

A STUDY OF CHILD LABOUR IN INDIAN HOTEL INDUSTRY

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ABSTRACT

Child is the future of any nation, but in India a large number of children are neglected because of various reasons like poverty, illiteracy, lack of facility, natural disaster and terrorism. This leads to employment of children in various economic activities like working as agricultural labourer, in shop & establishments, hotels and factories. By the Factories Act, 1948 & Child Labour prohibition and Regulation Act, 1986, child labour is prohibited before certain age to work. In practice we seen, child labour is very rampant in our society. It may be any industry, if it is not highly regulated, we can see child labour employed there. Specially, we find one of them is the hotel industry. In India only star category hotels are regulated by the government, and the number of star hotel is very less. It was observed that, lots of hotel and motels were in every city, town, and suburban areas, and in the roadside of national highways and others. They were not regulated, and maximum of them were using child labour. Here in this paper, the researcher gives emphasis to find out the scenario of Child labour in hotel industry at national level and its implications.

Keywords : Child labour, Hotel Industry, Government Policy, Regulation, Exploitation,

INTRODUCTION

Child is the future of any nation, but in India a large number of children are neglected because of various reasons like poverty, illiteracy, lack of facility, natural disaster and terrorism. Which leads to employment of children in various economic activities like working as a agricultural labourer, working in shop & establishments, hotels and factories. By the Factories Act, 1948 & Child Labour prohibition and Regulation Act, 1986, child labour is prohibited before certain age to work. In practice we seen, child labour is very rampant in our society. It may be any industry, if it is not highly regulated, we can see child labour employed there. Specially, we find one of them is the hotel industry. In India only star category hotels are regulated by the government, and the number of star hotel is very less. It was observed that, lots of hotel and motels were in every city, town, and suburban areas, and in the roadside of national highways and others. They were not regulated, and maximum of them were using child labour. Herein this paper, the researcher will give emphasis to find out the scenario of Child labour in hotel industry at national level and its implications.

OBJECTIVES

It was seen that a good number of hotels and motels were operating throughout the country. All of them were not regulated by the respective government or they are not fulfilling the norms of the industry. It was also seen that a good number of children were employed as labourer in these hotels. Here in this paper following objectives were set to find out:

1. To find out the overall scenario of child labour engaged in hotel industry in India.
2. To find out the data published by the government to curve out the child labour in the hotel industry. And
3. To find out the working condition and exploitation faced by the children in their working place as hotels.

RESEARCH METHODOLOGY

The above mention study is explorative in its nature and scope. Finding the data related to child labour at national level is very difficult because government of India is not collecting this kind of data, if it is done also, then it was kept as a secret to protect various interest groups. To overcome all this difficulties, we consulted all kind of data related

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to child labour in India and try to find out the extent of child involvement in hotel industry. This study was entirely based on secondary data and the data were collected from various sources including, Government reports, reports published by UNESCO, NGOs, research paper published in different journals, books etc.

REVIEW OF LITERATURE

Mizen (2009) in his study talks about the comparing the child labour across the developed nations today is difficult. In his study he found the evidence of child labour even in developed countries like United Nations, Australia, Japan, Greece and New Zealand. He also found in United States, federal law restricts occupations open to those under eighteen years old, lists jobs deemed too hazardous for those under age sixteen, and limits the hours children can work during the school year. Some U.S. states impose additional limits to age, hours worked, and type of employment, such as door to door deliveries. In contrast, in New South Wales, Australia, children's employment is subject to only light regulation. New Zealand has failed to ratify a number of international conventions governing the employment of children under age sixteen.

