interviews were conducted among working children (five to six members) with a view of learning about their experiences and future expectations. They had to be met during lunch hours, when five to six of them could assemble together at a time. This method also proved to be useful since the researcher was able to gain significant insight into the causes, experiences, and future prospects of children working in restaurants and eateries.

Interviews generally lasted from forty-five to ninety minutes, were tape recorded, and transcribed verbatim. Participants were made aware of the recording and transcribing procedures prior to their involvement with the study. After the interviews, memos and notes were written about questions, impressions, and feelings researcher had during the interviews.

### ***Questionnaire***

The purpose of the questionnaire was first to cross-check the information obtained from other sources, and, secondly to find out the relationship between various social economic factors and the causes of child labour in the restaurants and eateries. Questionnaire was used to collect the quantitative data. The

objective of eliciting quantitative data was essential in determining the magnitude of child labour, revealing demographic characteristics, school enrollment, dropout rates, etc.

### **Analysis**

The qualitative data from this study was systematically gathered and analysed using a grounded theory approach (Strauss & Corbin, 1998). Grounded theory offers coding procedures as a framework for providing standardisation and rigor to the analytic process (Strauss & Corbin, 1998). In this study, the analysis of the transcribed data followed the coding procedure using open, axial, and selective coding. Coding is referred to by Strauss and Corbin as representing the operations in which data are broken down, conceptualised, and put back together in new ways. Throughout the coding process the researcher used the constant comparative method (Lofland & Lofland, 1995). According to Patton (2002), comparative analysis constitutes a central feature of grounded theory development. Therefore, each participant transcript was compared with the other transcripts and codes and categories were compared with each other.

### **Establishing Trustworthiness and Credibility**

There are various ways and techniques that can be used to find the credibility and trustworthiness of the findings and interpretations emerging from qualitative research, as suggested by Lincoln and Guba (1985). Triangulation, which involves using multiple sources of data collection to verify or justify a theme, is one way of enhancing trustworthiness and credibility (Creswell, 2003). However, Richardson (2000) offers the notion of crystallisation to support the idea that data can be considered from many perspectives. Crystallisation provides us with a complex, deep, but completely partial understanding of the topic. We have rich data that reflect different angles at different points in time and from different perspectives. If we move beyond triangulation towards crystallisation, Richardson (2000) suggests that our research be evaluated on the basis of substantive contribution and asks whether it contributes to our understanding of social life. This study was designed to capture the participants' lived experiences through the use of observation and in-depth, open ended interviews. In keeping with the tenets of crystallisation, recognition is given to the notion that only a partial understanding of the phenomenon can be obtained from this study and this understanding is reflected from many different perspectives.

## **3. NATURE AND EXTENT OF CHILD LABOUR IN THE RESTURANTS AND EATERIES**

The present study is conducted in five different key locations of Pune city. For understanding the nature and extent of child labour, the study is subdivided into five parts. The first part presents the demographic variables; the second part presents the level of education of the working children and their reasons for dropping out of school and lastly, remuneration and reasons for their involvement in child labour are presented in part three.

### **3.1 Demographic variables of working children**

In order to address the problem of child labour it is of great importance to understand the demographic variables of children involved in the labour process. Information on age, gender and district of origin was extremely important in order to establish the age group of children involved in child labour in the

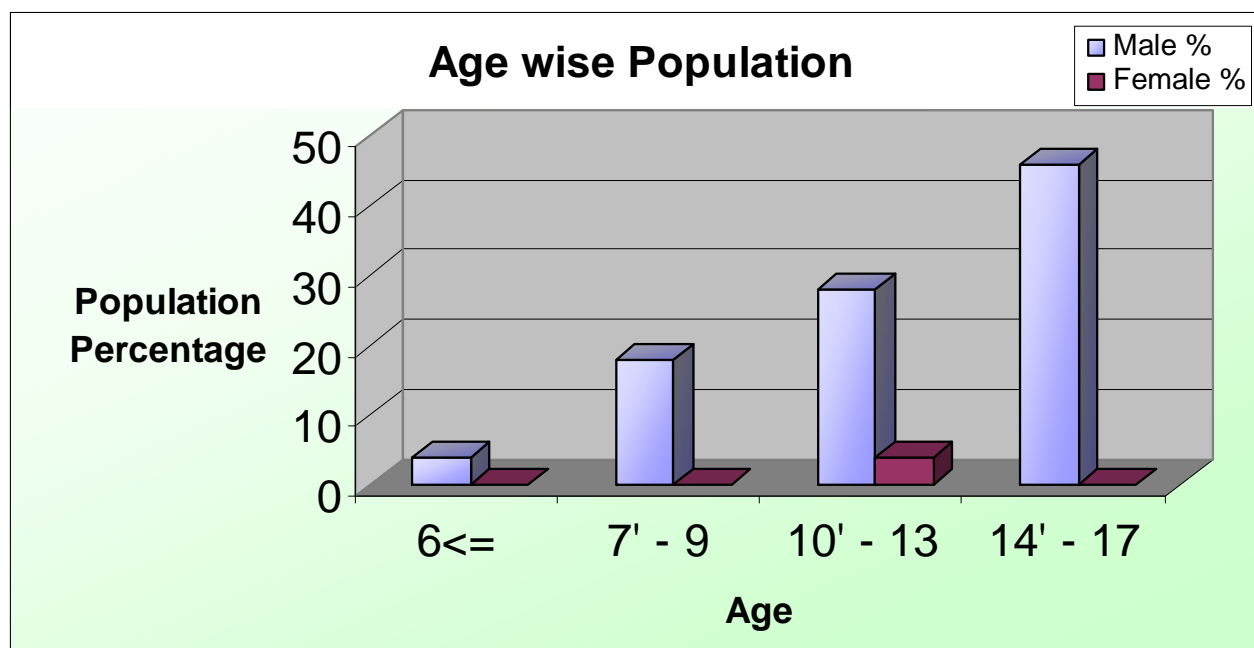
restaurants and eateries sector, their gender distribution and their place of domicile. It was also important in order to understand migration patterns as related to involvement in child labour. For the purpose of interventions this information is expected to be very useful and was thus collected during the interviews with the working children.

