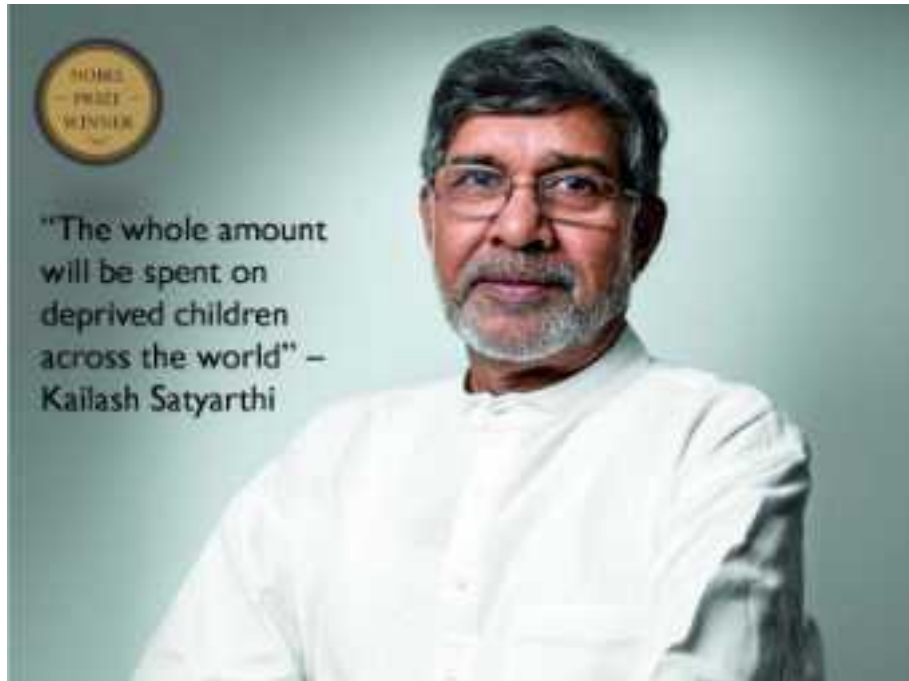


# **ENFORCEMENT MANUAL ON CHILD LABOUR LAWS**



**LABOUR DEPARTMENT  
GOVERNMENT OF ANDHRA PRADESH**

# PEERS OF CHILDREN



“It’s a message to all children in the world that they should stand up for their rights, they should not wait for someone else”

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**THE CHILD LABOUR  
(PROHIBITION AND REGULATION)  
ACT, 1986  
(ACT NO. 61 OF 1986)**

[23rd December, 1986.]

An Act to prohibit the engagement of children in certain employments and to regulate the conditions of work of children in certain other employments.

Be it enacted by Parliament in the Thirty-Seventh Year of the Republic of India as follows: —

**PART I  
PRELIMINARY**

1. Short title, extent and commencement. — (1) This Act may be called the Child Labour (Prohibition and Regulation) Act, 1986.

(2) It extends to the whole of India.

(3) The provisions of this Act, other than Part III, shall come into force at once, and Part III shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint, and different dates may be appointed for different States and for different classes of establishments.

**2. Definitions. — In this Act, unless the context otherwise requires, —**

(i) “appropriate Government” means, in relation to an establishment under the control of the Central Government or a railway administration or a major port or a mine or oilfield, the Central Government, and in all other cases, the State Government;

(ii) “child” means a person who has not completed his fourteenth year of age;

(iii) “day” means a period of twenty-four hours beginning at mid-night;

(iv) “establishment” includes a shop, commercial establishment, workshop, farm, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment;

(v) “family”, in relation to an occupier, means the individual, the wife or husband, as the case may be, of such individual, and their children, brother or sister of such individual;

(vi) “occupier”, in relation to an establishment or a workshop, means the person who has the ultimate control over the affairs of the establishment or workshop;

(vii) “port authority” means any authority administering a port;

(viii) “prescribed” means prescribed by rules made under section 18;

(ix) “week” means a period of seven days beginning at midnight on Saturday night or such other night as may be approved in writing for a particular area by the Inspector;

(x) “workshop” means any premises (including the precincts thereof) wherein any industrial process is carried on, but does not include any premises to which the provisions of section 67 of the Factories Act, 1948 (63 of 1948), for the time being, apply.

## **PART II**

### **PROHIBITION OF EMPLOYMENT OF CHILDREN IN CERTAIN OCCUPATIONS AND PROCESSES**

#### **3. Prohibition of employment of children in certain occupations and processes.—**

No child shall be employed or permitted to work in any of the occupations 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:

Provided that nothing in this section shall apply 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.

**4. Power to amend the Schedule.—** The Central Government, after giving by notification in the Official Gazette, not less than three months notice of its intention so to do, may, by like notification, add any occupation or process to the Schedule and thereupon the Schedule shall be deemed to have been amended accordingly.

**5. Child Labour Technical Advisory Committee.—** (1) The Central Government may, by notification in the Official Gazette, constitute an advisory committee to be called the Child Labour Technical Advisory Committee (hereafter in this section referred to as the Committee) to advise the Central Government for the purpose of addition of occupations and processes to the Schedule.

(2) The Committee shall consist of a Chairman and such other members not exceeding ten, as may be appointed by the Central Government.

(3) The Committee shall meet as often as it may consider necessary and shall have power to regulate its own procedure.

(4) The Committee may, if it deems it necessary so to do, constitute one or more sub-committees and may appoint to any such sub-committee, whether generally or for the consideration of any particular matter, any person who is not a member of the Committee.

(5) The term of office, of the manner of filling casual vacancies in the office of, and the allowances, if any, payable to, the Chairman and other members of the Committee, and the conditions and restrictions subject to which the Committee may appoint any person who is not a member of the Committee as a member of any of its subcommittees shall be such as may be prescribed.

### **PART III**

#### **REGULATION OF CONDITIONS OF WORK OF CHILDREN**

**6. Application of Part.**— The provisions of this Part shall apply to an establishment or a class of establishments in which none of the occupations or processes referred to in section 3 is carried on.

**7. Hours and period of work.** - (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 or class of establishments.

(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.