Dorman (2001) found in his study that the form of child working vary from country to country, but some patterns seems to emerge. In northern European countries, North America, and Australasia most child employment is concentrated in the services (retail, distribution, catering), with employment in the trades (mining, construction, manufacturing) and agriculture (farm, forestry, fishing) accounting for a smaller but still significant proportions. Children in these countries tend to occupy jobs more commonly held by adults and, outside of employment in family-run enterprises, would seem to compete with adults for available work. In southern European countries, employment in the trades and agriculture appears more significant. In the south of Italy, for instance, children have been found working extensively in the construction and footwear industries, and as seasonal agricultural labourers. A similar picture also emerges for Greece. In Portugal, evidence points to a sizable proportion of working children employed in the economically important textile, apparel, and footwear industries. It has been suggested that, for southern European countries, the pattern of child employment resembles those more characteristic of the developing

world.

Taking the case of Haryana State, a study conducted on the working children in Hisar (Sharma, 1982) revealed that a majority of the child workers joined the labour force due to acute poverty of their family, death and chronic illness of the earning members there was no source to supplement their family income. Children came from different states. About 4/5 of the children came from the families whose average monthly income was less than Rs. 300 and the size of the family was 8 on an average. The social circumstances which also motivated the child workers to seek jobs were company of friends, rude behaviour of father and lack of affection in the family.

Bliss (2006) in his study entitled "Child labour in tourism industry in developing countries" found that the best 'predictor' of child labour is related to the structure of production and the larger the production of agricultural production to GDP, the higher the incidence of child labour and vice versa. He found child labour represents a significant percentage of total workforce in Latin America 25% (17.5 million between 5 years and 14 years); Africa 20% and Asia 10% (India 40 million, Bangladesh 8 - 12 million), where a large percentage of the population are employed in agriculture. He found the reasons beyond child labour is poverty, supplements low family income to move out vicious cycle of poverty, parents considered it acceptable, develop social and work skills, caste system, no compulsory free education, lack of jobs for adult and high rate of unemployment as well as underemployments are the main reasons for child labour.

Reddy (2012) in his study entitled "Child labour in hotel industry: a case study of Tirupati and Tirumala" found that the children working in hotels and its first and foremost reason is poverty, and other reasons are the lack of protective child labour legislation and the evasion of existing laws for the protection of child labour, keeping child labour going and getting protected. Tripati-Tirumala is a high profile temple city though out the world. It occupied the first position in terms of visiting pilgrims in India. In Tirupati hotel industry is very popular and first growing industry. As the growing demand of manpower the hotel industry is employing child labour and it is growing day by day.

IITM-ICC Report (2011) explains about the highway tourism. This report described that the highways are similar veins in the representative

body of the country. Even in the supreme ancient times, the kings have well imagined the status of highways and built numerous inns and wells to help the travelers. In recent times too, initiatives has been taken to advance tourism infrastructure along with roads so that it provides income and employment opportunities beside the hinterland. We observed in these highways tourism facility maximum number of children were employed and exploited for the pleasure of the traveler.

A International Labour Organization Report (1996) revealed that 250 million childrens around the age group of 5 to 14 years of age are employed, half of them are full-time employed in developing nations. This is an increase from 73 million based on an earlier ILO report a few year back. The report goes further in detailing the distribution of child labour; 153 million in Asia, 80 million in Africa and 17.5 million in Latin America. In rural India, it has become a common practice among employers and/or middlemen to lend money to parents for child bondage with the understanding that the children will work in their firms at a later date. Some of the firms operating in India at present consist of the match industry, the diamond industry, the precious stone, handmade carpet industry and the slate industry.

As there are no national statistics on child labour, Ryan (1993) in his article written that the estimates done by various studies have indicated that in India at least 55 million children between the age of 5 to 14 years are working in hazardous conditions and working for 14 to 16 hours in a day.

Vankateswarlu (1998) in his study found that the children are employed in developing countries like India, Pakistan and Bangladesh in occupations which do not come under government regulation, such as the manufacturing of beedies, leather products, stone carving, textiles, jewellery and agriculture. Multinational firms like Timothy and Thomas or T&T manufactures shirts and shorts in Pakistan by subcontracting the work to local firms, which employs children and pays them only one-third of an average adult wage. A few European based multinationals like Mitre, Adidas and other sport goods manufacturing companies in England extends contracts to firms in India, Pakistan and Bangladesh which use child labours at the age of 7 to manufacturer to supply goods. Though multinationals may to be involved directly in using child labour, they have contributed indirectly to the

growth of child labour in Trird World Countries.

