

GOVERNMENT OF ANDHRA PRADESH



STATE ACTION PLAN FOR ELIMINATION OF CHILD LABOUR 2015

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Address:- “L” Block, A.P. Secretariat, Hyderabad.

E-mail: secy_letf@ap.gov.in & letfdepartment@gmail.com

Chapter - I

Introduction to State Action Plan for Elimination of Child Labour:

Children are the most precious human resource and hold the potential of future development of the nation. If children are deprived of their childhood, the social progress and economic development of the country would be adversely affected.

ILO conventions require total prohibition of employment of children. Convention No.138 of 1973 prescribes a minimum age of 15 years for all employments and 18 years for hazardous employments. Convention No.182 of 1999 deals with worst forms of child labour. UN convention on the rights of the child 1989 declares that every child is entitled to rights to survival, protection, development and participation.

Constitution of India guarantees fundamental rights to all citizens including children, who are protected against exploitation. Article 24 provides for prohibition of employment of children in factories, mines and hazardous industries which resulted in enactment of Factories Act, 1948 and Mines Act, 1952. Employment of Children Act, 1938 was replaced by Child Labour (P&R) Act, 1986 which is a comprehensive legislation that prohibits employment of children up to the age of 14 years in hazardous employments. Article 45, which was a directive principle of state policy, was elevated to a constitutional right to education to all children of 6-14 years age under Article 21(A) that resulted in enactment of Right of the Children for Free and Compulsory Education Act, 2009. Other Acts like Bonded Labour System (Abolition) Act, 1976 and Juvenile Justice (Care and Protection of Children) Act, 2000 also contribute to elimination of child labour.

National policy on child labour was announced in 1987 and National Child Labour Project societies have been established in all states. In Andhra Pradesh NCLP Societies have been established in all 13 districts of the state. The initiatives of UNICEF and ILO facilitated acceleration of programmes of elimination of child labour in the state.

Chapter - II

Magnitude of problem of child labour in A.P.:

According to 1991 census the number of working children in the combined state of A.P was 16.61 lakh which reduced to 13.63 lakh in 2001 whereas it was 3.80 lakh in 2011 in A.P. Data of out of school children in the combined state according to survey conducted by RVM indicates 6.2 lakh in 2003-04, 4.27 lakh in 2004-05, less than 3lakh in 2007-08 and 1.04 lakh in 2013 indicating a steady downward trend.

Incidence of child labour is more in the areas like agriculture, hotels and dhabas, domestic sector, construction activity, Beedi making, rag picking, shops and establishments, small factories, street vending and such informal sector.

The State Action Plan for elimination of child labour 2013 envisages state wide survey for collection of data on child labour for targeting specific areas with priority to worst forms of child labour and child labour engaged in hazardous employments to be followed up by other areas including agriculture.

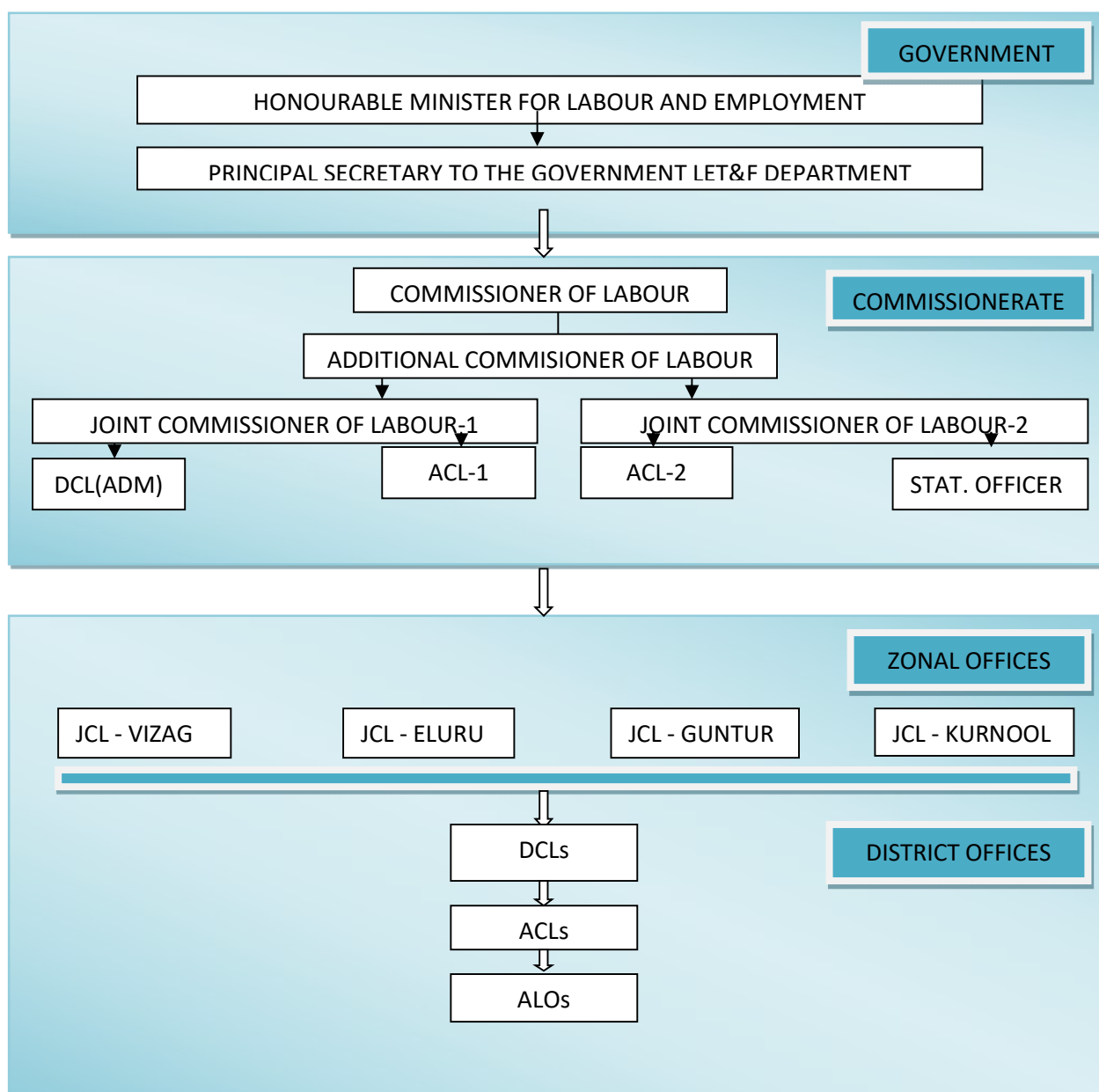
- f) Formation of Task Force and Rescue Teams.
- g) Establishment of Transit Homes.
- h) Planning for Action for undertaking rescue, release, rehabilitation and repatriation of children.
- i) Post rescue operations such as medical examination, investigation and collection of evidence, producing the child before CWC, preparation and filing of charge sheet, measures for protection of the child.
- j) Procedure for repatriation – Intra state and Inter state
- k) Rehabilitation and Social integration of the child and his/her family.
- l) Provision of Institutional support involving concerned Government Departments, NGOs and Civil Society.
- m) Adoption of area and employment approach to make a village / mandal / ward / municipality / a specific employment, child labour free.
- n) Provision of budget for implementation of SAP ECL 2013.
- o) Activating existing institutional structures at state, district, mandal, village level.
- p) Survey and mapping of areas and employments with incidence of child labour.
- q) Publicity and awareness generation.
- r) Training, orientation, sensitization and workshops for all stake holders.