**8. Weekly holidays.**— Every child employed in an establishment shall be allowed in each week, a holiday of one whole day, which day shall be specified by the occupier in a notice permanently exhibited in a conspicuous place in the establishment and the day so specified shall not be altered by the occupier more than once in three months.

**9. Notice to Inspector.**— (1) Every occupier in relation to an establishment in which a child was employed or permitted to work immediately before the date of commencement of this Act in relation to such establishment shall, within a period of thirty days from such commencement, send to the Inspector within whose local limits the establishment is situated, a written notice containing the following particulars, namely:—

(a) the name and situation of the establishment;

(b) the name of the person in actual management of the establishment;

(c) the address to which communications relating to the establishment should be sent; and

(d) the nature of the occupation or process carried on in the establishment.

(2) Every occupier, in relation to an establishment, who employs, or permits to work, any child after the date of commencement of this Act in relation to such establishment, shall,

within a period of thirty days from the date of such employment, send to the Inspector within whose local limits the establishment is situated, a written notice containing the particulars as are mentioned in sub-section (1).

**Explanation.**— For the purposes of sub-sections (1) and (2), “date of commencement of this Act, in relation to an establishment” means the date of bringing into force of this Act in relation to such establishment.

(3) Nothing in sections 7, 8 and 9 shall apply to any establishment 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.

**10. Disputes as to age.**— If any question arises between an Inspector and an occupier as to the age of any child who is employed or is permitted to work by him in an establishment, the question shall, in the absence of a certificate as to the age of such child granted by the prescribed medical authority, be referred by the Inspector for decision to the prescribed medical authority.

**11. Maintenance of register.**— There shall be maintained by every occupier in respect of children employed or permitted to work in any establishment, a register to be available for inspection by an Inspector at all times during working hours or when work is being carried on in any such establishment, showing—

- (a) the name and date of birth of every child so employed or permitted to work;
- (b) hours and periods of work of any such child and the intervals of rest to which he is entitled;
- (c) the nature of work of any such child; and
- (d) such other particulars as may be prescribed.

**12. Display of notice containing abstract of sections 3 and 14.**— Every railway administration, every port authority and every occupier shall cause to be displayed in a conspicuous and accessible place at every station on its railway or within the limits of a port or at the place of work, as the case may be, a notice in the local language and in the English language containing an abstract of sections 3 and 14.

**13. Health and safety.**—

(1) The appropriate Government may, by notification in the Official Gazette, make rules for the health and safety of the children employed or permitted to work in any establishment or class of establishments.

(2) Without prejudice to the generality of the foregoing provisions, the said rules may provide for all or any of the following matters, namely:—

- (a) cleanliness in the place of work and its freedom from nuisance;



- (b) disposal of wastes and effluents;
- (c) ventilation and temperature;
- (d) dust and fume;
- (e) artificial humidification;
- (f) lighting;
- (g) drinking water;
- (h) latrine and urinals;
- (i) spittoons;
- (j) fencing of machinery;
- (k) work at or near machinery in motion;
- (l) employment of children on dangerous machines;
- (m) instructions, training and supervision in relation to employment of children on dangerous machines;
- (n) device for cutting off power;
- (o) self-acting machines;
- (p) easing of new machinery;
- (q) floor, stairs and means of access;
- (r) pits, sumps, openings in floors, etc.;
- (s) excessive weights;
- (t) protection of eyes;
- (u) explosive or inflammable dust, gas, etc.;
- (v) precautions in case of fire;
- (w) maintenance of buildings; and
- (x) safety of buildings and machinery.

## PART IV MISCELLANEOUS

**14. Penalties.**— (1) Whoever employs any child or permits any child to work in contravention of the provisions of section 3 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 with both.

(2) Whoever, having been convicted of an offence under section 3, commits a like offence afterwards, he shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to two years.

(3) Whoever—

- (a) fails to give notice as required by section 9; or



- (b) fails to maintain a register as required by section 11 or makes any false entry in any such register; or
- (c) fails to display a notice containing an abstract of section 3 and this section as required by section 12; or
- (d) fails to comply with or contravenes any other provisions of this Act or the rules made thereunder. shall be punishable with simple imprisonment, which may extend to one month or with fine , which may extend to ten thousand rupees or with both.

**15. Modified application of certain laws in relation to penalties.**— (1) Where any person is found guilty and convicted of contravention of any of the provisions mentioned in sub-section (2), he shall be liable to penalties as provided in sub-sections (1) and (2) of section 14 of this Act and not under the Acts in which those provisions are contained.

(2) The provisions referred to in sub-section (1) are the provisions mentioned below:—

- (a) section 67 of the Factories Act, 1948;
- (b) section 40 of the Mines Act, 1952;
- (c) section 109 of the Merchant Shipping Act, 1958; and
- (d) section 21 of the Motor Transport Workers Act, 1961

**16. Procedure relating to offences.** — (1) Any person, police officer or Inspector may file a complaint of the commission of an offence under this Act in any court of competent jurisdiction.

(2) Every certificate as to the age of a child which has been granted by a prescribed medical authority shall, for the purposes of this Act, be conclusive evidence as to the age of the child to whom it relates.

(3) No court inferior to that of a Metropolitan Magistrate or a Magistrate of the first class shall try any offence under this Act.

**17. Appointment of Inspectors.**— The appropriate Government may appoint Inspectors for the purposes of securing compliance with the provisions of this Act and any 8 Inspector so appointed shall be deemed to be a public servant within the meaning of the Indian Penal Code

**18. Power to make rules.**— (1) The appropriate Government may, by notification in the Official Gazette and subject to the condition of previous publication, make rules for carrying into effect the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:—

(a) the term of office of, the manner of filling casual vacancies of, and the allowances payable to the Chairman and members of the Child Labour Technical Advisory Committee and the conditions and restrictions subject to which a nonmember may be appointed to a sub-committee under sub-section (5) of section 5;

(b) number of hours for which a child may be required or permitted to work under sub-section (1) of section 7;

(c) grant of certificates of age in respect of young persons in employment or seeking employment, the medical authorities, which may issue such certificate, the form of such certificate, charges, which may be made thereunder, and the manner in which such certificate may be issued: Provided that no charge shall be made for the issue of any such certificate if the application is accompanied by evidence of age deemed satisfactory by the authority concerned;

(d) the other particulars, which a register maintained under section 11, should contain.