COMPOSITION OF TOURISM INDUSTRY IN INDIA

Tourism sector holds immense potential for Indian economy. The particular significance of tourism industry in India is its contribution to national integration and preservation of natural as well as cultural environments and enriched of the social and cultural lives of people like preservation of monuments and heritage properties. This sector is also helping the traditional art forms, crafts, and culture (Planning Commission of India 11th Five year plans, 2007-12). According to planning Commission of India, "the tenth five year plan has recorded a substantial growth in travel and tourism. One of the reasons for growth of travel & tourism in India is the distinct style of hospitality. A touch of tenderness, a helping hand, and a welcoming visage, the aroma of sizzling vegetables, warm curry, lentils, and rice, greets guests as they enter foyer of traditional Indian Home (Prashanth 2009). Simple gesture such as the, "Namaste," or the folding of hands by members of the hosting family, depicts both ritual and respect. Such greeting and hospitality transcend even the traditional American belief that, "Home is where the heart is." Though the home is the reflection of an Indian family's life and pride, most go to great lengths to make a visitors feel comfortable and secure. Accordingly Indian hospitality is a reflection of the family, home, their culture and their country. The Sanskrit saying, "Atithi Devo Bhava" or "the guest is God," dictates the respect granted to guests in India. The Indian hospitality industry has emerged as one of the key industry have always been linked to the prospects of the travel and tourism and hotel industry.

The earnings from Travel and Tourism industry have made it one of the largest industries in the world and the fastest growing sector of global trade accounting for 10.4% of global GDP, 12.2% of global exports, 8.3% of global employment, and 9.5% of global capital investment.

According to World Travel and Tourism Council (2011), India will be a tourism hotspot from 2009-20018 having the highest 10-year growth potential. Travel and Tourism is expected to generate 24,931,000 jobs directly in 2011 which was 5.0% of total employment. This includes employments by hotels, travel agents, airlines and other passenger transportation services. It also includes, for example,

the activities of the restaurant and leisure industries directly supported by tourists.

The Hotel Industry is indissolubly connected to the tourism industry and the development in the Indian tourism industry has powered the growth of Indian Hotel Industry. The flourishing economy and augmented business opportunities in India have replaced as a boom for Indian hotel industry (Chandel, 2010). The advent of low cost airlines and the linked prices wars have specified domestic tourists a host of options. The 'Incredible India' destination movement and 'Atithi Devo Bhavo' movement have also supported in the growth of international and domestic tourism and accordingly the hotel industry. Accordingly to HVS-Indian Hotel Valuation Index (2011) with the jump of new decade 2011, it is both significant and relevant to guise back at the last decade; we were a nation with only a restricted number of international brands and had hotels that were chiefly concentrated in the major metros and mainly in luxury/first class positioning. As per HVS (2011), the year 2010-11 proved to be a comeback year for the Indian hospitality industry after two difficult years that saw nationwide RevPER drop by 14% and 11.6% in 2008-09 and 2010-11 respectively. Looking after the potential of Indian Tourism industry US-based HVS International has firmed up plans to enter India, and industry players believe others like Ashford Hospitality Trust and IFA Hotels & Resorts among others are likely to follow suit. One of the major reasons for the increase in demand for hotel rooms in the country is the boom in the overall economy and high growth in sector like information technology, telecom, retail and real estate. Rising stock market and new business opportunities also attracting hordes of foreign investors and international corporate travelers to look for business opportunities in the country.

