



WHAT ARE THE RETURNS OF CHILD LABOUR? AN ANALYSIS ON THE THEORY AND EVIDENCE OF THE CONSEQUENCES OF CHILD LABOUR IN BANGLADESH

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ABSTRACT

There are wide range of evidence that child labour is a curse for the children and even for the society, though it has a few positive returns. It obstructs proper growth and development of children for which they suffer in the long run. Though different international bodies and organizations has taken various measures to eradicate child labour for years, it exists in the society. The objective of this paper is to explore the socio-economic and psycho-physical returns of child labour as a whole in the perspective of Bangladesh. The paper is explanatory in nature and secondary data and information are used as evidence for explanation and counter argument. Most of the researchers disclosed the adversative returns of child labour, where some of them argued to its positive returns. The study concluded with some policy recommendation for eradication of child labour and the wellbeing for their future.

Key Words: Child Labour, Consequences of Child Labour, Working Children, Family Wellbeing, Hazardous Work, Social Threats, Psycho-physical Risks, Child Abuse.

1.0 Introduction

Children have been partaking in labour from the time beginning. They execute different activities, which provided them for well-built skills and experiences and were significant in appropriate distinctiveness, physical growth and psychological and emotional development. But in demand of society and endurance there has been a noticeable change in the nature of work, types of work, situations and conditions of work environment and process and procedures of carrying out works. Industrial revolution played an important role to bring

children to the labour market as a tool of industrial production from the household. There has been a momentous increase in the number of child labour in different sectors in the country though it has a variety of crucial and vicious Socio-economic and psycho-physical costs and returns. Bangladesh is an agriculture-based country where child labour is a frequent fact from the earlier period. But in recent, it has turned as a socio-economic problem for which most of the community and organizations extend their trial to prevent and save children from its brutal effects.

The term 'child labour' is, considered as a synonym for employed child' or 'working child' (Kulshreshtha, 1978), though there is a contradiction to some critics who are not in an option that 'child labour' and 'child work' or 'working child' and 'labouring child' are same term. Homer Folks, the chairman of the United States National Child Labour Committee, defined child labour as...any work done by children that interferes with their full physical development, their opportunities for a desirable minimum of education or their needed recreation. Three things, therefore, are necessary to include employment of a child within the notion of child labour; firstly, the child should be employed in gainful occupation; secondly, the work to which he is exposed must be dangerous; thirdly, it must deny to him the opportunity of development (Kulshreshtha, 1978). However, the minimum age of children in labour or the definition of child labour is demarcated in different international documents of UN Organization's CRC and various convention of International Labour Organization (ILO). Child labour is paid or unpaid work that is mentally, physically, socially or morally conjugated with danger to children or the infliction of harm to children; activities that deprive children of the opportunity to go to school, or in addition to schoolwork and household responsibilities, loads additional work done in other places, which enslave children and separates them from their families; work perform by a child under the minimum age for entering into employment relationship with the employer according to the labour legislation of Bangladesh (NCLS, 2013). Therefore, the boys or girls who are engaged in productive or non-productive sectors, or formal and informal sectors, doing such works which hinder their physical, psychological, moral and social growth and development and which is not adjusted to normal and basic needs or rights and deprive them financially are child labour.

A large number of evidence-based consensus reveal the potential adverse consequences of child labour to the development process of children. Working for extended hours with heavy and dangerous equipment, lack of nutritious food, lack of access to education and recreation, regular verbal and physical abuse and exploitation at their work place and sometimes by their family, and regular injury hinder their physical and psychological growth (Uddin et. al.,

2009) Again, lack of education hampers the opportunities of working children to find well-paid jobs later in life and due to health problems working children often lose their employment capability in a very early age (ILO, UNICEF and UNESCO, 2008). Children used in child labour come from already poor families; furthermore, these conditions are highly likely to perpetuate poverty for their own families (Norpoth, Groß, & Aktar, 2014). Bangladesh is known as a developing poor country in the world in where most of the families fail to fulfill their basic needs. Because of poverty children of these families are to bind to sell themselves as a labourer to the labour market. But What are the returns? The objectives of this study are to explore the answers of this question.