**19. Rules and notifications to be laid before Parliament or State legislature.—** (1)

Every rule made under this Act by the Central Government and every notification issued under section 4, shall be laid, as soon as may be after it is made or issued, before each House of Parliament, while it is in session for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or notification or both Houses agree that the rule or notification should not be made or issued, the rule or notification shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule or notification.

(2) Every rule made by a State Government under this Act shall be laid as soon as may be after it is made, before the legislature of that State.

**20. Certain other provisions of law not barred.—** Subject to the provisions contained in section 15, the provisions of this Act and the rules made thereunder shall be in addition to, and not in derogation of, the provisions of the Factories Act, 1948, the Plantations Labour Act, 1951 and the Mines Act, 1952.

**21. Power to remove difficulties.—** (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions not inconsistent with the provisions of this Act as appear to it to be necessary or expedient for removal of the difficulty:

Provided that no such order shall be made after the expiry of a period of three years from the date on which this Act receives the assent of the President.

(2) Every order made under this section shall, as soon as may be after it is made, be laid before the Houses of Parliament.

**22. Repeal and savings.** — (1) The Employment of Children Act, 1938 is hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken or purported to have been done or taken under the Act so repealed shall, in so far as it is not inconsistent with the provisions of this Act, be deemed to have been done or taken under the corresponding provisions of this Act.

**23. Amendment of Act 11 of 1948.** In section 2 of the Minimum Wages Act, 1948,—

(i) for clause (a), the following clauses shall be substituted, namely:—

(a) “adolescent” means a person who has completed his fourteenth year of age but has not completed his eighteenth year;

(aa) “adult” means a person who has completed his eighteenth year of age;

(ii) after clause (b), the following clause shall be inserted, namely:—

(bb) “child” means a person who has not completed his fourteenth year of age;’.

**24. Amendment of Act 69 of 1951.**— In the Plantations Labour Act, 1951: —

(a) in section 2, in clauses (a) and (c), for the word “fifteenth”, the word “fourteenth” shall be substituted;

(b) section 24 shall be omitted;

(c) in section 26, in the opening portion, the words “who has completed his twelfth year” shall be omitted.

**25. Amendment of Act 44 of 1958.**— In the Merchant Shipping Act, 1958, in section 109, for the word “fifteen”, the word “fourteen” shall be substituted.

**26. Amendment of Act 27 of 1961.**— In the Motor Transport Workers Act, 1961, in section 2, in clauses (a) and (c), for the word “fifteenth”, the word “fourteenth” shall be substituted.

## **THE CHILD LABOUR (PROHIBITION AND REGULATION) RULES, 1988**

G.S.R. 847(E) dated 10<sup>th</sup> August, 1988 – In exercise of the powers conferred by sub-section (1) of Sec. 18 of the said Act, the Central Government, hereby makes the following rules, namely:

### **Comment**

Rule – Making power – The General power of framing rules for effectuating the purposes of the Act, would plainly authorize and sanctify the framing of such a rule.

1. **Short title and commencement** – (1) These rules may be called the Child Labour (Prohibition and Regulation) Rules, 1988.

(2) They shall come into force on the date of their publication in the official Gazette.

### **Comment**

These rules have been framed by the Central Government in the exercise of the powers conferred by Sec. 18 (1) of the Child Labour (Prohibition and Regulation) Act, 1986.

Rules – Whether validly framed – The question whether rules are validly framed to carry out the purposes of the Act can be determined on the analysis of the provisions of the Act.

2. **Definitions** – In these rules, unless the context otherwise requires ;-

- a) “Act” means the Child Labor (Prohibition and Regulation ) Act, 1986 (61 of 1986)
- b) “Committee” means the child labour technical Advisory committee constituted under sub- section (1) of Sec. 5 of the Act.
- c) “Chairman” means the Chairman of the Committee appointed under sub-section (2) of Sec.5 of the Act.
- d) “Form” means a Form appended to these rules.
- e) “Register” means the register required to be maintained under Sec. 11 of the Act,
- f) “Schedule” means the schedule appended to the Act;
- g) “Section” means a section of the Act.

### **Comment**

This rule defines the various expressions occurring in the Rules .

Interpretation by a court – The Court can merely interpret the section ; it cannot re-write, re-cast or re-design the section

Otherwise – what amounts to – The word “otherwise” is not to be construed ejusdem generis with the word “Circulars, advertisements”.

- 3. Term of office of the members of the Committee** – (1) The term of office of the members of the Committee shall be one year from the date on which their appointment is notified in the official Gazette:

Provided that the Central Government may extend the term of office of the member of the Committee for a maximum period of two years.

Provided further that the member shall, notwithstanding the expiration of his term, continue to hold office until his successor enters upon his office.

(2) The members appointed under sub-rule (1) shall be eligible for re appointment.

### **Comment**

“Shall cannot be interpreted as “May”

Proviso – In Abdul Jabar Butt V. State of Jammu and Kashmir, it was held that a proviso must be considered with relation to the principal matter to which it stands as a proviso.

- 4. Secretary to the Committee** – The Central Government may appoint an officer not below the rank an Under Secretary to the Government of India as Secretary of the Committee.

This rule empowers the Central Government to appoint an officer not below the rank of an under secretary to the Government of India as the Secretary to the Child Labour Technical Advisory committee

- 5. Allowance to non-official members** - The non-official members and Chairman of the committee shall be paid such fees and allowances as may be admissible to the officers of the Central Government drawing a pay of rupees four thousand and five hundred or above.

- 6. Registration** - 1) A member may resign his office by writing under his hand addressed to the Chairman
- 2) The Chairman may resign his office by writing under his hand address to the Central Government
- 3) The Resignation referred to in sub-rule (1) and sub-rule 2) shall take effect from the date of its acceptance or on the expiry of thirty days from the date of receipt of such resignation, whichever is earlier, by the Chairman or the Central Government, as the case may be.
- 7. Removal of Chairman or member of the Committee** - The Central Government may remove the Chairman or any member of the committee at any time before the expiry of the term of office after giving him a reasonable opportunity of showing cause against the proposed removal

**Comment**

This rule lays down procedure for removal of Chairman or member of the committee by the Central Government.