India has been ranked as the fourth most preferred travel destination and with Lonely Planet

selecting the country among the top five destinations from 167 countries; India has finally made its mark on the world travel map. Thus, the increase in the need for accommodation has hugely increased the demands for hotels which in turn has boosted the growth of the hospitality sector in India especially that of the hotel industry. Due to such a huge potential available in this segment, several global hotel chains like the Hilton, Accor, Marriott International, Berggruen Hotels, Cabana Hotels, Premier Travel Inn (PTI), Inter Continental Hotels group and Hampshire among others have all announced major investment plans for the country. The government's move to declare hotel and tourism industry as a high priority sector with provision for 100% FDI has also provided a further impetus in attracting investments in to this industry.

Hospitality industry plays a major role in the overall economic growth of the country. Along with the rapid industrial growth and promotion of tourism, the catering and hotel sector is booming and offering huge job prospects in India. The demand for skilled and unskilled workers in India is increasing. According to study conducted by Ministry of Tourism (2007-12) the demand for manpower in hotels & Restaurant sector far exceeds the supply. The study suggests that the supply of trained manpower is not even touching 40% of the demand.

CHILD LABOUR & HOTEL INDUSTRY

There is not any formal data published in India about the percentage of child labour engaged in Hotel industry. Because of hotel industry composed of highly organized sector as star category hotels as well as highly unorganized sector as Hotels in sub-urban areas, roadside and motels and sweet shops. It was observed a good number of children's were engaged in second category of unorganized hotels and sweet shops. Here, we are representing some data which shows the extent of child labour in India.

Table 1: Composition of Child Labour in India

Distribution of Child Population (5-14)	2001 Population Census	2006 Population, Projection and estimates	% of Child Population	
			2001	2006
Male	132367710	125485000	N.A	N.A
Female	120795938	116274000	N.A	N.A
Total	253163648	241759000	N.A	N.A

Distribution of Child Population (5-14)	2001 Population Census	2006 Population, Projection and estimates	% of Child Population	
			2001	2006
Child Labour (10 - 14)				
Male	6804336	4276744	8.8	6.7
Female	5862041	3894131	8.5	6.3
Total	12666377	8082954	8.7	6.6
Children out of School (5 - 14)				
Male	36428634	19199205	27.5	15.3
Female	45878836	24184992	38.0	20.8
Total	87126075	43274861	34.4	17.9

Source: Census of India, 1991 and 2001

From the above Table no - 1, it was shown that approximately 18 percent of children were

composed of total work force in India. These children's were working in various industries viz, tobacco, diamond, jewelry, agriculture, mining as well as hotel industry and domestic help.

Table - 2 State Level Estimate of Children at school across states based on NSSO data 2004-05
Attendance rate for per 1000 educational institutions per 1000 persons of 5 - 14 age group (2004-05)

States	Rural			Urban			All India		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Andhra Pradesh	902	824	865	911	911	911	905	846	876
Arunachal Pradesh	720	667	695	886	914	898	742	696	721
Assam	875	868	821	900	843	870	877	865	871
Bihar	691	574	639	805	764	785	700	593	652
Chattisghar	854	750	801	890	867	879	858	764	810
Delhi	970	908	942	885	913	898	895	913	903
Goa	937	964	950	937	938	938	937	954	946
Gujarat	870	779	828	924	910	918	887	818	856
Haryana	905	812	861	923	878	905	910	827	872
Himachal Pradesh	961	936	949	980	936	959	962	936	950
Jammu Kashmir	909	827	869	978	860	920	926	835	881
Jharkhand	781	692	741	908	928	918	799	728	767
Karnataka	876	840	859	950	931	941	898	866	883
Kerala	962	983	972	987	993	990	968	985	976
Madhya Pradesh	803	699	755	908	874	892	825	736	784
Maharashtra	872	874	873	931	915	923	893	889	891
Manipur	922	911	917	978	963	971	937	925	932
Meghalaya	834	892	861	971	887	928	850	891	869
Mizoram	924	932	928	990	987	989	952	955	953
Nagaland	948	924	936	929	924	927	941	924	933