Chapter – V

Institutional Framework existing for Elimination of Child labour.

- 1) Labour Department with all the field functionaries.
- 2) The institutional structures which emerged as a part of A.P State Based ILO Project for elimination of child labour, Phase-II.
- 3) State Level Monitoring Committee for monitoring, convergence and policy decisions on prevention and elimination of child labour.

ORGANIZATION CHART OF THE LABOUR DEPARTMENT IN THE STATE OF ANDHRA PRADESH



- f) To issue guidelines and monitor the economic rehabilitation of the parents of working children as per the directions of the Supreme Court;
- g) To monitor implementation of the other directions of the Supreme Court relating to setting up of District Child Labour Rehabilitation-cum-Welfare Fund;

The State Resource Centre was established with the following manpower:-

- 1) Director (Joint Commissioner of Labour ex-officio)
- 2) 2 Computer Experts;
- 3) 3 Project Officers
- 4) 2 Project Assistants;
- 5) 1 Assistant Commissioner of Labour.
- 6) 1 Superintendent
- 7) 2 Senior Assistants
- 8) 2 Junior Assistants

A sum of Rs.1.50 crore was allotted for the ILO assisted Project to coordinate the various activities of the SRC.

District Resource Centre:

13 District Resource Centres have been established in 13 districts with the following objectives:

- a) To finalise and update periodically the strategy for elimination of child labour in all the 13 districts;
- b) To issues guidelines for conducting surveys and periodical updating of the data regarding prevalence of child labour in hazardous occupations / processes;
- c) To approve action plans/programmes for rescue/release and rehabilitation of working children;
- d) To monitor the enforcement of relevant labour laws relating to rescue/release of children from hazardous occupations;
- e) To monitor programmes relating to educational rehabilitation of children released from work and in particular implementation of NCLP;
- f) To issue guidelines and monitor economic rehabilitation of parents of working children;
- g) To monitor the implementation of the directions of the Supreme Court regarding setting up of District Child Labour Rehabilitation-cum-Welfare Fund;

- f) Economic support from SC/ ST / BC / Minority Corporations and MEPMA.

The goals and objectives set out in the State Action Plan 2009 could not be reached within the prescribed time frame (October, 2010) on account of the following reasons:

- a) The convergence and coordination among various stake holders especially government departments, envisaged in the SAP could not be achieved.
- b) The total budgetary requirement for implementation of various activities like SRC, DRC, Implementation Committees at the Mandal, Municipal, Ward and Village level, Joint Enforcement drives, skill development, RBC's and economic rehabilitation of parents of the working children within Andhra Pradesh worked out to Rs.128.03 Crore which has not been made available by the Government. A sum of Rs. 1.94 Crore was released by the ILO which was utilized for conducting awareness meetings, establishing SRC, DRCs and developing child labour tracking system.
- c) The SRC and DRCs have been functioning with the meager funds allotted under the ILO A.P State Based Project for elimination of child labour (Phase-II) and the funds allotted by RVM in 2012 and 2013 (Rs.1.48 Crore).
- d) DRCs of Hyderabad, Kurnool and Mahabubnagar were not provided funds due to implementation of UNICEF Projects in those districts in 2009.

State Level Monitoring Committee on elimination of Child Labour:

SLMC constituted in 2007 was reconstituted vide G.O.Ms.No.9, dt.12.01.2012 and G.O.Ms.No.18, dt.07.02.2012 of LET & F (Lab.IV) Dept.,

The following are the Members of SLMC:

- Chief Secretary is Chairman of the SLMC &
- Principal Secretary, LET&F Dept. is member convener.

Other Members are Principal Secretaries of School Education, Finance, Law, Home, Social Welfare, BC Welfare, Tribal Welfare, Women Child & Disabled Welfare, Health Medical & Family Welfare, Panchayat Raj & Rural Development, Municipal Administration & Urban Development, Revenue, Industries & Commerce and Minorities Welfare Departments, Commissioner of Labour, Director of Factories, Commissioner Civil Supplies, State Project Director SSA, Director Juvenile Welfare, Child Protection Officer UNICEF, Regional Manager Aid-et-Action (NGO) & Save the Children (NGO).

The objectives of SLMC are:

- a) Monitor enforcement of laws related to release of working children.

3. District Resource Center (DRC) will continue at the district level and the office of the DRC shall function from the office of the Deputy Commissioner of Labour under the control of DCL. District Resource Committee shall be convened at least once in a month and the minutes communicated to SRC. Implementation of district level activities under SAP 2013 shall be critically reviewed in the monthly meetings of DRC to ensure performance of every stake holder.
4. Implementation committees at the Mandal, Municipal, Ward and Village level would function on the availability of funds to be provided by the Government.
5. Elimination of child labour and Right to Free and Compulsory Education of all children in 6 to 14 years age group are inseparable and require very close inter-sectoral coordination between the two departments. Labour & Employment Department is starved of plan funds where as there is no dearth of funds with SSA. Since realization of the Right of all children 6 to 14 years age (which is the responsibility of the School Education Department) cannot be a reality until and unless all children of 6 to 14 years age have been rescued / released and brought to the fold of education through enrolment, the School Education Department should own all programmes relating to rescue / release of children from work as its own and should make available required funds for successful implementation of all enforcement drives launched by the Labour & Employment Department and also all other activities proposed under the SAP 2013.
6. The budget requirement of the labour department in the combined state for implementation of the revised State Action Plan for Elimination of Child Labour 2013 for the year 2013-2014 was Rs.10.85 crore which shall be examined thoroughly in the next SLMC meeting and appropriate decision taken.
7. Secretaries of the two Departments i.e. Labour & Employment and School Education should meet as often as possible to sort out the problems of inter-sector coordination including requirement of funds needed for successful implementation of all programmes under SAP 2013.
8. At the District level a task force may be constituted comprising of the following:

Collector and District Magistrate	- Chairman
Superintendent of Police	- Member
Chairman CWC under the JJ Act	- Member
District Social Welfare Officer	- Member
District Health & Medical Officer	- Member
An NGO of the District who is actively involved in rescue and rehabilitation of children	- Member

Chapter - VI

Publicity and awareness campaign.