- 8. Cessation of membership** - if a member'
- a) is absent without leave of the Chairman for three or more consecutive meetings of the committee ; or
  - b) is declared to be of unsound mind by a competent court ; or
  - c) is or has been convicted of any offence which, in the opinion of the Central Government, involves moral turpitude; or
  - d) is, or at any time, has been adjudicated insolvent or has suspended his debts or has compounded with his creditors, shall cease to be member of the Committee.

**Comment**

This rule deals with the matter relating to cessation of membership.

- 9. Filling up of casual vacancies** - in case a member resigns his office under rule 6 or ceases to be a member under rule 8, the casual vacancy thus caused shall be filled up by the Central Government and the member so appointed shall hold office for the unexpired portion of the term of his predecessor.

### **Comment**

This rule empowers the Central Government to fill up casual vacancies and it lays down that the member so appointed shall hold office for the unexpired portion of the term of his predecessor.

- 10. Time and place of meetings** - The Committee shall meet at such times and places as the Chairman may fix in this behalf
- 11. Notice of meetings** - The Secretary to the Committee shall give at least seven days notice to every member of the Committee of the time and place fixed for each meeting along with the list of business to be transacted at the said meeting.
- 12. Presiding at meetings** - The Chairman shall preside at every meeting of the Committee at which he is present; if, however, the Chairman is unable to attend a meeting, any member elected by the members present among themselves shall preside at the meeting.

### **Comment**

“Shall – It is well-known principle that in the interpretation of statutes that where the situation and the context warrants it, the word “shall’ used in a section or rule of a statute has to be construed as ‘may’

- 13. Quorum** - No business shall be transacted at a meeting of the Government unless at least three members of the Committee other than the Chairman and the Secretary are present :

Provided that at any meeting in which less than three of the total members are present, the Chairman may adjourn the meeting to a date as he deems fit and inform the members present and notify other members that the business of the scheduled meeting shall be disposed of at the adjourned meeting irrespective of the quorum and it shall be lawful to dispose of the business at such adjourned meeting irrespective of the number of members attending the meeting.

### **Comment**

Scope of proviso – The scope of a proviso is well settled. In *Ram Narain Sons Ltd. V. Asstt. Commissioner of Sales Tax*, it was held.



“It is a cardinal rule of interpretation that a proviso to a particular provision of statute only embraces the field which is covered by the main provision. It carves out an exception to the main provision to which it has been enacted as a proviso and to no other”.

- 14. Decision by majority** - All questions considered at a meeting of the Committee shall be decided by a majority of votes of the members present and voting and in the event of equality of votes, the Chairman, or in the absence of Chairman, the member presiding at the meeting, as the case may be, shall have a second or casting vote.

#### **Comment**

This rule lays down that the matters considered by the Committee in its meeting should be decided by a majority votes of the members present. The rule further lays down that the Chairman or in his absence the member presiding at the meeting shall have a casting vote.

- 15. Sub Committees** - The Committee may constitute one or more Sub-committees, whether consisting only of members of the Committee or partly of members of the Committee and partly of other persons as it thinks fit, for such purposes, as it may decide and may Sub-Committee so constituted shall discharge such functions as may be delegated to it by the Committee.
- 16. Register to be maintained under Sec. 11 of the Act.** - (1) Every occupier of an establishment shall maintain a register in respect of children employed or permitted to work, in Form A.
- (2) The register shall be maintained on a yearly basis but shall be retained by the employer for a period of three years after the date of the last entry made therein.

#### **Comment**

Under this rule every occupier of an establishment is required to maintain a yearly register showing the children employed or permitted to work and to retain such registers for a period of three years.

- 17) Certificate of age** - (1) All young persons in employment in any of the occupations 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, shall

produce a certificate of age from the appropriate medical authority, whenever required to do so by an inspector.

(2) The Certificate of age referred to in sub-rule (1) shall be issued in Form 'B'

(3) The charges payable to the medical authority for the issue of such certificate shall be the same as prescribed by the State Government or the Central Government, as the case may be for their respective Medical Boards.

(4) The charges payable to the medical authority shall be borne by the employer of the young person whose age is under question

Explanation – For the purposes of sub-rule (1), the appropriate “Medical Authority” shall be Government medical doctor not below the rank of an Assistant Surgeon of a District or a regular doctor of equivalent rank employed in employees’ State Insurance dispensaries of hospitals.

#### **Comment**

Explanation – It is not well settled that an explanation added to a statutory provision is not a substantive provision in any sense of the term but as the plain meaning of the word itself shows it is merely meant to explain clarity on certain ambiguities which may have crept in the statutory provision.

# **ANDHRA PRADESH CHILD LABOUR (PROHIBITION AND REGULATION) RULES 1995**

## **FRAMING OF RULES FOR HEALTH AND SAFETY OF CHILDREN UNDER SECTION 13 (1) OF THE CHILD LABOUR (PROHIBITION AND REGULATION) ACT, 1986 (CENTRAL ACT 61 OF 1986) FINAL NOTIFICATION.**

G.O. MS No. 38, LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-IV)  
18<sup>th</sup> October, 1995

In exercise of the powers conferred by sub-section (1) of section 13 read with sub-section (1) of section 18 of the (Central Act No. 61 of 1986), the Governor of Andhra Pradesh hereby makes the following rules for health and safety of the Children employed or permitted to work in any establishment or class of establishments, the same have been previously published as required under sub-section 18 of the Child labour (Prohibition and Regulation) Act, 1986.