Orissa	827	753	791	882	875	879	834	768	802
Punjab	896	883	890	900	878	890	897	882	980
Rajasthan	853	681	771	824	803	813	847	710	780
Sikkim	929	966	948	923	825	879	929	954	941
Tamil Nadu	976	939	958	975	958	967	975	946	961
Tripura	856	910	882	868	911	890	857	910	882
Uttaranchal	889	850	869	914	882	900	895	856	876
Uttar Pradesh	806	730	771	789	803	796	803	743	775
West Bengal	831	814	822	848	871	860	834	824	892
A & N Islands	964	990	976	984	955	969	972	976	974
Chandigarh	841	917	870	959	938	950	942	935	939
Dadra Nagar Haveli	937	722	36	966	863	911	939	733	842
Daman and Diu	992	998	996	941	956	950	975	984	980
Lakshadweep	902	892	897	991	960	977	945	927	937
Pondicherry	965	966	966	983	987	985	977	981	979
All India	835	767	803	890	879	885	847	792	821

Source: NSSO Report 517 "Status of Education and Vocational Training in India" 2004-05

Table - 3 Percentage of children as workers (main + marginal) by sex and residence for major states 5-14 age group total

	1991			2001		
	Boys	Girls	children	Boys	Girls	children
Andhra Pradesh	9.4	10.5	10.0	7.0	8.4	7.7
Assam	6.8	4.1	5.5	6.0	4.1	5.1
Bihar	4.9	2.9	4.0	5.6	4.1	4.9
Gujarat	5.1	5.5	5.3	4.0	4.6	4.3
Haryana	3.2	1.8	2.5	4.7	4.9	4.8
Himachal Pradesh	3.6	5.5	4.5	7.7	8.6	8.1
Karnataka	8.9	8.7	8.8	7.2	6.6	6.9
Kerala	0.6	0.5	0.6	0.6	0.4	0.5
Madhya Pradesh	7.6	8.6	8.1	6.4	7.2	6.8
Maharashtra	4.9	6.6	5.7	3.5	3.5	3.5
Orissa	6.3	5.4	5.9	4.2	4.6	4.4
Punjab	5.0	0.9	3.0	3.9	2.4	3.2
Rajasthan	5.2	7.9	6.5	6.9	9.7	8.2
Tamilnadu	4.6	5.1	4.8	3.8	3.4	3.6

Uttar Pradesh	5.0	2.5	3.8	4.7	3.3	4.0
West Bengal	5.6	2.7	4.2	5.1	3.9	4.5
All India	5.7	5.1	5.4	5.1	4.9	5.0

Source: Census data on child labour 1991, 2001 & Compilation of NSSO Report

From the Table no. 2 and 3 it was shown that though the percentage of child labour is diminishing but it is very insignificant when we compare in a decade. Also the dropout ratio of the children in the

school is also very high. When childrens were not going to schools that means they were involved in some economic activity either to support their family or for survival need of themselves.

Table -4 State wise enforcement data

State/ U.T.	Inspections Conducted	Violations detected	Prosecutions launched	Convictions
Andaman & Nicobar U.T	57	74	0	0
Andhra Pradesh	206832	70922	31375	15294
Arunachal Pradesh	36	0	24	0
Assam	14901	546	12	0
Bihar	199801	21582	2002	3
Chandigarh U.T.	3316	0	0	0
Chattisgarh	11172	550	627	4
Dadra & Nagar				
Haveli UT	906	0	0	0
Daman & Diu U.T.	3020	0	0	0
Delhi U.T.	26407	1355	801	257
Goa	2592	35	35	7
Gujarat	13262	1028	477	18
Haryana	9193	150	113	91
Himachal Pradesh	5150	4	8	4
Jammu & Kashmir	5329	31	31	1
Jharkhand	10187	648	138	37
Karnataka	95146	9968	1386	197
Kerala	10044	591	23	7
Lakshadweep U.T.	0	0	0	0
Madhya Pradesh	31976	1221	1221	243
Maharashtra	152992	2161	137	33