- The fact that the elimination of the child labour is a non-negotiable issue has to be impressed on the employers, workers, parents, community and society at large and all means of dissemination of message shall be pursued allocating sufficient funds. RVM (SSA) shall allot sufficient funds for the continuous publicity on elimination of child labour, by information and Public Relations department.

Methodology:

a) **Awareness meetings:** Awareness and sensitization meetings on elimination of child labour have to be organized for all stakeholders including peoples representatives, judicial officers, Government Departments, Teachers, NGOs, Trade Unions, Employers, Parents, residents welfare associations, religious associations, employers of specific employments like automobile workshops, hotels, factories, shops and construction industry and civil society. Representatives of Trade Unions and employers' associations may be involved in organizing the awareness meetings. A calendar shall be prepared by the labour department for conducting awareness meetings.

b) **Audiovisual:**

- Make short films on elimination of child labour.
- District administration to pursue with the licensing authority for screening of these films in cinemas / theatre halls, local city cable networks, railway stations, bus stations and through video on wheels.
- Establish link with railway authorities at Vijayawada, Visakhapatnam, Guntur, Rajahmundry and all other important junctions, APSRTC authorities and other private transport authorities and arrange showing of the films through internal circuit television at all major railway stations and bus stations in the State.

c) **TV:** Regular scrolling of warnings to employers on all important TV channels.

d) **Print Media:**

Publicity through pamphlets and brochures for distribution, stickers and posters to be pasted in all public places. Regular publication of the message in print media and publication of bulletins and calendar. The labour department along with the school education department/ RVM(SSA) shall get the above publicity material printed and distributed/ displayed throughout the State. The message shall be published in the print media regularly at least once in three months.

Chapter - VII

RESCUE, RELEASE, REHABILITATION AND REPATRIATION OF WORKING CHILDREN.

1. The rescue team shall comprise of the following:-

- a) Representative of the department of labour in the district not below the rank of Assistant Commissioner of Labour;
- b) Sub divisional Magistrate concerned or any other executive magistrate who has been vested with the power of a Judicial Magistrate U.s, 21(1) of the BLS (A) Act, as the case may be;
- c) Head / Nodal officer of Specialized Juvenile Police Unit under the JJ Act.
- d) District Project officer , RVM(SSA) or his authorized nominee;
- e) A member of CWC
- f) At least one NGO actively involved in the rescue and rehabilitation of working children in the same area or adjoining one;

2. Rescue operation:-

- (a) The rescue operation may be divided into two stages namely pre rescue and actual rescue.
- (b) Any person including NGOs, aware of the commission of any act involving child labour or the procurement and or abetment of a child to be used for labour or the likelihood of any child to be used for any form of child labour shall inform the responsible authority. Survey findings may also be a base for rescue operations. The authority receiving the information shall not insist on actual detailed information with regard to the alleged location or other specific details.
- (c) In case of extreme urgency where it is apprehended that the children may be harmed or may disappear or there is a serious threat to their health, safety and wellbeing, the rescue operation should commence forthwith.
- (d) The informant need not participate in the rescue operation in person unless he or she so desires; in that event he or she may be made a party to the information filed u/s 154 of the Cr PC, 1973 (FIR) or participate as a witness;
- (e) If it is apprehended that there is a serious threat in disclosing the specific location where the child is currently employed, the information may be withheld on the condition that the informant or his representative will accompany the police to the specific location at the time of actual release.

- (p) A rescue team should be constituted to carry out the rescue operation. The actual number of members of the team will be determined by the estimated number of children to be rescued, the geographical area of operation and any other significant factor.
- (q) The rescue team should ensure that the working children are rescued and brought to the Transit Home soon after the rescue operation and given necessary care and protection.
- (r) Being the Nodal Officer, the Asst. Commissioner of Labour as the case may be should be responsible for pre-rescue planning as also necessary coordination and liaison with all concerned.
- (s) A basic orientation should be provided to all persons who are involved in the rescue operation to ensure that the children are handled sensitively.
- (t) The rescue team member should be strategically placed in preplanned locations so that the actual employer in the area is identified and children are prevented from being pushed to the underground and remaining untraced.
- (u) The police personnel including women police officer shall accompany the rescue team wherever possible (this is necessary for handling working girl children). The police officer shall be in plain clothes.
- (v) During the rescue operation efforts should be made to separate the children from the employer as also to discourage the latter from communicating with the children as any such communication is likely to be prejudicial to the central objective of the rescue operation as also the safety and security of the children.
- (w) The members of the rescue team should simultaneously collect information in the form of a document and relevant photograph which can be used in prosecuting the employer. The Nodal Officer of the rescue team shall carry a digital camera for taking photographs for collection of evidence. The police officer (s) accompanying the rescue team should take possession of the legal and other supporting documents. This is intended to ensure that (a) the employer is made accountable for all acts of his omission and commission and (b) he is not allowed to escape with impunity.
- (x) Safety of the working child being rescued is of paramount importance and the children should be made to feel that whatever is being done is in their best interest.
- (y) The provision u/s 21 of Juvenile Justice (Care & Protection of children) Act 2000 as amended up to date shall apply for rules regarding confidentiality.
- (z) Special care shall be undertaken to ensure that the arrangements for food and transportation are made.
- (aa) Immediately after the rescue operation is carried out the police shall file the information u/s 154 of Cr PC (FIR). The police shall ensure that the specific information of each child is recorded. The FIR should take cognizance of the offence under the appropriate criminal law as applicable.
- (bb) The FIR must incorporate the details of every child. In case the rescue is conducted by the official(s) of labour department alone during the normal

Every rescued migrant or trafficked child has to be presented before the Child Welfare Committee constituted under Juvenile Justice (Care & protection of children) Act, 2000 as amended in 2006. However, in case of bonded children they need to be produced before the Sub Divisional Magistrate for grant of release certificate. On issue of release certificate, the Social Welfare Department which is entrusted with rehabilitation of released bonded labour has to take up rehabilitation.