### 3.1.1 Gender and age

The largest group of child labour were those 14 – 17 years of age ( 46% of the total number of children interviewed. ) Table 3.1 (a) shows that there were very few girls ( 4% ) who were involved in child labour in the restaurants and eateries as compared to boys. ( 96% ). Several factors were associated to this particular phenomenon. In Pune, this was because working in the restaurants and eateries is considered as an activity for men, as they did not need much care and attention to be given. Also they could be made to do more work for prolonged hours.

**Table 3.1(a): Gender and age distribution of children working in Five (N=150)**

Age	Male %	Female %	Total
6<=	4	0	4
7' - 9	18	0	18
10' - 13	28	4	32
14' - 17	46	0	46
<b>Total</b>	<b>96</b>	<b>4</b>	<b>100</b>



*Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007*

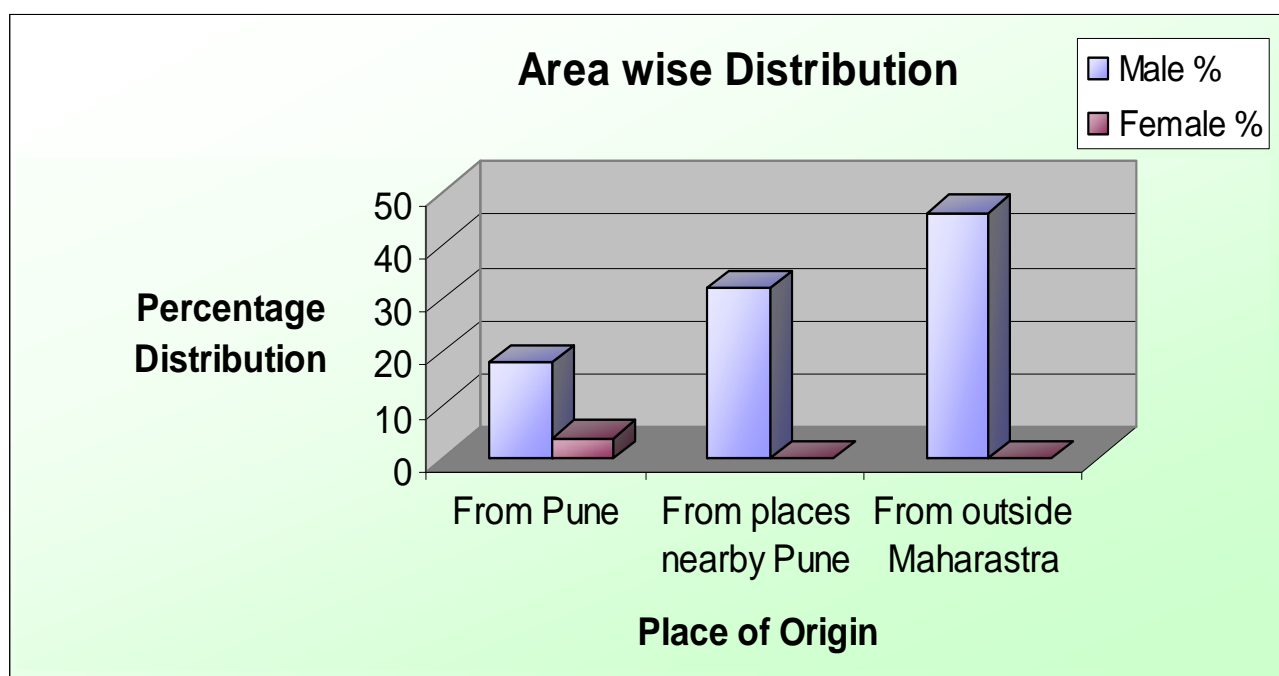
One reason that explains the high involvement of children aged between 14–17 years is the fact that at this particular age children are expected to have completed their primary education. With limited chances of joining secondary schools and due to family pressure, working at the restaurants and eateries can be considered as one of the options available for them.

### 3.1.2 District of origin

Working children were asked where they come from. Table 3.1(b) shows their responses.