2.0 Methodology

The study is explanatory in nature and based on the secondary data and information. Theoretical facts and data is mainly accumulated here from various books written and edited on child labour, articles regarding child labour, websites and blog opinion, national labour force survey, national survey on child labour etc. Data and information are also collected from different reports of IPEC of International Labour Organization (ILO), UNICEF, Bangladesh Bureau of Statistics (BBS), World Bank, World Health Organization (WHO) etc. on child labour. Additional information is collected from the sector-wise research documents on child labour in Bangladesh by various academicians and researchers.

2.1 Data Sources

The sources of data and information of this study are specifically from the reports below:

- i. Report on the National Sample Survey of Child Labour in Bangladesh 1995-'96, by Bangladesh Bureau of Statistics (BBS), Planning Division, Government of the People's Republic of Bangladesh.
- ii. Report on Hazardous Child Labour in Bangladesh", 1996: ILO-IPEC/Dept. of Labour/ Government of the People's Republic of Bangladesh.
- iii. Report on Child Labour Situation in Bangladesh: A Rapid Assessment", 1997: International Labour Organization/UNICEF;
- iv. Report on National Child Labour Survey (NCLS) 2002-03, published in December 2003 by Bangladesh Bureau of Statistics (BBS), Planning Division, Government of the People's Republic of Bangladesh.

- v. Report on the Labour Force and Child Labour Survey in 2013, published in October 2015 by Bangladesh Bureau of Statistics (BBS), Planning Division, Government of the People's Republic of Bangladesh.

2.2 Data Management

Data is tabulated with the help of Microsoft Excel and is described and presented through Microsoft Word. The theoretical information and opinions are presented in descriptive measures and numerical data is presented as tabular form with different statistical procedures.

3.0 The State of Child Labour in Bangladesh

The child labour is a burning issue, which is one of the great-concerns throughout Bangladesh and even the world. The International Labour Organization/IPEC estimates there are 168 million working children aged between 5 and 17 in the world among which 78 million are in Asia and the Pacific region (ILO-IPEC, 2013). On the other hand, 8.4 million children are in slavery, trafficking, debt bondage and other forms of forced labour, forced recruitment for armed conflict, prostitution, pornography and other illicit activities (ILO: 2002). Similar to world perspectives, child labour is a recurrent picture both in rural and urban areas in Bangladesh from its independence. In 1974 child labour force was 2.5 million (Population Census, 1974), which was 2.3 million in 1980 (Manpower survey, 1980), that increase to 2.5 million in 1981 (Population Census, 1981). In 1983-'84, the total child labour force was 13.3% (LFS, 1984), where it was 12.8% in 1982-'85 (LFS, 1985) and in 1989 it was 11.8% (LFS, 1989), which was almost same (11.6%) in 1990-'91 (LFS, 1991), and in 1995-96-' in was 11.5% (NCLS, 1995-1996) of the total labour force. The National Child Labour Survey 2002-2003 conducted by BBS revealed that out of 42.4 million children aged group 5 to 17, 7.4 million have been considered as economically active children and 3.2 million as child labour (42.8% of economically active children among which 45.0% are boys and 36.8% are girls) and nearly 1.3 million (17.4% of economically active children and 40.6% of Child labour) of them are working in hazardous situation or conditions.

There are almost 1.70 million child labours in Bangladesh now, among which the male child labour is larger than female child labour, 0.95 million and 0.75 million respectively (NCLS, 2013). The table 01 given below to show the economically total child population, working children, Child labour and Hazardous work by gender of age group 05-17 in Bangladesh.

Table 01: Economically active children (current status), Child labour and Hazardous work by gender and of group 05-17 in 2013.

(Number in 000)

Gender and age group	Child Population	Working Children	Child labour	Children in hazardous work
Total	39652	3450	1699	1280
Boys	20596	2103	953	772
Girls	19055	1347	746	507

Source: National Child Labour Survey 2013.

4.0 Returns of Child Labour

Child labour is such kind of problem in each country, which directly or indirectly affects the children and ultimately affects the socio-economic conditions of the society. The problem of child labour is a burning issue of the world, which constantly agitated the mind of jurists, legislators, social thinkers, politicians, economists and philanthropists from times immemorial (Kulshreshtha, 1978). United Nations Secretary-General Kofi Annan stated, "Child labour has serious consequences that stay with the individual and with society for far longer than the years of childhood. Young workers not only face dangerous working conditions. They face long-term physical, intellectual and emotional stress. They face an adulthood of unemployment and illiteracy. A critical assessment of various effects of child labour on children and society is of vital significance to this paper. Child labour has differential impacts on children and society based on factors such as geographic location, type of location, sex and age of children. The Consequences of child labour are discoursed below as positive and adverse magnitudes-