### **1. Short title and commencement :-**

- (1) These rules may be called the Andhra Pradesh Child Labour (Prohibition and Regulation) Rules, 1995.
- (2) They shall come into force at once

### **2. Definitions :-**

In these rules unless the context otherwise requires :-

- (a) 'Act' means the child labour (Prohibition and Regulation) Act, 1986 (Central Act 61 to 1986).
- (b) 'Child Labour' means every child who has not completed his fourteenth year of age and employed for wages on piece rate, weekly, daily monthly basis or on contract basis.
- (c) 'Government' means the Government of Andhra Pradesh
- (d) 'Section' means a section of the Act.
- (e) 'Form' means a form appended to these Rules.
- (f) 'Register' means the register required to be maintained under Section 11 of the Act
- (g) 'Inspector' means an inspector appointed under section 17 of the Act
- (h) 'Establishment' means an establishment as defined in section 2(iv) of the Act

- (i) 'Local Authority' means the Commissioner in the case of an area within the limits of a municipality or corporation, the Executive officer in the case of an area within the jurisdiction of a Panchayat and the President of district board in the case of any other area.
- (j) 'Occupier' means occupier as defined in section 2 (VI) or the Act
- (k) 'Employer' means an employer as defined in section 2 of the plantation Labour Act, 1951 and in section 2 of the Andhra Pradesh Shops and Establishment Act, 1988 (Act No. 20 of 1988)

### **3. Cleanliness in the place of work and its freedom from nuisance**

- (1) The work site or place where child labour is engaged for work shall be swept, washed and dried at least once in a day to keep them adequately clear and free from slippery agents or substances giving offensive smell.
- (2) Where the floor of the work site is liable to become wet in the course of any work process, effective means of drainage shall be provided and maintained.
- (3) No rubbish, filth or debris shall be allowed to accumulate or remain on or near a work site, in such position that effluent can arise there from.

### **4. Disposal of Wastes and Effluents:**

- (1) In the case of work site where the child is engaged, the drainage system proposed to be connected to the public sewerage system, prior approval of the arrangement made shall be obtained from the local authority and the State Government may appoint in this behalf.
- (2) In the case of a work site situated in a place where no public sewerage system exists, prior approval of the arrangements made for the disposal of waste effluents should be obtained from the Public Health Authorities or the Local Authority or such authority as the State Government may appoint on its behalf.

### **5. Ventilation and Temperature :**

Effective and suitable provision shall be made in every work premises for securing and maintaining in every work room adequate ventilation by the circulation of fresh air and such air and temperature shall be

provided to child labour engaged therein so that reasonable conditions of comfort and prevent injury to health.

## **6. Lighting**

- (1) The place of every work site shall be provided and maintained with sufficient and suitable lighting, natural or artificial or both.
- (2) An efficient portable electric battery or torch with an efficiently protected bulb shall be available in a suitable place for emergency lighting.

## **7. Drinking Water**

The drinking water provided at the work site shall be supplied

- (i) From taps connected with public water supply system; or
- (ii) From any other source approved in writing by the Health Officer
- (iii) If drinking water is not supplied by the above mentioned source, it shall be kept in suitable vessels and renewed at least daily. All practicable steps shall be taken to preserve the water and vessels free from contamination and to keep the vessels clean.

## **8. Latrines and urinals**

- (1) Latrines and Urinals shall be provided separately for Male and Female Children and shall be situated so as to be conveniently accessible in every work site in sufficient number for the use of children at all times. The walls, ceilings and partitions of every latrine and urinal shall be made of glazed tiles, they shall be white washed once in three months.
- (2) All latrines and urinals provided shall be adequately lighted, ventilated and at all times maintained in clean and sanitary conditions. Every Latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper doors and fastenings.

## **9. Spittoons**

The spittoons shall be either of the following types.

- (a) A galvanized iron container with a conical funnel shaped cover, a layer of suitable disinfectant liquid shall always be maintained in the container.
- (b) A container filled with cleaned sand and covered with a layer of bleaching powder

- c) The Spittoons mentioned above, under sub-rule (1) and (2), should be emptied, cleaned and disinfected at least once every day.

**10. Lifting Excessive weight**

No child shall be permitted to lift, carry or move by hand or head any weight exceeding the maximum limit of 10 kilograms.

**11. Protection of eyes**

Effective screens or suitable goggles shall be provided for the protection of children in any work site where they are employed in or in the vicinity of processes which involves the risk of injury to the eyes from particles or fragments thrown off during the process or which involve risk of injury to the eyes by reasons of exposure to excessive light.

**12. Explosive or inflammable gas etc.**

Every work site where child workers are employed shall be free from any inflammable substance or explosive gas dust etc.

**13. Precaution in case of fire**

- (1) Every work site shall be provided with adequate means of escape in case of fire for the children employed therein and these means of escapes are so positioned that each child will have reasonable, fair and unobstructed passage from his work site to those exists.
- (2) No exit intended to be used in case of fire, shall be less than 2 ½ ft. in width not less then 5 ft. 6 inches in height
- (3) Every work site shall be provided and maintained with all possible fire extinguishing appliances at al times.

**14. Safety of Building and Machinery**

Adequate measures shall be provided for ensuring the proper safety of buildings and machinery where child is engaged.

**15. Hours and Period of work**

- (1) No child shall be permitted to work in any establishment or class of establishments for more than three hours before he has had an interval for rest.
- (2) No child shall be permitted to work for more than six hours. These six hours will include the following

- Rest interval
- Time spent in waiting for work
- Tow hour spent on educational and recreational activities

#### **16. Weekly Holidays**

Every child labourer shall be entitled to one day in the weak as a holiday, and for that holiday, the child labourer shall be paid wages at a rate equal to the daily average of his wages for the days on which he has worked during the week, immediately preceding the holiday.

#### **17. Medical Facilities to be provided**

- (1) Every employer or occupier shall provide the medical requirements of all the child labour employed.
- (2) Every employer or occupier shall get the maintain a Medical Register of all the Child Labour Employed as in Annexure I.
- (3) Every employer or occupier shall maintain a medical register of all the Child Labour employed as in Annexure – I.

#### **18. In case of Accidents**

- (1) Every employer or occupier shall be required to report to the concerned inspector about an accident of any child labour
- (2) Every employer or occupier shall be required to bear all the medical expenses that may occur due to the accident.
- (3) Every employer or occupier shall maintain a register of all accidents and dangerous occurrences which occur in Annexure - II.