**Table 3.1(b): Percentage distribution of migrant working children by area of origin and sex (N=150)**

Place of Origin	Male %	Female %	Total %
From Pune	18	4	22
From places nearby Pune	32	0	32
From outside Maharashtra	46	0	46
<b>Total</b>	<b>96</b>	<b>4</b>	<b>100</b>



*Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007*

Around 54% of all the children interviewed, had originated from Pune or places nearby Pune region. Of them, 50% were boys while 4% were girls. Here it is important to state that majority of the child labours originating from Pune and places nearby Pune region were largely Maharastrians were as the remaining children (Originating from Outside Maharashtra, i.e. 46%) were largely from South Indian and North Eastern states of India.

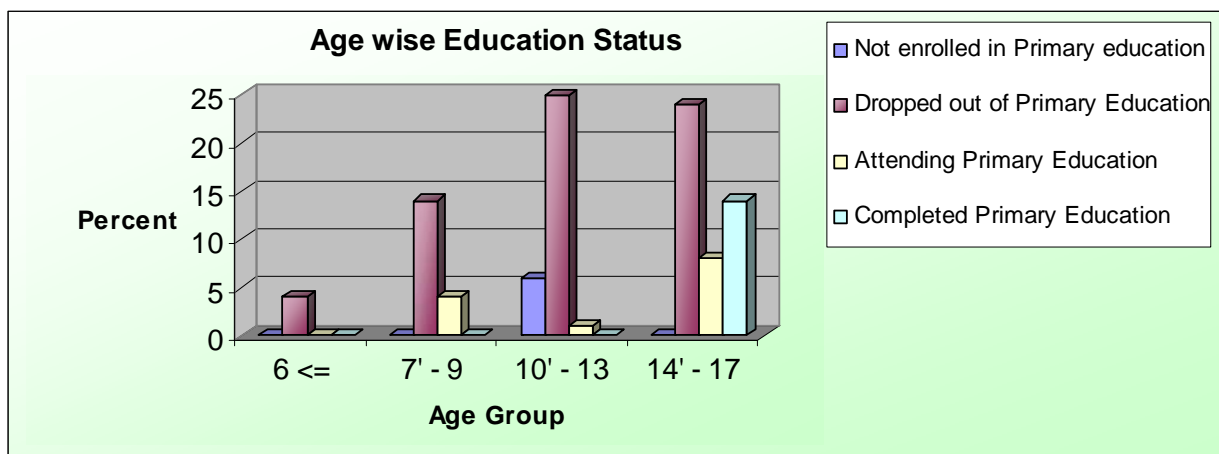
The cause of child labour in these states can be explained by a number of factors namely lack of employment opportunities, general mass poverty in the region and disintegration of the “Joint Family” in India in general.

### 3.2 Education level of working children

In the survey that was administered, information on the level of education was collected for every working child interviewed. The purpose was to understand the education level of the working children. Table 3.2 presents the findings.

**Table 3.2: Percentage distribution of working children in the restaurants and eateries by education status and age (N=150)**

Education Status	Age Group				Total
	6 <=	7' - 9	10' - 13	14' - 17	
Not enrolled in Primary education	0	0	6	0	6
Dropped out of Primary Education	4	14	25	24	67
Attending Primary Education	0	4	1	8	13
Completed Primary Education	0	0	0	14	14
<b>Total</b>	<b>4</b>	<b>18</b>	<b>32</b>	<b>46</b>	<b>100</b>



*Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007*

The education profile of the working children as shown in the above table indicates that 67% of the working children had dropped out of primary education and 6% of the interviewed children had not enrolled in primary education at all. During interviewing the children, it was learnt that their family had to fight for two meals a day, leaving them no option but to work.

### **3.2.1 Reasons for dropping out of school for working children**

The main reason that was given during the interviews with the working children as to why they were unable to complete their primary education, was the inability of their families to pay school fees and provide them with other basic necessities for school. Other reasons mentioned were taking care of sick parents, self, earning basic necessities for the family, lack of interest in school and the need to make money quickly. It is important to look into the state of the primary school infrastructure and the performance of pupils as factors that are intertwined in understanding why children drop out of school. It was noted that poor infrastructure, such as lack of enough classrooms, blackboards, desks, and teachers combined with poor performance in the standard seven examinations provide little motivation for children to remain in school.

One of the boys' working in the canteens of Shivaji Nagar, explained the researcher the situation. This is the summary what he had to say:

*“The affection was not much. I did not have someone to help me. When I went to school, they demanded school fees. I did not have exercise books and my parents are very poor and cannot help me.”*

