

Defining a Child!



As per Child Labor Act 2048, 'Child means a minor who has not completed the age of 16 years'.



'Young workers' are those with ages between 14 to 18 years.

Difference in Children and Their Work



Story of Radha & Bire

Radha



Radha is an 11-year-old girl child. She lives with her parents and grandparents.

Her parents are farmers, who also run a small grocery shop in the village.



Radha goes to a nearby school in her village, and studies in grade 5.

Radha has many friends. In her free time, she enjoys playing with them. She loves to listen to her grandparents' stories, and often goes out with her parents.



During her free time, Radha helps her mother with her household chores.

During holidays when her father goes to the market to buy goods for the shop, Radha looks after the customers who visit the shop.



Bire

Bire is 12 years old. He travels with his family to work at brick kilns.

Bire's family owes money to brick kiln owners. In order to pay off this loan, the entire family works on the kilns for several months in a year. Bire works long days. Most frequently he is found working from early morning to late evening.



Bire's primary work is to carry the bricks from one place to another. There are times when he is required to carry bricks weighing approximately 40 kgs.



Due to his work hours, Bire neither goes to school, nor has time to play with boys of his own age. He does not have many friends.

At night Bire is so tired, he sleeps as soon as his head touches the pillow. And then he wakes up early to start another busy day.

A Champion for Young Workers

Scene 1

Sir! I have brought some people to work in your kiln.

Aaitaram! But all these workers look like children. How old are they?



Scene 2

All these workers are between the ages of 14-16 years. I have their birth certificates with me, like you requested last season.



(After checking all the birth certificates) I am glad you brought along the birth certificates. As you know, my kiln strictly prohibits the hiring of children below age 14. Young workers between the ages of 14-16 are hired, but some conditions are strictly followed: They are not allowed to:

- Work in any hazardous operations like firing, coal crushing etc.;
- Work on machines considered dangerous;
- Work more than 6 hours per day or between 6 pm to 6 am
- Carry load above 15 Kgs
- Do overtime hours

And they are provided one weekly rest day after six days of work!

Scene 3

(To all the young workers)

This is a good place for you to work. This is a supportive Brick Kiln owner. Make sure that you work with diligence and good intent. Fulfill your work responsibilities, and if needed, seek the support of this well-intentioned brick kiln owner.



Congratulations! You have created such a friendly working environment for young workers in your kiln. I will be sure to communicate this message to other kiln owners as well. What are the reasons for such care?



Young workers between 14 to 16 years are not yet fully grown, either physically or emotionally. They therefore cannot be expected to work at the same pace, level or intensity as an adult worker.

While they can be allowed to work, we need to ensure that they are given the type and quantum of work that is appropriate for their age .