4.1 Positive Returns

Though child labour is considered as negative phenomenon in the society and most of its effects are measured as pessimistic, it has some constructive consequences which persuade children and its guardian being them labourer. Some positive impacts are discussed below-

4.1.1 Income Support of Family and savings

Child labour cares to increase family income, for expected life expenditure, and family savings. Parents, in most of the developing countries, depend upon their children's income in later age. According to Sharma and Mitra (1990), "Children not only perform important work in house or outside it but in many cases, they are the main or the only source of support for parents in their old age." The level of family income may be affected by the role of children in productive activities, also the level of income of family determinants the roles of children in the economic activities. The findings (Khan, 2000) revealed that 44.2% child labour spend their income for family expenditure where 32.5% for family and himself/herself. Three quarters of working children surveyed by Pelto (1997, 169) reported that they do not have any savings because all the money goes to necessary daily expenditures (whether spend by the family or by themselves) and 25% of child labour reported that they have some savings and this result (25%) is the same in ILO-UNICEF findings (Rahman: 1997: 68). NCLS 2003 shows that 97.4% working children contribute all or part of their income to household. Among total earning child labour (1331000), 61.3% save income for starting own business, 3.5% for going to school or for training and 35.2% for others (NCLS 2003, p-105).

4.1.2 Produce experienced worker

Labour in early age aids children to be an experienced worker in later age for the informal sectors. By working child labourers develop their working skills and efficiency which helps them to be an expert worker in the labour market in future. Then their alertness in handling certain job makes them more productive in some occupations even than adults (Sharma and Mitra; 1990, 11).

4.1.3 Cheap source of labour

Child labour is a cheap source of labour in the employment market in Bangladesh though under certain conditions child labour has been regarded as vital contribution to labour force. Being a cheap source of labour supply, the production of goods and services, which might otherwise not to be produced, has been facilitated. But they don't have enough money to survive themselves. According to NCLS, 2003 average monthly income of male child workers are Tk. 1037 and of female child workers are Tk. 810. Among the total child workers 59.0% got Tk.251-1000 per month where 4.8% were in the lowest income group, that is,

earning less than Tk. 205. only 36.1% got income Tk. 1000+ per month. (NCLS; 2003, p-72-73)

4.1.4 Adults get opportunity to have productive work

Child labour provides more time for adults of the family to execute additional fruitful work at home or outside it. In peasant economics, availability of child labour provides household an access to many productive opportunities. The availability of children's assistance in child-care and housekeeping provides opportunity for women to undertake alternative productive employment (Hull, 1979). A survey shows that in Bangladesh 67 percent of children work due to financial hardship, either to contribute labour for wages to supplement household incomes or to work at home so that adults can work outside (The New Nation Online Edition, 2004)

4.1.5 Domestic well-being

Child labour lends a hand comprehensively to boost up the wellbeing of the poor families of Bangladesh. If the working children of these families bring to a close of their work, households fall into the dangerous situation. NCLS results indicate that according to 68.9 % parents the living standard of their households will go down if the children stop working. In rural areas, 7.9% parents opined that if their children stopped working, it would be difficult for them to survive where 2.6% parents in urban areas said that it would be difficult to run the family business unless their children did not work as compared to 2.4% in rural areas (NCLS, 2003, p-101-102). Table 2 presents data on hoe child labour helps family wellbeing and the type of problems faced by the households in case the children stop working.

Table:2 Type of problems faced by parents or family if children stop working

(Number in 000)

Type of problems faced	Bangladesh		Urban		Rural	
	Number	Percent	Number	Percent	Number	Percent
Living standard of household will fall	3937	68.9	765	69.8	3172	68.6
Hard to survive	461	8.1	97	8.9	364	7.9
Difficult to run family business	139	2.4	28	2.6	111	2.4
For household work	165	2.9	20	1.9	144	3.1

Adapted from National Child Labour Survey 2002-2003, BBS

4.2 Adversative Returns

Child labour is considered as socio-economic problem in the country. So, it has much harmful consequences which affects children and the society in assorted ways. A number of depressing effects of child labour are explicated below-

4.2.1 Economic deprivation

Child labourer deprive a lot from economic achievement. They work hard and for a long time, more than 42 hours per week but get unexpectedly less salary. There is also salary discrimination and exploitation between the child labour of urban and rural part of Bangladesh. A study shows that in urban areas, children are exploited more and undergo greater privation than their counterparts in the rural sectors (Mendelievich, 1979). Generally, it is found that child employed in a family undertaking, weather in agriculture or industry, is exploited less than the wage-earning child (George, 1990). According to NCLS, 2003 child workers' working hour is <14 to 60+ per week where average working hour is 28 per week. But they get 250 to 1000 per month.