5. Procedure relating to production of the child before the Child Welfare Committee:-

- (a) Once the child has been rescued he/ she shall be produced before the child welfare committee which is the competent authority u/s 32 of the Juvenile Justice (Care and Protection of children) Act, 2000.
- (b) It shall primarily be the joint responsibility of labour and police departments.
- (c) The CWC shall be the guardian of the rescued child; it has full powers to secure all relevant materials on record from any source and it is fully empowered to take decisions in the best interests of the child / children being produced before it. A permanent and meaningful rehabilitation – physical, emotional and psychological shall be the central objective of the proceeding before a CWC.

6. Preparation of charge sheet against every offending employer:-

- (a) Investigation in to the FIR of all cognizable offences will be carried out by the police having jurisdiction over the case. The investigating officer while carrying out the investigation and thereafter shall take particular care to ensure the following:-
 - (i) All relevant evidence - material and forensic has been collected and analyzed to build a proper case for prosecution;
 - (ii) Reference in the charge sheet has been made to all supplementary sources of information (statement recorded by members of the rescue team, orders of the CWC, reports prepared by the members of the rescue team, NGO inputs etc.)
 - (iii) The charges against every offending employer are foolproof and there are no loose ends which may provide an escape route.

9. Compliance with the directions of the Supreme Court of India in CWA No.465 (1986) M.C. Mehta vs State of Tamil Nadu & Others dt. 10-12-1996

- (a) According to the directions of the Apex Court a sum of Rs. 20,000/- per child is recoverable from every offending employer found responsible for employment of a child in hazardous work. For this the following procedure should be followed:-
- (b) Issue a show cause notice to every offending employer violating section 3 of child labour (P&R) Act directing him to deposit the said amount into the Child Labour rehabilitation cum Welfare Fund of the respective district.

10 Procedure for rehabilitation of migrant children (both inter-state and intra-state) and reintegration of the working child into the mainstream of the family and the community:-

- (a) The repatriation plan shall include 2 independent components i.e. (i) the educational rehabilitation of the child (ii) economic rehabilitation of the family. The Collector / District Magistrate shall be responsible for implementing the rehabilitation programme in case of intra state migration.
- (b) In case of interstate repatriation a report shall be sought from the Child Welfare Committee in the home state towards ensuring effective rehabilitation of the child.
- (c) Such a repatriation plan should include measures which are sustainable and balance both the short term as well as long term rehabilitation of the child and its families.
- (d) Rehabilitation through education in the formal school system for all children released from work is of paramount importance.
- (e) Residential Special Training Centres established under RTE Act by RVM shall be integrated into the rehabilitation plan.
- (f) Such Special Training Centres meant for migrant children should have all the facilities specifically required by such children.

11. Child Labour Tracking System:-

This system is meant to provide online information on child labour prevalent in the State. Data of child labour identified by the labour department shall be uploaded in the child labour tracking system. Details of each rescued child including age, sex and socio economic status, prosecution and minimum wage claim filed against the employer, collection of child labour rehabilitation cum welfare fund, admission to school etc., are uploaded. Data of children admitted to NCLP special schools also entered in the data base. Details of rehabilitation of rescued children is to be entered by rehabilitation agencies like school education/ RVM (SSA) which was not done. The web based Child Labour Tracking System developed by CGG was not fully operational and did not serve its purpose due to various reasons.

The CLTS is required to be modified and further developed in the wake of RTE Act and should become fully functional within three months, so as to be useful for all stake holders for successful implementation of all the activities under the SAP 2013. RVM/ SSA has to provide the required funds for this purpose. The modified CLTS should hold all data of Child Labour rescued and released as well as data as per survey and mapping. Details including photograph of every child rescued and releases by Labour Department and rehabilitated by the School Education Department/ RVM(SSA)/ NCLP Society shall be entered by the respective departments and data updated as and when required.

Chapter – VIII

Role of various Departments of the State in rescue, release and rehabilitation of all working Children

Elimination of child labour is not, cannot and was never intended to be the concern of one Ministry or one department, far less that of Labour and Employment Department. While the latter may function as the Nodal Department for the purpose of identification of areas, occupations and processes, working children employed therein, rescue and release of children from work and securing their rehabilitation through education, nutrition, check up of health and skill training as also monitoring and coordination of all these activities, there are a number of other Departments and Agencies who are equally concerned as stake holders in accomplishing the task of elimination of child labour.

Their role and contribution to elimination of child labour may be in shape of (a) providing intelligence to Labour Department about the location, occupations and processes where children are found working (b) logistic support by way of making available services of their officers to be appointed as Inspectors u/s 17 of Child Labour (Prohibition & Regulation) Act, 1986, members of Task Force / Rescue Team, provision of Vehicular support, bringing the children from where they are released, to the Transit Home for psychological counseling, check up of health and ascertaining levels of educational equivalence, production of children before the Child Welfare Committee constituted u/s 29 of Juvenile Justice (Care & Protection of children) Act, 2000 and (c) making available resource persons for orientation and training of large number of functionaries involved in rescue, release and rehabilitation of children so released from work.