### **3.3 Reasons of child labour and remuneration**

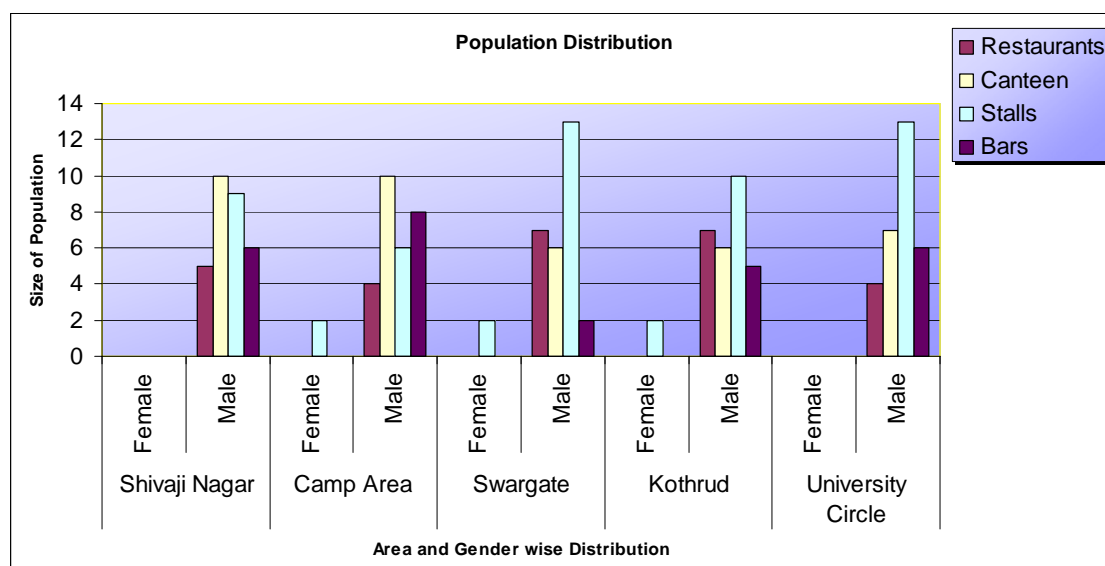
Several reasons as to why children were engaged in child labour were disclosed during focus group discussions and informal and formal interviews with parents, key informants and the working children. The most prominent explanation was related to economic issues - mainly the inability of families to provide basic needs for their children. This was then linked to children failing to complete their education and hence deciding to earn a living. The wealth status of the family was considered as the most important factor in explaining why children decided to work in the restaurants and eateries. Poor families were considered the most affected by this phenomenon. These families had either children who dropped out of school or did not go to schools at all and decided to make a living by working at in the restaurants and eateries.

It was also explained that some children decided to work in the restaurants and eateries because they were attracted by the types of customers visiting in these restaurants and eateries. Some had the feeling that

since they were working in the restaurants and eateries, they would get good food to eat, which they were not getting in their homes. Some had a dream of becoming an owner of such restaurants when they grow up. Some children also said that their life was better in the restaurants than at home. At the restaurants, they were assured a meal, and had the possibility of making money which allowed them to consider the prospects for becoming rich one day. Parents' value of a child's contribution at home was also explored as a possible factor that encouraged children to work in the restaurants. Parents of the working children in most of the cases did little to prevent their children from working in the restaurants and eateries, as that would mean doing without the extra income. The activities carried out in the various types of restaurants and eateries were different. The restaurants and eateries activities involved mostly boys. Out of the entire sample of 150 working children, only six girls were found to be involved in this and that too, they were found in the stalls only. While interviewing the girls, it was found that the owner of those stalls were their close relatives. Findings are presented in Table 3.3 (a)

**Table 3.3(a): Distribution of working children in the restaurants and eateries by sex (N=150)**

Restaurants	Shivaji Nagar		Camp Area		Swargate		Kothrud		University Circle		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Restaurants	0	5	0	4	0	7	0	7	0	4	27
Canteen	0	10	0	10	0	6	0	6	0	7	39
Stalls	0	9	2	6	2	13	2	10	0	13	57
Bars	0	6	0	8	0	2	0	5	0	6	27
<b>Total</b>	<b>0</b>	<b>30</b>	<b>2</b>	<b>28</b>	<b>2</b>	<b>28</b>	<b>2</b>	<b>28</b>	<b>0</b>	<b>30</b>	<b>150</b>



Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007

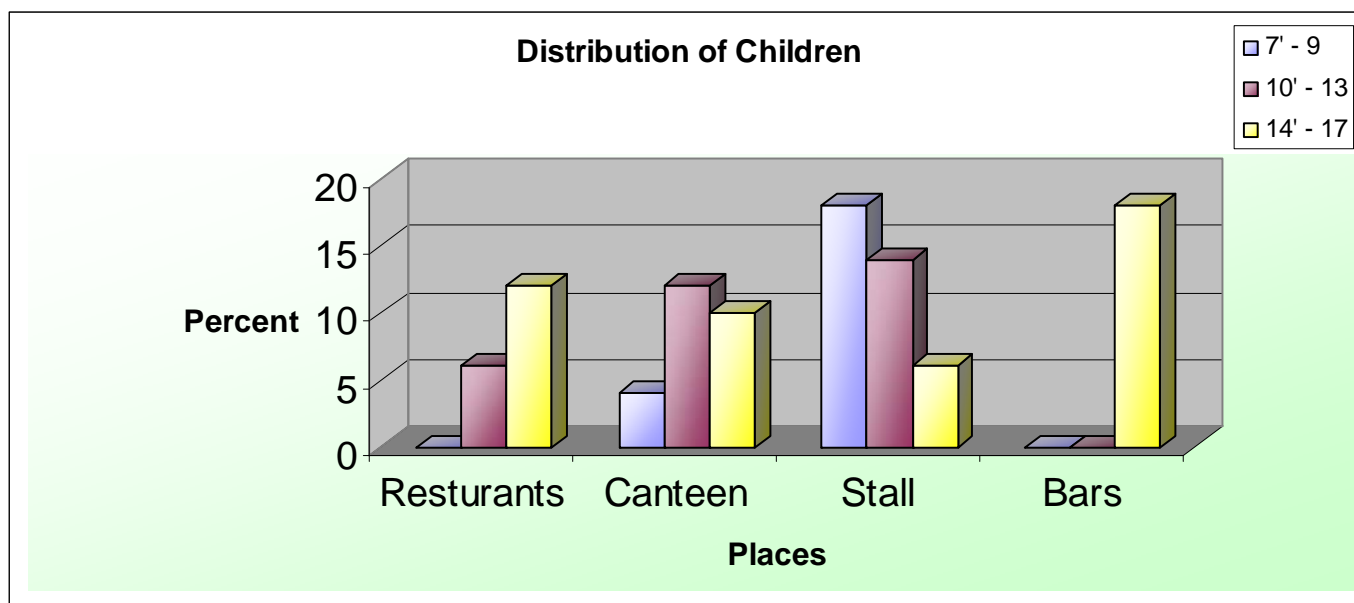
The above table indicates that it is primarily the boys who are engaged in the restaurants and eateries of Pune. The girl child labour engaged in the restaurants and eateries of Pune is meager, i.e. (4%) limiting themselves to the stalls only.