4.2.2 Psycho-physical abuse

Child labour creates some situation which helps to abuse them psychologically and/or physically. In some sectors, girls have to keep longer employment hours than boys. In domestic services, the labour relation between the employer and employee are arbitrary and authoritarian. It has been found in many cases, domestic servants are exploited beyond endurance, sometimes, suffering physical and psychological abuse (Mendelivich, 1979). Rahman added that the job of domestic is a means of financial contribution to its parental family, but only at the cost of numerous abuse (Rahman, 1992). They are often the recipients of all forms of verbal abuse and sometimes physical violence at the slightest pretext. In most intra-family feuds, the child domestics are used as the center of discord when they undergo both verbal abuse and physical violence from the family members. They are often under threat of dismissal (Hoque et.al., 1995). The employers maintain an ambiguous status in relationship to the maidservant. In many households, girls are victims of physical harassment and sexual exploitation. In many people's minds, the greatest social hazards of all is bondage and often forms of slavery, because this places children at the complete mercy of the employer and can have both psychological and physical consequences. Bondage has been associated with abduction and family separation, deprivation of schooling and sustenance, extremely long hours of arduous work, and physical and emotional abuse, leading to grave

consequences, both physical and psychological, including severe anxiety and depression, malnutrition, vitamin deficiency, anemia, tuberculosis, and skin and parasitic disease (Scheper-Hughes and Hoffman; 1997, p-17).

4.2.3 Physical Risks

Child labourer sometimes fall into physical threats by many hazardous work and work environment. The children talked quite a lot about the adverse physical conditions and safety hazards they face and expressed anxiety about being exposed to danger. For example, a girl working in a brick chipper in Bangladesh said, *“when the hammer hits my hand tears come to my eyes...I feel scared when I break bricks in the evening because evil spirits might take me away* (Myres, 1998). A farm boy in our country recalled an accident at work, *“Once, nails from my four fingers were plucked by the sickle as I was cutting sugar cane. I was out of work for four months* (Woodhead, 1997). And a Bangladeshi girl described the hazards of brick chipping, *“it is very painful when a splinter from the brick gets into the eyes. One can turn blind...I do not like sitting under the sun without a shade and brick chipping. My head spins. I often get fever at night. Many people die working under the sun* (Woodhead, 1997). It is said in Encyclopedia of social science (1979), about physical conditions of child labour, that long hours of work, late hours of night employment, continuous standing, sitting or use of single set of muscles, emphasis on the finger neuro-muscular coordination with attendant nervous strain, indoor confinement in noisy factories and dusty trades, carrying heavy loads under the arms lifting heavy weights, pressure of speed in the performance of simple mechanical acts, contact with industrial poisons, exposure to inclement weather- are unsuitable occupation and provide harmful conditions for the growing child peculiarly susceptible to certain deformities and disease. Karl Marks observed that the result of buying the children and young persons of underage by the capitalist is physical deterioration and more degradation (Marks, Das Capital).

Children have a higher level of energy expenditure than adults do and energy lost through work can therefore jeopardize healthy growth and development (Forastieri: Ibid). Carrying heavy loads or being forced to adopt unnatural positions at work, for example, can lead to deformation of the spinal column and sometimes of the pelvis. Child carpet weavers experience swelling of lower limbs, skeletal deformities and pain in their joints due to the cramped postures they maintain for extended periods (US Department of Labour, 195). Often, children have not developed the muscle coordination and speed necessary to avoid hazards effectively or the expertise to work in a safe and efficient manner (Forastieri: Ibid). It

is found that 1.10 million child labour out of 1.70 million work more than 42 hours per week in Bangladesh (NCLS, 2013), which can hamper their natural physical growth.