#### **19. Evidence as to the age of a child labourer**

- (1) In respect of a child in an establishment, the inspector of the areas within whose jurisdiction the establishment is situated, may at any time, require the employer or occupier to produce at his own cost within such time, not being less than ten days from the date of requisition one of the following documents showing the age of such child labourer employed viz., a certified copy of any extract from:
  - (i) The records of any school
  - (ii) The birth register of local authority
  - iii. Certificate granted by any Government medical and Health officer.



- (2) in the case the employer fails to produce either of the document required. Under rule and sub-rule (1) above, the inspector, shall at the cost of the employer arrange to get the medical check-up done or determine the age of the child labour employed, through medical examination by an Assistant Surgeon of a district or regular doctor of equivalent rank employed in E.S.I. Dispensaries or hospitals whichever necessary. The Medical Authority shall issue this certificate in Form No. A, appended to the Rules.

## **20. Registers**

Every employer or occupier shall be required to maintain in respect of child children employed or permitted to work in any establishment a register to be available for inspection by an inspector at all times during working hours or when work is being carried on in any such establishment showing the particulars in form No. B appended to the rules.

## **21. Letter of Appointment**

Every employer or occupier shall be required to give a letter of appointment to every child labour employed by him in Form C appended to the Rules.

## **22. Powers of Inspectors**

Subject to any rules made in this behalf, an inspector may within the local limits for which he is appointed enter, examine any premises which he has reason to inspect.

Every employer or occupier shall be required to make available for inspection by an inspector at all times during the working hours or when work is being carried all such registers as prescribed under these Rules.

## **23. Return**

Every employer or occupier shall furnish to the inspector on or before the 30<sup>th</sup> January of every following year, the annual return ending 31<sup>st</sup> December of the preceding year in Form No. D appended to the Rules in duplicate who will submit the same to the Labour Commissioner on or before 31<sup>st</sup> January of every year.

## **24. Interpretation**

If any difficulty arises as to interpretation of these rules the decision of the State Government shall be final.

**FROM 'A'**  
**(CERTIFICATE OF AGE)**  
**(See Rule 19)**

**Certificate No**

I hereby certify that I have personally examined (Name) .....  
..... son / daughter of and that he/she has  
completed his/her fourteenth year and his/her age, as nearly as can be ascertained  
from any examination, is ..... years (Completed). His / her descriptive marks  
are:-

Thumb impression / signature of the child

.....

**Medical Authority**

**Designation**

Place : .....

Date : .....

# INTERNATIONAL CONVENTIONS

## **(I) ILO Convention No. 182 on the worst forms of child labour, 1999**

Child labour, as the statistics clearly demonstrate, is a problem of immense global proportions. Following its comprehensive research into the issue, the ILO concluded that it was necessary to strengthen existing Conventions on child labour. Convention No. 182 helped to focus the international spotlight on the urgency of action to eliminate as a priority, the worst forms of child labour without losing the long term goal of the effective elimination of all child labour.

## **(II) ILO Convention No. 138 on the minimum age for admission to employment and work**

One of the most effective methods of ensuring that children do not start working too young is to set the age at which children can legally be employed or otherwise work. The main principles of the ILO's Convention concerning the minimum age of admission to employment and work are in the table below.

In 1989, governments worldwide promised all children the same rights by adopting the UN Convention on the Rights of the Child, also known as the CRC or UNCRC. The Convention changed the way children are viewed and treated – in other words, as human beings with a distinct set of rights instead of as passive objects of care and charity.

These rights describe what a child needs to survive, grow, and live up to their potential in the world. They apply equally to every child, no matter who they are or where they come from.

## **(3) UN CONVENTION ON THE RIGHTS OF THE CHILD**

The CRC is the basis of all of Unicef's work. It is the most complete statement of children's rights ever produced and is the most widely-ratified international human rights treaty in history.

The Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights. The Convention must be seen as a whole: all the rights are linked and no right is more important than another.

There are also a number of agreements, called Optional Protocols, which strengthen the Convention and add further unique rights for children.

Unicef is the only organisation working for children recognised by the Convention. All UN member states except for the United States and South Sudan have ratified the Convention. The UK signed it in 1990, and it came into UK law in 1992.

The UN Committee on the Rights of the Child is in charge of making sure that the Convention is properly observed by the countries who have signed it.

# Constitutional Provisions on Child Labour

## (I) ARTICLES

**Article 21 A:** Right to Education The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.

**Article 24:** Prohibition of employment of children in factories, etc. No child below the age fourteen years shall be employed in work in any factory or mine or engaged in any other hazardous employment.

**Article 39:** The State shall, in particular, direct its policy towards securing:- (e) that the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

## (II) RIGHTS OF CHILDREN

- ✓ Right to free and compulsory elementary education for all children in the 6-14 year age group (Article 21 A)
- ✓ Right to be protected from any hazardous employment till the age of 14 years (Article 24)
- ✓ Right to be protected from being abused and forced by economic necessity to enter occupations unsuited to their age or strength (Article 39(e))
- ✓ Right to equal opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and guaranteed protection of childhood and youth against exploitation and against moral and material abandonment (Article 39 (f))
- ✓ Right to early childhood care and education to all children until they complete the age of six years (Article 45)

## **APPROPRIATE GOVERNMENT**

Definition as per sec. 2 of Industrial Disputes Act, 1947:

(a) “appropriate government” means-

(i) in relation to any industrial disputes concerning any industry carried on by or under the authority of the Central Government, or by a railway company or concerning any such controlled industry as may be specified in this behalf by the Central Government or in relation to an industrial dispute concerning a Dock Labor Board established under section 5A of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), or the the Industrial Finance Corporation of India Limited formed and registered under the Companies Act, 1956, or the Employees' State Insurance Corporation established under section 3 of the Employees' State Insurance Act, 1948 (34 of 1948), or the Board of Trustees constituted under section 3A of the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 (46 of 1948), or the Central Board of Trustees and the State Boards of Trustees constituted under section 5A and Section 5B, respectively, of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), or the Life Insurance Corporation of India established under section 3 of the Life Insurance Corporation Act, 1956 (31 of 1956), or the Oil and Natural Gas Corporation Limited registered under the Companies Act. 1956, or the Deposit Insurance and Credit Guarantee Corporation established under section 3 of the Deposit Insurance and Credit Guarantee Corporations Act. 1961 (47 of 1961), or the Central Warehousing Corporation established under section 3 of the Warehousing Corporation Act, 1962 (58 of 1962), or the Unit Trust of India established under section 3 of the Unit Trust of India Act, 1963 (52 of 1963), or the Food Corporation of India established under section 3, or a Board of Management established for two or more contiguous States under section 16 of the Food Corporation Act, 1964 (37 of 1964), or the Airports Authority of India constituted under section 3 of the Airports Authority of India Act, 1994, or a Regional Rural Bank established under section 3 of the Regional Rural Banks Act, 1976 (21 of 1976), or the Export Credit and Guarantee Corporation Limited or the Industrial Reconstruction Corporation of India Limited, the National Housing Bank established under section 3 of the National Housing Bank Act, 1987 (53 of 1987), or the Banking Service Commission established under section 3 of the Banking Service Commission Act, 1975 or an air transport service, or a banking or an insurance company, a mine, an oil-field, a Cantonment Board, or a major port, the Central Government, and

(ii) In relation to any other industrial dispute, the State Government.

# **FREQUENTLY ASKED QUESTIONS ON CHILD LABOUR LAWS AND ENFORCEMENT**

There can be a number of questions on child labour laws and enforcement. But frequently asked questions are on basic information, child labour legislation and enforcement are given here. They are :

## **1. What are the objectives of the Child Labour (Prohibition and Regulation Act, 1986?**

The Child Labour (Prohibition and regulation) Act, 1986, has emerged from Article 24 of the Constitution of India. The objectives of this Act are :

- ◆ • To ban the employment of children who are below 14 years of age, in 18 occupations and 65 processes.
- ◆ To obtain uniformity in the definition of the word ' Child' by defining it under the Child Labour (Prohibition & Regulation) Act, 1986.
- ◆ To lay down procedures to decide upon which occupations and places can be added to the Schedule that lists the prohibited occupations or processes in which children work in.
- ◆ To regulate the conditions of work in places where children are not prohibited from working.
- ◆ To lay down a penalty for employing children, in violation of the provisions of the Child Labour (Prohibition and Regulation) Act and other Acts which prohibit the employment of children.

## **2. What does 'Establishment' refer to, under this Act?**

An "Establishment" includes a shop, commercial establishment, workshop, farm, residential hotel, restaurant, eating house, theatre or other places of public amusement or entertainment.

## **3. What is the definition of a 'child' under the Act?**

Section 2(ii) of the Act defines 'Child' as a person who has not completed 14 years of age.

## **4. What does 'Appropriate Government' mean, under this Act?**

Under Section 2(1) “Appropriate Government”, in relation to an establishment under the control of the Central Government or a Railway Administration or a major part or a mine or an oil field, refers to the Central Government and in all other cases the State Government.

**5. What is the composition of a ‘family’?**

Section 2(v) defines “family”, in relation to an occupier, as the individual wife or husband, as the case may be, of such individual, and their children brothers or sisters of such individual.

**6. Who is an ‘Occupier’ under the Act ?**

Section 2(vi) defines “occupier” in relation to an establishment or workshop as the person who has the ultimate control over the affairs of the establishment or workshop.

**7. Are schools included in the definition ‘Establishment’, under the Child Labour (Prohibition and Regulation) Act, 1986?**

By the definition of “Establishment”, three kinds of schools will be exempted under this Act. They are

- ◆ Schools established by the Government
- ◆ Schools receiving assistance from the Government
- ◆ Schools recognized by the Government

And in which any of the occupations or processes listed in parts A and B of the schedule are undertaken.

**8. What establishments are covered under the Child Labour (P&R) Act 1986?**

All establishments as normally understood can be said to be covered under this Act but it emphasises on the following:

- ◆ A Shop
- ◆ A Commercial Establishment
- ◆ A workshop where any industrial process is undertaken, except a factory in which Section 67 of Factories Act, 1948 applies.
- ◆ A Farm



- ◆ A residential hotel
- ◆ A restaurant
- ◆ An eating house (e.g. dhaba)
- ◆ A theatre
- ◆ A place of public amusement
- ◆ A place of public entertainment

**9. Is it possible to add to the above list of establishments?**

It is not possible to make additions to the above list of establishments unless the Act is amended by the Parliament.

**10. Who is an “Inspector”, under the Act?**

Section 17 of the Act provides that the Appropriate Government may appoint ‘inspectors’ for the purpose of securing compliance with the provisions of the Act.

**11. What is the extent of prohibition of employment of children under the Act?**

No child shall be employed or permitted to work in any of the occupations set forth in part ‘A’ of the Schedule, or in any work wherein any of the processes set forth in part ‘B’ of the Schedule is undertaken.

**11a. For how many hours can a child be made to work in any establishment under the regulated areas of work?**

The total period for which the child is made to work cannot exceed six hours, including a one hour interval for taking rest, and the time spent in waiting for the work on any day. No child shall be permitted or required to work between 7 pm and 8 am.

The employer should grant the child a weekly holiday of one whole day.

**11b. Can a child be made to work for more than three hours a day continuously?**

No. Employers are not allowed to make a child work for a period exceeding three hours, at a stretch. After every three hours, the child is entitled to an interval of at least one hour, to take rest; No child shall be required or permitted to work on over time.

**11c. Can a child worker be deputed to another establishment on the same day?**

No Child worker shall be required or permitted to work in any other establishment on the same day.

**12. What provisions do the State Government have to make for the health and safety of the child labourers?**

It is the responsibility of the State Governments to make rules for the health and safety of the children employed or permitted to work in any establishment or class of establishments.