Since Labour Department has limited man power and is also starved of funds for taking up enforcement and other activities, it is necessary to pool resources from a variety of sources and integrate them imaginatively with a view to achieving the desired goals of convergence i.e., identification of working children, rescue and release of working children and rehabilitation of all children so released from work. The precise role of each department who can make a significant contribution to the task of elimination of child labour is outlined as under:-

1. Labour and Employment Department

- (a) Collection of information about the location of enterprises, occupations/processes where the children could be at work and sharing such information among the members of the District Level Task Force/Rescue Team, follow up action and activities.
- (b) Constitution of Task Force and Rescue Teams at the District level.
- (c) Carrying out raids through the Task Force and Rescue Teams to rescue / release working children from work.

back to school programme, creation of an environment conducive to RTE, 2009 by harnessing print, electronic and folk media etc;

- (b) Undertaking curricular reforms through the State Council of Educational Research and Training based on National curriculum Framework 2005, RTE 2009 and National Curriculum Framework for Teachers' Education, 2010; finalization of syllabus and text books, printing and distribution of text books well in time before the commencement of the academic session;
- (c) Joining the joint enforcement team at the district and Mandal level for undertaking an enforcement drive launched by Labour Department for rescue / release of children from work for their enrolment in formal school system;
- (d) Continuous evaluation of the content, process and impact of the programmes for enrolment and retention of children so withdrawn from work and taking timely and appropriate measures so that the children who are enrolled remain in the school and attain the desired levels of proficiency.
- (e) Establish and maintain transit home in all districts to immediately lodge the rescued children to preparing them for admission to special training centres/ regular schools.
- (f) Establish special training centres specially residential for all out of school children at convenient places in each district so that the out of school children acquire the desired competency levels and then enroll them in the formal school system on the basis of outcome of the assessment.
- (g) Creation of a computerized data base under SSA;
- (h) Ensure that opportunities and facilities are created to make childrens' participation in all aspects of implementation of RTE.
- (i) Care should be taken to make the entire process of learning joyous, exciting, interesting, innovative, relevant and worthwhile;
- (j) Holding the Education Officer and the Principal of the school accountable for their failure to retain the children and in particular, out of school children and working children receiving education in the formal school system;
- (k) Introducing regular programmes for counseling the parents of working children about the importance of enrolment and retention of all working children in the formal school system;
- (l) Monitoring of academically weaker children in schools with the involvement of NGO's;

Homes till such period the inquiry being conducted by the JJB / CWC, as the case may be, is over and subsequently for the rehabilitation of the child through the Home;

- (e) The Department is responsible for appointment and training of Probation Officers who have a very important role in promoting physical, economic and psychological rehabilitation of children released from work;
- (f) The Department should introduce a scheme for screening the health of all children in school and out of school and create facilities for such screening at the school premises, Anganwadis, Children's' Homes as may be conceivable and practicable;
- (g) The Department should pay particular attention to deal with the problem of stunting, wasting and low average BMI of all children and in particular working Girl children who have been found to be malnourished.
- (h) The Department may launch a massive programme of awareness generation for all sections of the civil society about (a) importance of nutrition in day-to-day life, (b) how to make food wholesome and nutritious within limitations of low income and pervasive ignorance and illiteracy of parents; (c) how to identify risks and hazards associated at the prenatal, early neonatal, late neonatal, neonatal, post natal, infancy and childhood phases of life and how to take preventive and corrective measures to ensure childhood survival and its development in its totality,

4. Health and Family Welfare Department:

- (a) The prescribed Medical Authority u/s 10 of Child Labour (Prohibition and Regulation) Act, 1986 has to promptly issue a certificate of age of the child labour brought by the inspector under the Act. The decision of the authority is final and cannot be questioned in a court of law. It is imperative that such a responsibility is discharged with a lot of care and sensitivity.
- (b) After working children have been rescued and released and brought to a Transit Home, they have to undergo medical examination within 24 hours. Necessary instructions may be issued by the Department to the Civil Surgeon of the District, so that the health check-up may be completed in time and corrective measures may be provided to the child if found to be suffering from any disease.
- (c) Check-up of health of all children in school or out of school according to established norms should be squarely the responsibility of Health and Family Welfare Department. The place meant for check-up of health and norms to be adopted for such check-up should also be laid down by the said Department.
- (d) Properly planned and coordinated efforts may be made for providing orientation and training to all officers of the department for their sensitization.

The Department has very large number of functionaries who are in need of sensitization through orientation and training on elimination of child labour in Andhra Pradesh. A calendar for organizing such orientation and training could be prepared and the training provided in batches. The central objective of such orientation and training would be the following:-

- (a) Functionaries of the Department own the programme of identification, rescue/release and rehabilitation of all working children as their own;
- (b) They may help in collecting intelligence in course of their tours on prevalence of child labour in selected pockets and share the intelligence with officers of Labour Department so that raids can be conducted and children can be rescued / released;
- (c) They may assist the process of rehabilitation of the children released from work as also the process of economic rehabilitation of poor parents;

7. Tribal Welfare Department:-

Like the Social Welfare Department, the Tribal Welfare Department is also running residential schools and hostels. While the number of residential schools is 554 there are over 300 hostels in addition to the 130 residential schools under Gurukulam Scheme and 3000 Girijan Primary Schools up to Class II in the combined state. Unlike the residential schools of Social Welfare Department which are meant for students from class 6th to Class 12th, the residential schools of Tribal Welfare Department are meant for students from class 1 to Class 12th. Tribal parents are generally not inclined to send their children to day school. The residential schools and hostels have proved useful in improving the rate of enrolment and retention and reducing the rate of dropout. There is, however, no thinking at present to go in for general expansion of Ashram schools. The Tribal Welfare Department may obtain a list of pockets endemic from the point of prevalence of child labour from the officers of Labour department and make out a case for covering these pockets by residential schools/hostels on a selective basis.

Like the Social Welfare Department, the Tribal Welfare Department has also got a large number of functionaries numbering several thousands. All of them are not familiar with and committed to the task of elimination of child labour. A calendar for organizing a series of orientation and training programmes has to be prepared and the training conducted with the help of MCR HRD Institute and such other institutes with a view to sensitising the officers of the department.

- (f) The Municipal Corporation Commissioner / the Chief Executive Officer of the Municipality may take the initiative of inviting the residential welfare associations within the Municipal area to hold a discussion with them and to persuade them to adopt a resolution to the effect that no apartment owner who is a member of residential welfare association would employ a domestic help below the age of 14 years as such employment already stands prohibited under Part-A of Child Labour (Prohibition and Regulation) Act with effect from 10-10-2006;
- (g) The Department has an army of officials who are mostly discharging regulatory roles; a calendar for organizing orientation and training for sensitization of these officers may be prepared and the training conducted.