4.2.4 Psychological vulnerability

Above and beyond the physical hazards, child labour has adverse psychological consequences. Working in a dangerous environment, for example, can result not only in bruising, fractures, or other physical traumas, but also in anxiety, sleeping and eating disorders and other forms of psychological distress. Not having the right or opportunity to go to the toilet while at work can be a major source of distress (Myres and others, 1998). For psychological consequences of child labour on children, psychologists have largely ignored work during childhood. ‘... work that assigns children to the most repetitive and dull task and to the lowliest social position is hardly propitious for the development of healthy self-esteem, confidence, and feelings of personal efficiency that are the necessary foundation for other aspects of psychological well-being’ (Bequele and Myres, 1995). A study report said, “jobs that provide only limited opportunity for decision making or cooperation are not likely to foster healthy independence or social responsibility.” (Greenberger and Steinberg, 1986). Adam said, “child labourers today will be the paupers of tomorrow, they are the boys or girls who will grow up without either schooling or knowledge of trade, sooner or later, their youthful energies exhausted, they will become dull, shiftless and driftless (Addams, 1903).

4.2.5 Deprivation from labour rights

Child labour deprives working children from the labour rights directly or indirectly. The employers, parents and even trade unions do not care about the rights, laws and legislations concerned to children and its labour and work atmosphere. The children operate different work within extremely hazardous surroundings; if there are some mobile activities like newspaper sales or shoe shining, or if they are engaged in street business of some sorts, they are out of home until at night, exposed to weather, to the dust and dirt of the city streets, to traffic hazards, and are in constant danger of being detained by the police on grounds of vagrancy. The children who are employed in the non-formal sectors, labour unions ignore their rights. A class of labourers, working children have no organized body to protect and lobby for their rights. In spite of the perpetually disastrous conditions under which they labour, there are no social assistance or insurance policies to protect the child. The plight of self-employed children is not any better, for, in case of an accident or a physical malady of occupational origin, the child is obviously not covered by any form of social protection, since

in the majority of cases, his employment is in violation of minimum age regulations (George, 1990).

4.2.6 Health Jeopardizes

Child labourers mostly suffer from different sickness and health hazards. In industry, certain occupations are linked with very specific physical hazards, producing a predictable pattern of physical morbidity and in agriculture, particular present specific risk. Children involved in harvesting tea, for example, often develop calluses on their plucking fingers, known as ‘tea ulcers’ (ILO, 1992). Children laboured in different trades are liable to catch many of disease, i. e. headache, tuberculosis, jaundice etc. Since there is no provision of medical aid, the working children as and when feel sick are sent home and wages for their absence are not paid. The parents who are also poverty stricken are unable to get the proper treatment for their children. The end effect of this is that many working children suffer from chronic disease throughout their lives and some die forever. Crush injuries, lacerations, cuts and amputations of fingers and toes are frequent in children working in agriculture, as are head injuries, abdominal trauma, fractures to bones, including hearing loss, and eyes injuries (Forastieri: 1994). In the context of Bangladesh, it is observed that out of 7.4 million working children about 0.6 million or 7.6 % got hurt or sick due to their work (NCLS, 2013). It is revealed that out of the working children who received injuries or got sick during the working period, 4.6% had eye or ear problem, 3.7% had skin infection, 36.5% had physical tiredness and 20.5% were physically hurt. it is observed that when the working children become sick or injure their parents have to bear the treatment expenses mostly. About 8.2% and 66.7% of these children reported that their treatment cost was borne by their employers and parents respectively. (NCLS, 2003; p-99-101)

4.2.7 Social threat

Child labour, frequently, have greater social risk than physical and psychological hazards. This is because they lack authority and physical power, because their work is not always valued as productive activity, and because they usually have the lowest status of all workers. Seldom are children able to assert their interests or needs in the work place. Because they canton refuse adult commands, they are often assigned the most menial and repetitive tasks or the most hazardous ones. They may be subjected to rigid discipline, intimidation and physical or sexual abuse against which they cannot defend themselves, and they have little or no

recourse to law in the event of injure or injustice. The social dangers cited most frequently as affecting working children include:

- absence or inadequate of remuneration in money or kind;
- Lack of representation, legal protection or compensatory mechanisms;
- Work that is not voluntary or occurs under slave-like arrangement;
- Work that is socially unacceptable or socially isolating;
- Work that is socially mundane, repetitive and dull;
- Long hours and few or no periods of rest or holdings;
- Sexual or physical abuse by employers, customers or work colleagues;
- Emotional abuse or neglect by employers or work colleagues (Myers : Ibid).