In all the five places of Pune where the study was carried out, boys were involved in doing all sorts of work starting from handling the raw materials, cleaning and cutting the items, cooking, cleaning the place, etc till washing the plates.

The table 3.3(b) indicates that maximum number of children were engaged in the stalls (38%) followed by canteens (26%). The restaurants and bars, comparatively, engaged lesser number of children (18% each)

**Table 3.3(b): Percentage distribution of working children in different types of restaurants and eateries by age (N=150)**

Place	Age Group			Total
	6' - 9	10' - 13	14' - 17	
<b>Restaurants</b>	0	6	12	<b>18</b>
<b>Canteen</b>	4	12	10	<b>26</b>
<b>Stall</b>	18	14	6	<b>38</b>
<b>Bars</b>	0	0	18	<b>18</b>
<b>Total</b>	22	32	46	<b>100</b>



*Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007*

After discussing with the restaurant and eatery owners, it was found that getting a job for the children in the canteens and stalls was much easier than in the restaurants and Bars. Children having no experience could easily get a job in the stalls and canteens. This was because the stalls and canteens did not give much importance to quality of the food and hygiene issues, as compared to the Restaurants and Bars.

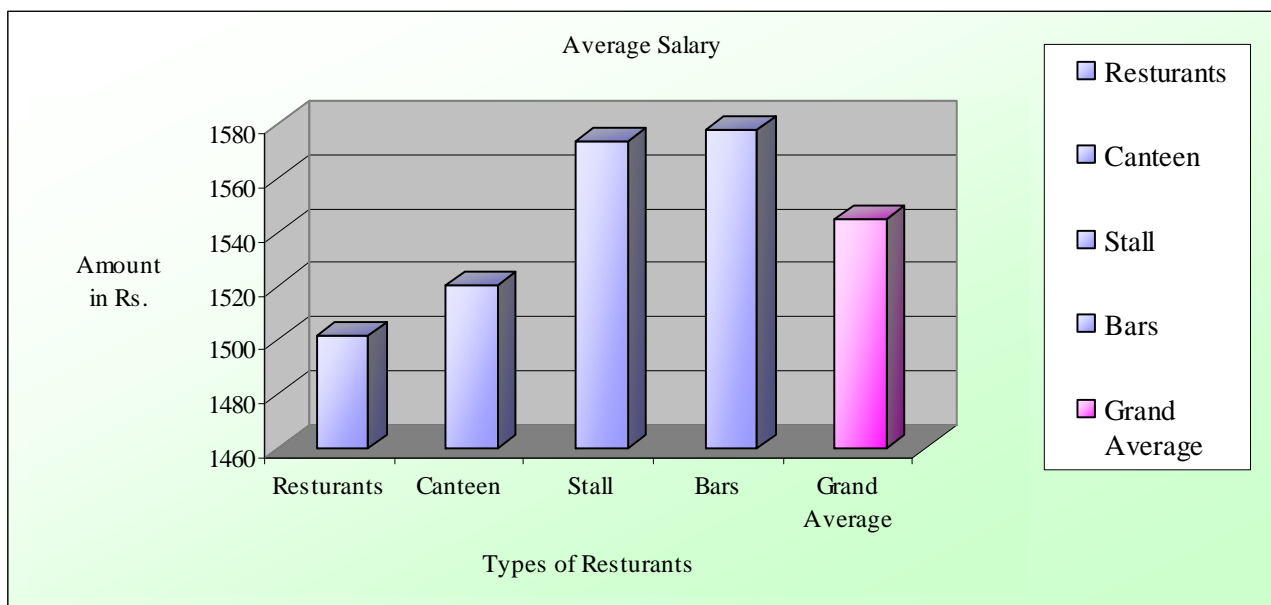
### 3.3.1 Remuneration and patterns of expenditure