10. Civil Supplies Department:-

According to the survey conducted in the combined state by Aide-et-Action, South Asia Regional Office, Hyderabad more than 11 lakh people are migrating out of Andhra Pradesh and much larger number of persons are moving into Andhra Pradesh from the States of Bihar, Uttar Pradesh, Odisha, Tamil Nadu, Maharashtra, Madhya Pradesh, Chhattisgarh every year (The actual number of persons migrating into Andhra Pradesh – both intra and inter-state would be around 7 million. In majority of the cases children accompany the migrant parents and as they arrive at the work site they remain deprived of their access to the educational opportunity. Due to a number of factors such as (a) Payment of advance at the time of recruitment of the migrant families (b) irregular and erratic payment of wages at the worksite (c) non enforcement of minimum wage by the labour Law enforcement machinery, the migrant parents find it extremely difficult to eke out means of decent livelihood. They would find it equally difficult to meet the cost of education of their children by sending them to a good school. Since they don't have any ration card they have to buy all essential food grains and other commodities from the open market at a much higher rate. All these add up to their plight. With a view to providing some measure of relief to such migrant families the Food and Civil Supplies Department should issue ration cards / coupons to such families or alternatively may open retail outlets in the vicinity of the worksite to be managed by SHG groups on co-operatives, as the case may be so that the migrant families may have access to commodities. Labour Department should provide full details of the worksites, names of projects under execution, number and names of migrant families to enable the Food and Civil Supply Department to do the needful.

11. Revenue Department:-

There are five departments under Revenue Department entrusted with different responsibilities. The Department which controls the cadre of Tahasildars would be relevant for dealing with elimination of child labour in the following manner:-

Chapter IX

Role of other stake holders in rescue, release and rehabilitation of all working children:

1. Role of Employers & Trade Union Organizations:

Child labour totally disappeared from the organized sector and significantly reduced in the small scale manufacturing sector. Children by and large continue to be employed in agriculture and other informal sectors in the country side which are largely scattered and fragmented.

If child labour is to be eliminated in such sectors of employment. We have to identify the employer's therein through survey and adopt a multi pronged approach to carry conviction to such employers that to employ children at a tender and formative stage of their lives is not in their interest nor in the best interests of the children. The employers should be impressed through their established channels such as Chambers of Commerce and Industry and other Associations that employment of children contributes negatively in the long run.

Trade Union Organisations are in existence for protecting and safeguarding the interests of labour. It may not be necessary to carry conviction to Trade Union Organisation that employment of children at a tender age at the cost of their health and education is violation of human rights of children to protection, survival and development and great loss to the nation. All that is required to be done is to have a meeting with representatives of all Trade Union Organisations and to issue an appeal to them to keep elimination of child labour as an important agenda in all their trade union activities such as meetings of the annual general body and executive committee of the trade unions, meetings and negotiation with the employers and all other important conferences of trade unions. They should also be requested to share the intelligence about prevalence of child labour in certain occupations and processes with the officers of Labour & Employment Department so that necessary corrective action can be taken by the later. The Trade Unions may also be requested to give prominence to the issue of elimination of child labour in all their publications and publicity materials so that the central message of elimination of child labour could be disseminated amongst the rank and file of working class.

If there are representatives of Trade Unions who are first rate social communicators and good trainers, Labour and Employment Department may enlist their services in all training programmes of the Department related to elimination of child labour.

- (g) They can also bring to the notice of the concerned authorities in the SSA about the gaps, omissions and deficiencies in the UPE and UEE programmes at the ground level with suggestion for qualitative improvement and change;

The Labour Department shall adopt the following strategies to enlist the close involvement and support of the NGOs in the task of elimination of child labour:-

- (a) A small and compact consultative group under the Chairmanship of Principal Secretary Labour & Employment shall be constituted to have a very close liaison and coordination with NGOs who are either working in the field of elimination of child labour or related fields so as to have the benefit of their experience and ideas; the consultative group may comprise of NGOs with a track record of dedicated social service;
- (b) The Principal Secretary of the Department should have from time to time a dialogue with a few selected NGOs who are active in the field of education and elimination of child labour and have an honest assessment of the ground level situation vis-à-vis his department from them;
- (c) The NGOs with outstanding contribution to elimination of child labour and rehabilitation of children released from work through education should be recognized and acknowledged by the Department. Such NGOs should be involved in all important activities of elimination of Child Labour.

3. Role of Civil Society:-

Civil society is a heterogeneous entity. Citizens who are members of the society are born differently, think differently and live differently. Their socio-cultural and economic backgrounds are different; so also are the life styles and standard of living. These differences notwithstanding, there are good, well meaning, diligent and socially conscientious individuals who have the urge, inclination and commitment to contribute to a cause like elimination of child labour which is an issue of major societal concern. The civil society members can lend their time, energy and resources to contribute to the cause of elimination of child labour and all those responsible for implementation of SAP should involve with the civil society members like doctors, teachers, advocates, resident associations, students, etc in all the activities of elimination of child labour.

There are many other sections of the civil society who can contribute in their own way to promote, protect and preserve childhood and childrens' rights and who can enable and facilitate children to grow from childhood to adolescence, adolescence to youth and youth to manhood. What is necessary and desirable is that we carry the central message to these sections of the society who are not sufficiently aware and sensitive that children matter, childhood and child rights matter and it is the bounden and collective duty and obligation of the society as a whole to

ANNEXURE - 1
BUDGET REQUIREMENT FOR IMPLEMENTATION OF STATE ACTION PLAN FOR
ELIMINATION OF CHILD LABOUR 2015

BUDGET FOR STATE RESOURCE CENTRE

Sl.No.	Activitiy	Amount per month (Rs.)	Amount per Annum (Rs.)
1	Salary for Data Entry Operator (2) for Help Line	25000	300000
2	Office Sub-ordinate (1)	10000	120000
3	Telephone, Mobile, Interenet, Fax, Sttionery, Computer Maintenace, Postage & Other misc office expenditure (32000/-) is added extra	25000	332000
4	Mobility (2 Hire Vehicles)	50000	600000
5	State Level Monitoring Committee Meeting (4 meetings x 25000)	0	100000
6	Workshop at State Level with all stake holders	0	200000
7	Website for Child Labour Tracking System (modification and Maintenance)	0	1200000
8	Training Programme for all Stake holders at State Level (6)	0	1200000
9	Awareness & Sensitization meetings at State Level (12 meetings x 100000)	0	1200000
10	Survey & Mapping of Child labour in all districts (13 districts x 2800000)	0	3250000
11	Documentation	0	200000
12	Publicity	0	9000000
	Total		17702000