4.2.8 Delinquency and crime

Child labour is one of the most active factors of delinquency and child crime in the country. Mr. George also had seen the problem of delinquency in child labour. He said that the child labour not only affects the health of children but also creates a problem of delinquency. Specially the children who work in street, trade and domestic services come more frequently in the court in comparison of other occupations (George, 1990). Another study conducted in U.S.A in the early years of the century concluded that there was a direct relationship between child labour and delinquency, that besides factors such as poor home conditions and lack of schooling, child labour was a major cause of delinquency (Clopper, 1970). Edward Clopper cites three possible effects that child labour may have on children are- material, physical and moral deterioration. By material deterioration, he suggests that child acquires a distaste for regular employment; his chances of acquiring the skills for a trade are very limited and he tends to join a class of casual labourers. Physical deterioration results from keeping late hours, excessive fatigue, and exposure to the elements, irregularity of sleep and meals, use of addictive, and sexual transmitted disease. Under moral deterioration, Clopper suggests that the child may be encouraged to play pranks and truant; he may be fall prey to cheap thrills on the streets they may drift into delinquency, and be led into the underworld of crime.

4.2.9 Mislaid of earning capacity in later age

Child labour turns down and exhausts the physical and psychological energy of working children as they work hard and suffer from different severe disease. A prominent Washington merchant S. W Woodward criticized the child labour by saying that, “Employment at too early an age delighted a child’s economic prospects; it may be stated as a

safe proposition that for every dollar earned by a child under fourteen years of age tenfold will be taken from its earning capacity in later years (Woodward, 1905-06).

4.2.10 Rising adult unemployment

One of the most important effects of child labour is that it increases adult unemployment problem and reduces their wages. Consequently, they face poverty. Because children are engaged in producing goods instead of adult in most of the garments and industries. For this they are bound to lead a jobless life. It has been estimated that if the children who are engaged in gainful occupation are ejected totally then it will be a fine cure of the problem of unemployment in the country. (NCLS, 2002-'03) shows that 7.4 million children in 5 to 17 age bracket have been considered as economically active children and 3.2 million as child labour. So, it could be said that if child labour may eradicate, 3.2 million adults will get employment unsurprisingly.

4.2.11 Deprivation from education

Child labour has frantic consequences on education of working children. Among the child labour as high as 63% child labour is not currently attending school and 8.4% never attended school (NCLS, 2003). On the other hand, 68.3% of child labour stated that school attendance affected by work within which 68.2% boys and 68.6% girls (NCLS; 2003, p-97). On the other hand, among the working children, 66.6% or two-third had no schooling at all (NCLS; 2003, p-66). Child labourer reported some reasons of hampering schooling, i. e.- 24.0% sated inability to bear educational expenses, 8.2% for own living, 5.4% for household work, 7.5% worked for wages and salary, 22.0% for engaging household economic activities (NCLS; 2003, p-98).

5.0 Conclusion and recommendations

Thus, child labour is an alarming context of discussion to the planner, social activist, human rights' workers, even economists and politicians in Bangladesh and also the world labour market and in the parliaments. Poverty is muscularly considered as main source of causes of child labour in the country. It affects children and society in multi-dimensionally. Therefore, proper initiative should be taken to eradicate child labour from the country. For the insurgency against child labour the following routes of trials may be considered-

- Should specify the age clear definition of child and child labour as different laws and legislations in the country represents various age brackets.

- Should be rectify laws and legislations and should confirm its implementation properly as Bangladesh has some laws for caring the child rights but they are not being applied properly and employers are getting benefit from the weakness of these legislations.
- Should collect a complete and authentic statistics on child labour to determine the nature and enormity of child labour for taking proper programs to eliminate it.
- Take necessary programs for the rural and urban poor to alleviate poverty so that there will be less need for children to work.
- Take proper steps for parents' education and awareness of poor community to control the rate of high population growth.
- Expand compulsory and free primary education for the children and should make it attractive and relevant to children's' necessity.
- Arrange awareness program for public, parents and child employers on child rights, laws and legislations and conventions concerned child and child labour.
- Take necessary steps to implement national action plan taken for child and child labour properly and timely.
- Organize more research and study on child labour and concerned issues so that the right way discovered.

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