Manipur	486	0	0	0
Meghalaya	1978	5	5	0
Mizoram	0	0	0	0
Nagaland	13431	200	0	0
Orissa	1853	1145	303	7
Pondicherry U.T.	69846	11511	0	1
Punjab	19139	91	103	61
Rajasthan	32015	567	1653	2141
Sikkim	0	0	0	0
Tamilnadu	1232060	6122	4165	917
Tripura	891	11	5	0
Uttar Pradesh	12234	8123	6885	300
Uttaranchal	39859	117	87	10
West Bengal	90656	4153	79	3

Source: National Commission for Protection of Child Rights, Strategies for the Eleventh five-year plan.

Here, regarding enforcement violation of law in the Table no - 4, we observed that the law enforcement in India about child labour is very poor. It was shown that the conviction in connection with the violation of law (Child Labour Prohibition and Regulation Act, 1986) compare to detection of is less than 1 percent. If this the situation in India, than definitely employer of child labour may not have any fear about the law and employ more children for their economic gain. Law implanting authority should be fast enough to prosecute the offender as early possible, and there should not be any escape route.

From the above mention data, it was observed that a very high percentage of children's are working in various industries including hotel industry. Though there is not any specific data about child labour in hotel industry there are some studies which gives a reference that the percentage of child labour engaged in this sector. Agarwal (2013) in her study shown that in all India in Hotel & Restruent sector percentage of Child labour to total work force is approximately four percent which is divided into two age groups. In first age group is 5 to 9 years where 1.98 percent and 10 to 14 years, where 1.81 percent of total work force in India. It also shows that Uttar Pradesh is the worst in case of child labour

employed to total work force and the best is Mizoram.

Even in the Prof Amartya sen (1995) in his book co authored by Dreze remarks that the system of child labour bad enough - of its own is made much beastlier still through its congruence with bondage and effective slavery. He points out like several other economist that mere abolition of child labour with out doing anything to enhance the economic circumstances of the families involved may not serve the interest of the children themselves. Child labour is intimately connected with non-schooling of the children. Exploitation of child labour is the consiquences of the social inequality, attitude of the previllaged classes and lack of public involvement in the protection of basic entitlement.

The NSSO 61st round of surway reveals that still more than 68 percent of child labourers are engaged in agricultural activities. Majority of the male childrens are working in agriculture, trade, restaurants and manufacturing units in Andhra pradesh. Similarly, girl child labour in signifacantly engaged in agriculture, mamufacturing and domestic services. further, child labour in rural areas are significantly engaged in agriculture, while they are made to work in sectors like manufacturing, restaurants, hotels, trade and domestic services only.

Lekshmanan (2002) in his study in the district of Thiruvananthapuram found that 75 percent of the child worker are working in houses and hotels, which were not revealed in any governmental study before. Another study conducted by

FINDINGS AND CONCLUSION

Following points can be mention as major findings of the study that a large number of children's are employed in hotel industry throughout India. There is not any formal study made by the government agencies as well as Non-Governmental Organizations about the percentage of child labour engaged in hotel industry as well as their socio economic, exploitation and other issues related to this child labour in hotel industry. In spite of the laws and measures dealing with child labour, the reality is that in India children's are exploited and working in the places, where the guardian of law implementing authority are visiting most, i.e., the hotels & restaurants. Though there is not any specific data about the child labour engaged in hotel industry, often it was found in the hotels and restaurants of the tourist destinations like temple, historical places, suburban areas, highway & roadside hotels and number of other places. People were not noticing or intentionally ignorant that the "chotu" (means young boy in Hindi) tea or our favorite dish is a child labourer and exploited much. Maximum of them are working 8 to 16 hours in a day and working in inhuman condition too.

Here, it can be concluded that a huge percentage of child labour is engaged in the hotel industry throughout India. To remove the child labour from the sector a number of steps should be taken ranging from making aware to the customer not to take the services of children to rehabilitation of children effectively through residential education and accommodation. beside all these, it is important to generate a positive political will to tackle this social problem.

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