In all Five-study locations it was noted that payments were made directly to the children themselves and in Cash. The amount of payments children received in different types of Restaurants and eateries varied from one location to another and also depended on the nature of activities they were engaged in. Findings are mentioned in the Table 3.3.1

**Table 3.3.1 Distribution of salary with respect to Types of Restaurants and Eateries ( N=150 )**

Types of Restaurants & Eateries	Average Salary
<b>Restaurants</b>	1502
<b>Canteen</b>	1521
<b>Stall</b>	1574*
<b>Bars</b>	1578
<b>Grand Average</b>	<b>1545*</b>

*\*Only full time employees have been taken into consideration.*



Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007

Findings from the above table indicate that Bars and Stalls were the places where the amount of salary paid was comparatively higher than that of the canteens and restaurants. The average salary of the Restaurants and Eateries in Pune is around Rs. 1545/= per month.

This indicates that the average salary in the restaurants and eateries sector in Pune is very low.

**After discussing with the different children, adult workers and owners and managers of the restaurants and eateries, the following conclusions were made by the researcher:**

- a) In the canteens and Stalls, since it was easy to get a job, the children joined these places for washing plates, cleaning tables, sweeping the floor and similar activities. Since the pay of these activities is very low, (as low as Rs. 1300 p.m), on gaining some experience and confidence, they easily get chance to learn cooking various food items, cutting vegetables, etc. before cooking and related skills. This helps them to increase their salary. More specifically, this is a general phenomenon in the stalls. The average salary in the stalls is Rs. 1574/-.
- b) In the restaurants, the children with less experience get paid very less. (as low as Rs.1300/- ). Here, as unlike the stalls, children do not get chance to learn new skills so easily. This is because the restaurant owners would not like to compromise the quality of food made by a new comer as this may lead to a loss of customer for them, incase the quality of food is not up to the mark. Hence, scope of learning and growth in the restaurants, as compared to the Stalls, is low, resulting in low pay.  
However, it is important to note that if the child possesses good cooking and related skills in some specific area, then he gets, comparatively, well paid. (As much as 1800/-). The number of such children in the restaurants is very few. Hence, average pay for the children in the restaurants is, comparatively, very low.(Average salary Rs. 1502/-)
- c) The Bars of Pune do not prefer to recruit children of lesser age. They prefer to recruit experienced hands who are experts in their specific areas. Since, the pay for the experts in any area of the restaurants and eateries is comparatively high and less number of children are working in the bars, the average salary of the child worker in the Bars is high. (Around Rs. 1578/-)

The quest for money was explained by a good number of children interviewed to be the main driving force for working in the restaurants and eateries. Children in the sample conceded that their earnings, though meager, were essential as they were expected by their parents and guardians to support the family. Children narrated that it was important for them to support their families due to the fact that their families could not raise sufficient money to provide the basic needs. Working children earned between Rs.1200/- to Rs 2500/- per month; the variations depended on a variety of factors including the age of the child and the nature of the specific tasks involved and performed. Children used their incomes to meet their daily basic needs and needs of their family. Due to the small amounts of money they received, they were unable to send money to their families frequently. They did not have a specific pay time; depending upon owner's business policy, availability of funds with the owner and, sometimes, depending upon owner's mood, payment was made.

One of the boys working in Kothrud area explains the way he was paid:

*“The owner got me here in this job by promising a salary of Rs. 1300/- per month. It has been two months since I have been working in this canteen. My salary is due since the last two months. Whenever I ask for it, he just avoids me saying that he would pay in a few days.”*

The pattern of expenditure among working children is considered an important aspect when explaining the involvement of children in the Restaurants and eateries. Since these children had to meet their daily needs, working in the Restaurants and eateries was one of the options. Furthermore, as long as children had an obligation towards their families, working was a way in which they could support them.

An explanation given by one of the stall owner is concluded as under:

*“Children, being of lower age, ignorant and pure by heart, do not complain much. Not only it is easy to handle them but also, have to pay less.”*

#### **4. WORKING CONDITIONS**

##### **4.1 Working hours**

Children working at the five areas worked for long hours and hardly had time to play or rest. Table 5.1(a) tries to find out the average working hours in the restaurant and eateries of Pune. It indicates that the average working hours in the stalls is the highest i.e.11.7 hrs. in a day. This is followed by the canteens where the average working hours for the children is 10.87 hrs a day.

The average working hours for the restaurants and bars are comparatively less. (For Restaurants, it is 8.5 hrs a day and for Bars, it is 8.4 hrs a day.)