Annexure- II

Child Labour Population Census -2011

Total Worker Population in Andhra Pradesh, 2011									
	Total			Rural			Urban		
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	1504501	866494	638007	1333436	743175	590261	171065	123319	47746
Vizianagaram	1262306	725485	536821	1076622	586068	490554	185684	139417	46267
Visakhapatnam	2096097	1344031	752066	1329156	743918	585238	766941	600113	166828
East Godavari	2255653	1634790	620863	1780017	1253993	526024	475636	380797	94839
West Godavari	1873740	1251142	622598	1576872	1020790	556082	296868	230352	66516
Krishna	2173387	1388741	784646	1466031	859825	606206	707356	528916	178440
Guntur	2491023	1492729	998294	1835448	1016710	818738	655575	476019	179556
Prakasam	1804252	1036534	767718	1549844	849937	699907	254408	186597	67811
Sri PottiSriramulu Nellore	1406350	907710	498640	1104619	670220	434399	301731	237490	64241
Y.S.R.District	1414487	867769	546718	1038981	590440	448541	375506	277329	98177
Kurnool	2164429	1225338	939091	1694099	902236	791863	470330	323102	147228
Anantapur	2190479	1280175	910304	1732650	950589	782061	457829	329586	128243
Chittoor	2022222	1248807	773415	1564453	906485	657968	457769	342322	115447
Andhra Pradesh	24658926	15269745	9389181	19082228	11094386	7987842	5576698	4175359	1401339

Source: Census, 2011

Child Population (5-14 years) in Andhra Pradesh, 2011									
	Total			Rural			Urban		
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	492358	254381	237977	416225	215904	200321	76133	38477	37656
Vizianagaram	418819	215010	203809	337080	173883	163197	81739	41127	40612
Visakhapatnam	760993	389461	371532	430922	218490	212432	330071	170971	159100
East Godavari	885491	448660	436831	667711	338480	329231	217780	110180	107600
West Godavari	664222	336907	327315	530218	269470	260748	134004	67437	66567
Krishna	738897	379630	359267	444199	229011	215188	294698	150619	144079
Guntur	843988	435554	408434	560669	289978	270691	283319	145576	137743
Prakasam	635312	328557	306755	516704	267604	249100	118608	60953	57655
Sri PottiSriramulu Nellore	514870	266793	248077	375642	195013	180629	139228	71780	67448
Y.S.R.District	536371	277683	258688	355339	183834	171505	181032	93849	87183
Kurnool	851218	438592	412626	619648	319443	300205	231570	119149	112421
Anantapur	746174	385245	360929	537578	278393	259185	208596	106852	101744
Chittoor	719789	371042	348747	512118	264358	247760	207671	106684	100987
Andhra Pradesh	8808502	4527515	4280987	6304053	3243861	3060192	2504449	1283654	1220795

Source: Census, 2011

Child Labour (5-14 years) in Andhra Pradesh, 2011									
	Total			Rural			Urban		
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	15110	7336	7774	13755	6531	7224	1355	805	550
Vizianagaram	16811	8184	8627	15365	7290	8075	1446	894	552
Visakhapatnam	40915	21021	19894	28324	13884	14440	12591	7137	5454
East Godavari	20587	13201	7386	16474	10581	5893	4113	2620	1493
West Godavari	17651	10191	7460	15707	8999	6708	1944	1192	752
Krishna	30088	16401	13687	18770	9652	9118	11318	6749	4569
Guntur	38080	18223	19857	28802	12944	15858	9278	5279	3999
Prakasam	27621	12594	15027	25278	11253	14025	2343	1341	1002
Sri PottiSriramulu Nellore	16247	9433	6814	13407	7601	5806	2840	1832	1008
Y.S.R.District	21424	11047	10377	16157	7837	8320	5267	3210	2057
Kurnool	73998	33796	40202	60625	26287	34338	13373	7509	5864
Anantapur	36126	19312	16814	28838	14864	13974	7288	4448	2840
Chittoor	25764	13968	11796	21571	11423	10148	4193	2545	1648
Andhra Pradesh	380422	194707	185715	303073	149146	153927	77349	45561	31788

Source: Census, 2011

Percentage of Child Labour to Child Population (5-14 years) in Andhra Pradesh, 2011									
	Total			Rural			Urban		
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	3.07	2.88	3.27	3.30	3.02	3.61	1.78	2.09	1.46
Vizianagaram	4.01	3.81	4.23	4.56	4.19	4.95	1.77	2.17	1.36
Visakhapatnam	5.38	5.40	5.35	6.57	6.35	6.80	3.81	4.17	3.43
East Godavari	2.32	2.94	1.69	2.47	3.13	1.79	1.89	2.38	1.39
West Godavari	2.66	3.02	2.28	2.96	3.34	2.57	1.45	1.77	1.13
Krishna	4.07	4.32	3.81	4.23	4.21	4.24	3.84	4.48	3.17
Guntur	4.51	4.18	4.86	5.14	4.46	5.86	3.27	3.63	2.90
Prakasam	4.35	3.83	4.90	4.89	4.21	5.63	1.98	2.20	1.74
Sri PottiSriramulu Nellore	3.16	3.54	2.75	3.57	3.90	3.21	2.04	2.55	1.49
Y.S.R.District	3.99	3.98	4.01	4.55	4.26	4.85	2.91	3.42	2.36
Kurnool	8.69	7.71	9.74	9.78	8.23	11.44	5.77	6.30	5.22
Anantapur	4.84	5.01	4.66	5.36	5.34	5.39	3.49	4.16	2.79
Chittoor	3.58	3.76	3.38	4.21	4.32	4.10	2.02	2.39	1.63
Andhra Pradesh	4.32	4.30	4.34	4.81	4.60	5.03	3.09	3.55	2.60

Main Worker(15-19 years) in Andhra Pradesh,2011									
	Total			Rural			Urban		
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	46566	27351	19215	41651	24133	17518	4915	3218	1697
Vizianagaram	50588	29276	21312	45000	25250	19750	5588	4026	1562
Visakhapatnam	64724	38776	25948	49141	27695	21446	15583	11081	4502
East Godavari	92265	72122	20143	77751	60751	17000	14514	11371	3143
West Godavari	88581	59739	28842	79141	52735	26406	9440	7004	2436
Krishna	85793	53512	32281	62130	37292	24838	23663	16220	7443
Guntur	112567	64049	48518	87838	47097	40741	24729	16952	7777
Prakasam	82216	48073	34143	74823	42824	31999	7393	5249	2144
Sri PottiSriramulu Nellore	54003	36722	17281	44982	29695	15287	9021	7027	1994
Y.S.R.District	48713	31016	17697	35939	21543	14396	12774	9473	3301
Kurnool	134215	74656	59559	113003	60289	52714	21212	14367	6845
Anantapur	105531	63364	42167	85694	49448	36246	19837	13916	5921
Chittoor	76477	47349	29128	64140	38426	25714	12337	8923	3414
Andhra Pradesh	1042239	646005	396234	861233	517178	344055	181006	128827	52179

