

## **THE CHILD LABOUR (PROHIBITION AND REGULATION) ACT, 1986**

An Act to prohibit the engagement of children below the age of 14 years in certain employment and to regulate the conditions of work of children in certain other employments

### **Prohibition of employment of children in certain occupations and process**

No child below the age of 14 years shall be employed or permitted to work in any of the occupation set forth in Part A of the schedule or in any workshop wherein any of the processes set forth in part B of the Schedule is carried on.

Prohibition of employment of children is not applicable to any workshop wherein any process is carried on by the occupier with the aid of his family, or to any school established by, or receiving assistance or recognition from Government.

### **Regulation of conditions of work of children:**

1. No child shall be required or permitted to work in any establishment in excess of such number of hours as may be prescribed for such establishment.
2. The period of work on each day shall be so fixed that no period shall exceed three hours and that no child shall work for more than three hours before he has had an interval for rest for at least one hour.
3. The period of work of a child shall be so arranged that inclusive of his interval for rest, under sub-section(2), it shall not be spread over more than six hours, including the time spent in waiting for work on any day.
4. No child shall be permitted or required to work between 7 p.m. and 8 a.m.
5. No child shall be required or permitted to work overtime.
6. No child shall be required or permitted to work in any establishment on any day on which he has already been working in another establishment.
7. Every child worker should be provided weekly holiday

### **Duties and responsibilities of the Employer:**

1. Every employer should maintain a Register in respect of children employed or permitted to work in any establishment indicating the name and the date of birth of every child, hours and periods of work, nature of work and such other particulars, as may be prescribed.
2. Every employer should ensure proper condition of health and safety measure of child labour while they are on employment..

### **Penalty:**

Penalty may be imposed for any violation of provisions of section 3

## F. A. Q.

1. What is the main aim of the Child Labour (Prohibition & Regulation) Act, 1986?

A. The main aim of the Act is to prohibit the engagement of children in certain employment and to regulate the conditions of work of children in certain other harmful employment.

2. What is age bar regarding employment of child labour ?

A. No child below the age of 14 years shall be employed or permitted to work in any workshop.

3. What is the prohibition of employment in certain occupations & process?

A. Under Section 3 of this Act, no child shall be employed or permitted to work in any of the occupation set forth in part A of the schedule or in any workshop wherein any of the process set forth in part B of the schedule is carried on.

4. Where the prohibition of employment of children is not applicable?

A. Prohibition of employment is not applicable to any workshop wherein any process is carried on by the occupier with the aid of his family, or to any school established by, or receiving assistance or recognition from Government.

5. What is the regulation of conditions of work of children?

A. i) No child shall be required or permitted to work in any establishment in excess of such number of hours as may be prescribed for such establishment.

ii) The period of work on such day shall be so fixed that no period shall exceed three hours and that no child shall work for more than three hours before he has had an interval for rest for at least one hour.

iii) The period of work of a child shall be so arranged that inclusive of his interval for rest, under sub-section (2), it shall not be spread over more than six hours, including the time spent in waiting for work on any day.

iv) No child shall be permitted or required to work between 7 p.m. and 8 a.m.

v) No child shall be required or permitted to work overtime.

vi) No child shall be required or permitted to work in any establishment on any day on which he has already been working in another establishment.

vii) Every child worker should be provided weekly holiday.

6. What are duties and responsibilities of the employer?

A. i) Every employer should maintain a Register in respect of children employed or permitted to work in any establishment indicating the name and the date of birth of every child, hours and periods of work, nature of work and such other particulars, as may be prescribed.

ii) Every employer should ensure proper condition of health and safety measure of child labour while they are on employment.

7. Is there any action provided for violation of this Act?

A. Yes, penalty shall be imposed for any violation of provisions of section 3 and shall be punishable with imprisonment for a term which shall not be less than three months but which may extend to one year or with fine which shall not be less than ten thousand rupees but which may extend to twenty thousand rupees or both. In case of commitment of a like offence afterwards the quantum of punishment/imprisonment may further be increased up to two years.