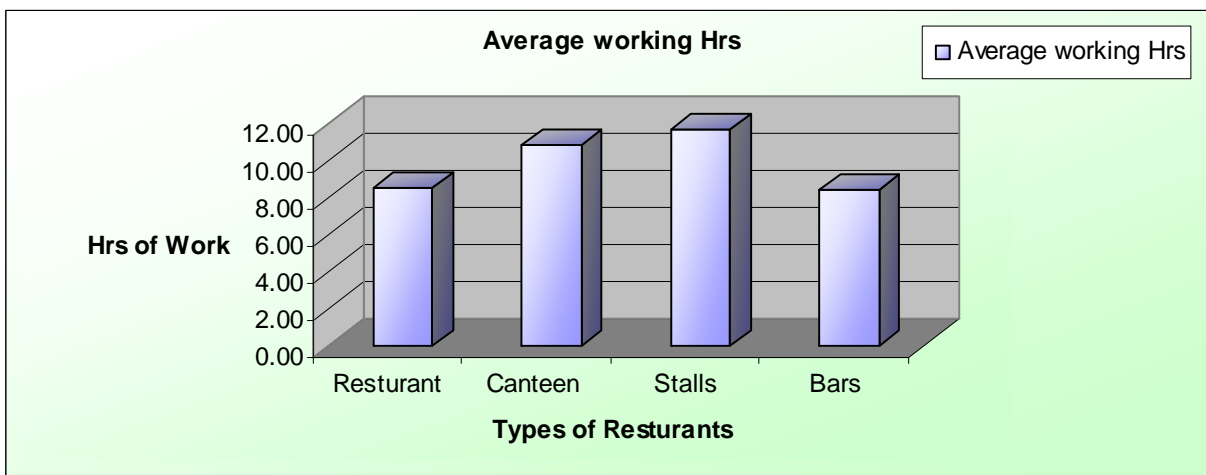
A boy working in a restaurant at Shivaji Nagar area summarized the situation as follows:

*“We wake up very early in the morning, between 5.00 and 5.30 am, to prepare tea and snacks for our customers and from then we continue working until late in the evening. We do not get time to rest.”*

**Table 4.1(a) Mean Average working hours of children in the restaurants and eateries (N=150)**

Types of Restaurants	Average working Hrs
Restaurant	8.53
Canteen	10.87
Stalls	11.74*
Bars	8.41

\*Only full time employees have been taken into consideration



Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007

After discussing with the various restaurant owners and managers, the following conclusion was derived:

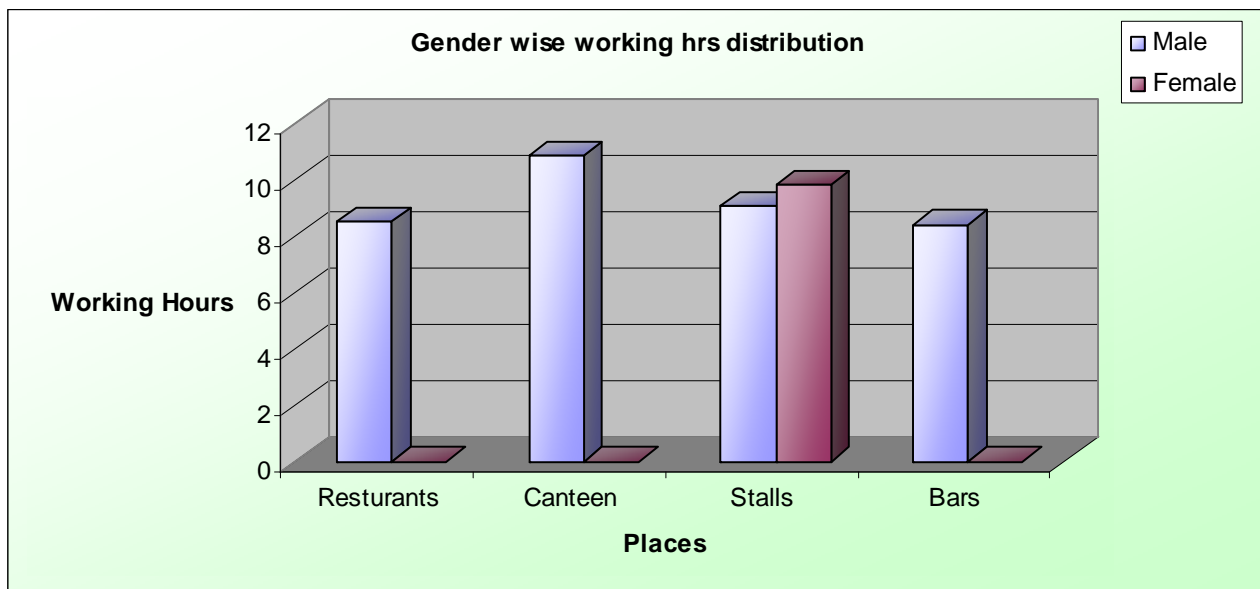
- Bars are, on an average, open for around 8 to 9 hrs a day, hence, they have one set of employees. These employees work for 11.00 a.m in the morning till 3.00 p.m in the afternoon. Again, they come at 7.00 p.m in the evening and work till 11.00 p.m in the night.
- The stalls are open for around 12 hrs a day. Even they have got one set of employees. The employees get a break in the afternoon for around an hour or two on a rotation basis, depending upon the rush of customers.
- The restaurants in Pune, generally, operate for around 16 hrs a day. Hence, they have got two sets of employees, who work in two shifts.
- The canteens operate for, on an average, 12 hours a day. They also have one set of employees, who work for the whole day. The employees get a break in the afternoon for around an hour or two on a rotation basis, depending upon the rush of customers.  
However, few canteens that are associated with residential schools or companies operating for 3 shifts a day, were found to be operating for 16 hrs a day. They, again, had two sets of employees working in shifts.