Source: Census, 2011

Marginal Worker (15-19 years) in Andhra Pradesh, 2011									
	Total			Rural				Urban	
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	45185	20631	24554	42835	19301	23534	2350	1330	1020
Vizianagaram	27201	12231	14970	25078	10988	14090	2123	1243	880
Visakhapatnam	55283	27599	27684	43300	20509	22791	11983	7090	4893
East Godavari	44343	26208	18135	38959	22756	16203	5384	3452	1932
West Godavari	31237	15889	15348	28537	14323	14214	2700	1566	1134
Krishna	35119	17569	17550	26185	12624	13561	8934	4945	3989
Guntur	31373	14821	16552	24673	11316	13357	6700	3505	3195
Prakasam	31489	13934	17555	29318	12740	16578	2171	1194	977
Sri PottiSriramulu Nellore	26947	13920	13027	23493	11716	11777	3454	2204	1250
Y.S.R.District	27692	13486	14206	22581	10599	11982	5111	2887	2224
Kurnool	46710	21885	24825	37648	17303	20345	9062	4582	4480
Anantapur	46862	22553	24309	40481	18947	21534	6381	3606	2775
Chittoor	28781	15138	13643	24446	12478	11968	4335	2660	1675
Andhra Pradesh	478222	235864	242358	407534	195600	211934	70688	40264	30424

Source: Census, 2011

Percentage of Child Labour to Total Worker Population (15-19 years) in Andhra Pradesh, 2011									
	Total			Rural			Urban		
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	6.10	5.54	6.86	6.34	5.84	6.95	4.25	3.69	5.69
Vizianagaram	6.16	5.72	6.76	6.51	6.18	6.90	4.15	3.78	5.28
Visakhapatnam	5.73	4.94	7.13	6.95	6.48	7.56	3.59	3.03	5.63
East Godavari	6.06	6.01	6.17	6.56	6.66	6.31	4.18	3.89	5.35
West Godavari	6.39	6.04	7.10	6.83	6.57	7.30	4.09	3.72	5.37
Krishna	5.56	5.12	6.35	6.02	5.81	6.33	4.61	4.00	6.41
Guntur	5.78	5.28	6.52	6.13	5.75	6.61	4.79	4.30	6.11
Prakasam	6.30	5.98	6.73	6.72	6.54	6.94	3.76	3.45	4.60
Sri PottiSriramulu Nellore	5.76	5.58	6.08	6.20	6.18	6.23	4.13	3.89	5.05
Y.S.R.District	5.40	5.13	5.84	5.63	5.44	5.88	4.76	4.46	5.63
Kurnool	8.36	7.88	8.99	8.89	8.60	9.23	6.44	5.86	7.69
Anantapur	6.96	6.71	7.30	7.28	7.20	7.39	5.73	5.32	6.78
Chittoor	5.21	5.00	5.53	5.66	5.62	5.73	3.64	3.38	4.41
Andhra Pradesh	6.17	5.78	6.80	6.65	6.42	6.96	4.51	4.05	5.89
Source: Census, 2011									

Child Population (5-19 years) in Andhra Pradesh, 2011									
	Total			Rural			Urban		
District	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls	Boys + Girls	Boys	Girls
Srikakulam	749162	387407	361755	631744	328517	303227	117418	58890	58528
Vizianagaram	633688	325401	308287	506868	262022	244846	126820	63379	63441
Visakhapatnam	1149881	587007	562874	638109	324194	313915	511772	262813	248959
East Godavari	1373050	698122	674928	1031558	526967	504591	341492	171155	170337
West Godavari	1037659	529538	508121	824167	422045	402122	213492	107493	105999
Krishna	1182006	610781	571225	688208	358636	329572	493798	252145	241653
Guntur	1305677	673984	631693	855735	447415	408320	449942	226569	223373
Prakasam	942914	493970	448944	762011	401129	360882	180903	92841	88062
Sri PottiSriramulu Nellore	816642	428362	388280	566044	296270	269774	250598	132092	118506
Y.S.R.District	801139	415859	385280	526842	274731	252111	274297	141128	133169
Kurnool	1258897	653140	605757	908750	474260	434490	350147	178880	171267
Anantapur	1134176	588272	545904	812496	423897	388599	321680	164375	157305
Chittoor	1096144	566589	529555	768864	399455	369409	327280	167134	160146
Andhra Pradesh	13481035	6958432	6522603	9521396	4939538	4581858	3959639	2018894	1940745

Source: Census, 2011

ANNEXURE –II

ABBREVIATIONS

ACL	Assistant Commissioner of Labour
ALO	Assistant Labour Officer
APFTUCL	Andhra Pradesh Federation of Trade Unions for elimination of Child Labour
BC	Backward Caste
CBO	Community Based Organization
CDPO	Child Development Project Officer
CEASE	Child Labour – Consortium of employer’s Associations for Elimination of Child Labour
CRC	Convention of the Rights of Children
CL (P&R) Act	Child Labour (Prohibition & Regulation) Act
CWC	Child Welfare Committee
CWA	Civil Writ Application
DCL	Deputy Commissioner of Labour
DM	District Magistrate
DRC	District Resource Centre
DRC	District Resource Committee
ECL	Elimination of Child Labour
FIR	First Information Report
ICDS	Integrated Child Development Service
ILO	International Labour Organization
ILC	International Labour Conference
JCL	Joint Commissioner of Labour
MEPMA	Mission for Elimination of Poverty in Municipal Areas
Dr MCR HRDI	Dr. Marri Chenna Reddy Human Resource Development Institute
MP	Member of Parliament
MLA	Member of Legislative Assembly
MLC	Member of Legislative Council
NCLP	National Child Labour Project
NCPCR	National Commission on Protection of Child Rights
NGO	Non Governmental Organization
PESHA	Extension of Panchayat in Scheduled Areas Act
RVM	Rajiv Vidya Mission
RTE Act,2009	Right to Education Act
SSA	Sarva Siksha Abhiyaan
SAP	State Action Plan
SC	Supreme Court
SC	Schedule Caste
SRC	State Resource Centre
ST	Schedule Tribe
SLMC	State Level Monitoring Committee
UEE	Universalization of Elementary Education
UPE	Universalization of Primary Education