**Table 4.1(b) Mean Average working hours of children in the restaurants and eateries by sex (N=150)**

The average working hours for the males were found to be 9.89 hrs a day in the restaurant and eateries sector, whereas, the average working hours for the females were found to be 11.75 hrs. a day.

Sex	Types of Restaurants				Overall Mean
Sex	Restaurants	Canteen	Stalls	Bars	Overall Mean
Male	8.52	10.87	11.74*	8.41	9.89*
Female	0	0	11.75*	0	11.75*

*\*Only full time employees have been taken into consideration*



*Source: Interviews with the working children in the restaurants and eateries of Shivaji Nagar, Camp, Swargate, Kothrud and University Circle area, December 2007*

After studying the above chart, it was concluded that the average working hours for the females were higher than the males. This was because the females were found to be working only in the stalls, where in general, the average working hours is high.

#### 4.2 Working days

After discussing with the child and adult workers, it was found that number of working days varied with respect to different restaurants and eateries. Generally, the employees of the restaurants and bars, gets one day in a week as holiday, on a rotational basis. Same is the case with stalls and canteens. In some of the stalls in Camp and Swargate area, there was nothing called as holiday.

However, some stalls and canteens operate in a different way. They do not give any holiday as such. After around six to eight months of continued service, an employee gets around fifteen to twenty days' paid

leave. This is so that the employees can go to their home town and stay there for some time, with out any loss of salary.

This is the summary of the situation as presented by a child labour in the Camp area:

*“If you are lucky, you would be getting one day leave in a week. In case you fall sick, your salary for that day gets deducted.”*

### **4.3 Facilities**

After discussing with the children and adult workers, it has been found that in the name of facilities, the children get free breakfast and lunch in the restaurants and eateries. In case the restaurant is big and popular, then it provides a common room for those workers who do not have any accommodation for themselves. If they meet with an accident, while working, depending upon the restaurant owner’s kind heartedness, they may be given first aid treatment or taken to the doctor, if required. Some restaurants gave a pair of uniforms to their employees, but this depended upon the restaurant’s popularity. Apart from this, none of the restaurants and eateries provided any other facility.

One of the boys working in the University circle area, explained the researcher their accommodation facility given by the restaurant owner:

*“We eight of us are staying in a common room at the back of the restaurant, which is given by the owner. All of us share the common toilet and bathroom attached to it. .”*

### **5. Limitations:**

The problems encountered in the field can be mentioned as under:

1. Given the small size of the samples drawn from various locations, it was difficult to make a generalisation from the research findings. Because of this, the findings remain specific to the study areas. This means that in order to have a generalised picture of child labour in the restaurants and eateries, lots of scope for research in this area is there.
2. Observation was a useful method, but could not always be carried out. For example, quiet a number of times, work atmosphere inside the kitchen could not be observed and hence, the researcher had to depend on the children’s interviews to reveal these experiences.
3. Language was a problem in some of the cases. Some children did not understand any other language except their mother tongue. In those cases, help of their friends had to be taken who could interpret the researcher, their views.

The nature of this study was observational and interpretive. While this approach allows us to illuminate and more clearly understand the concept of child labour, the nature of the design precludes causal claims. Although the researcher feels that the approach has generated deep, rich and interesting insights into these phenomena, it limits the extent to which researcher is able to comment on the full range of issues related to stress and related aspects amongst children working in restaurants and eateries. The limitations and contributions of the study lead to number of potentially fertile opportunities for further research.

## **6. Conclusion**

Despite tremendous growth in economic activity and the globalisation of capital and trade, the increase of productivity and the development of technology, the country's poor have not benefited and the children of these poor sections bear the brunt of the negative impact of this much popularised development growth in today's world. It seems that new opportunities for economic growth and employment, through the globalisation of trade and investment and the liberalisation of markets, do not necessarily benefit children.

Though India has all along followed a proactive policy with respect to the problem of child labour, and has stood for constitutional, statutory and developmental measures to combat child labour, the final results have not been much effective.

The different aspects of the working conditions that have been outlined in this study clearly indicate that the worst forms of child labour prevail at the research sites. The salary structure, working ways, working hours and working conditions are in its worst forms. Their innocence and ignorance is being exploited and this could be detrimental to their physical and mental development. Working children are exploited by the restaurant and eatery owners who dictate their payments and working conditions.

It is evident from the research findings that child labour in the restaurant and eateries sector in Pune is in numbers. Children below the age of eighteen years are involved in different work activities related to the eatery sector. They are not only given false promises by the employers, but are also deprived of their basic rights. In summary, children work under for long hours with little time to rest or play, that causes great amount of strain. They work in hazardous conditions predisposing them to a number of health problems including exposure to various chemicals which is used for washing plates and sweeping floors.

The most prominent explanation as to why children involve themselves in child labour was related to the economic status of the family, mainly the inability of parents to provide basic needs for their children. Children had to mostly drop out of school due to lack of funds to support their education and had to work in this industry.

It was noted that children who either dropped out of school or had completed their primary education were now mostly engaged in this industry. It was further noted that children received payments, mostly in cash, mostly at the whims of the owner. They were forced to use their incomes to either support their families or to support themselves for their survival.

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