Such rules may provide that the employer must make arrangements for the following matters in the establishments in which children are employed. Some of them are as follows:

- (1) Cleanliness in the place of work and its freedom from nuisance
- (2) Disposal of wastes and effluents
- (3) Ventilation and temperature
- (4) Dust and fume
- (5) Artificial humidification
- (6) Lighting
- (7) Drinking water
- (8) Latrine and urinals
- (9) Spittoons
- (10) Fencing of machinery
- (11) Work at or near machinery in motion
- (12) Employment of children on dangerous machines
- (13) Instructions, training and supervision in relation to employment of children on dangerous machines
- (14) Device for cutting off power
- (15) Casing of new machinery
- (16) Floor, stairs and means of access

- (17) Pits, sumps, openings in floors, etc.
- (18) Excessive weights
- (19) Protection of eyes
- (20) Explosive or inflammable dust, gas etc.
- (21) Precautions in case of fire
- (22) Maintenance of buildings, and
- (23) Safety of buildings and machinery.

**13. What are the obligations of the 'employer' under the Act?**

Under the Act, the obligations of the employer are:

- a) Not to employ a child for more than three hours a day at a stretch.
- b) To provide for an interval of at least one hour after a period of three hours of work.
- c) Not to employ a child for six hours in a day at a stretch, including intervals and time consumed waiting for work to be deployed on any day.
- d) Not to make children work between 7 p.m. and 8 p.m.
- e) Not to make children work in any other establishment on the same day.
- f) To observe a weekly holiday and display the same in a notice permanently exhibited at a conspicuous place in the establishment.
- g) To send to the inspector, within 30 days of the employment of a child, a written notice containing the name and situation of the establishment, the name of the person in actual management of the establishment, the address to which communications relating to the establishment should be sent and the nature of the occupation or processes carried on in the establishment. The period of 30 days has to be counted from the date when the Act is made applicable to the establishment.
- (h) To maintain a register containing the name and date of birth of every person employed or permitted to work, hours and periods of work, intervals of rest to which he/she is entitled to, nature of work, and any such particulars.

- (i) To make this register available for inspection to the inspector, at all times, during working hours or when work is being carried on in the establishment.
- (j) To display an abstract of Section 3 (prohibition of employment of children in certain occupations and processes) and Section 14 (penalties) in a conspicuous place in the establishment, both in the English language and in a local language,
- (k) To ensure that a certificate confirming the age of every child is obtained from the prescribed medical authority, before engaging such a child.

#### **14. What are the 'offences' under the Act?**

The following acts amount to an offence under the Act:

- (a) Employing any child or permitting any child to work in violation of the provisions of Section 3 (prohibition of employment of children in 13 occupations and 51 processes)
- (b) If a notice is not sent to the inspector as to the particulars of the establishment as required by Section 9, other than those in which processes are carried with the aid of a family or any school, which is assisted or recognised by the Government;
- (c) If a register, containing particulars of child labour employed in an establishment is not maintained, as required by section 11 or if it is not made available to the inspector for inspection.
- (d) If a notice containing an abstract of Section 3 and 14 as required by Section 12 is not displayed at appropriate places, as required;
- (e) Failing to comply with or violating any other provision that has been prescribed by this Act or the rules made there under;
- (f) Breach of Section 67 (prohibition of employment of children below 14 years) of the Factories Act, 1948.
- (g) Contravening Section 40 (prohibition of employment of children below 18 years) of the Mines Act, 1952;
- (h) Contravening Section 109 (prohibition of employment of children below 15 years) of Merchant Shipping Act, 1959 ; and
- (i) Contravening Section 21 (prohibition of employment of children below 14 years) of the Motor Transport Workers Act, 1961.

**15. What is the extent of punishment provided under the Act?**

The punishment for the violation of Section 3 of the Act, is imprisonment for a minimum period of three months, which may extend to one year or a fine of Rs. 10,000/- which may extend to Rs. 20,000/- or both.

In respect of other offences, the punishment is imprisonment up to one month or fine up to Rs. 10,000/- or both.

**16. Who can take action against an offence under the Act ?**

- a) Any person
- b) A police officer; and
- c) Inspector appointed under the Act.

**17. In which Court can an offender under the Child Labour (P&R) Act, 1986 be prosecuted?**

A complaint about commission of an offence under this Act may be filed in any court of competent jurisdiction but no court less than that of a metropolitan Magistrate 1<sup>st</sup> class shall try an offence under this Act.

**18. What rules have been made under the child labour (P&R) Act, 1986?**

The rules have been made on the following subjects:

- ◆ Constitution of the Child Labour Technical Advisory Committee.
- ◆ Number of hours that a child may be required or permitted to work under Section 7(1),
- ◆ Grant of certificate of age in respect of young persons in employment or seeking employment, by medical authorities who may issue such a certificate.
- ◆ The form of such certificates and the charges for such certificates may be issued, and the particulars which have to be recorded in the register to be maintained under Section 11 of the Act.

**19. What is to be done when the age of a child is under dispute?**

If the only source to certify the age of a child is the employer, the parent or the child him / herself, then there is a need to ensure the authenticity of this information. In such a case, it is the duty of the Inspector to refer the child to the prescribed medical authority with a request to decide upon the correct age of the child. This is a statutory obligation of the inspector.

**20. What is the meaning of 'Week' under the Act?**

It is a period of seven days (7x24 hours), which begins at 12 p.m. on Saturday night.

**21. Can the Inspector rely upon the external looks or other features of the "child" to ascertain his/ her age?**

It is always safe and certain to insist upon the production of a certificate issued by the prescribed medical authority to resolve the question of the age of a child. If the child has a school leaving certificate showing his date of birth or if the child has birth certificate issued by the Registrar of births and deaths or the Municipal authorities, the same could be relied upon provided it is ensured that the certificate belongs to the child in question and not to any other child.

**22. Is the employer required to maintain his register in any particular form?**

Yes, every occupier of an establishment has to maintain a register containing details of the children employed or permitted to work in Form 'A' as appended to the Child Labour (P&R) Rules, 1988

**23. If there is a breach of provision of other Acts prohibiting child labour, what punishment has to be meted to the violator?**

Section 14 of the Child Labour (P&R) Act, 1986, provides for certain penalties in case of a violation of the provisions of this act. The penalty so provided will also apply for violations, in relation to child labour offences, made under other Acts such as Factories Act, 1948, Mines Act, 1952, Merchant Shipping Act, 1958 and Motor Transport Workers Act, 1961.

**24. Who is a 'public servant' under Section 21 of the Indian Penal Code, 1860?**

The words 'public servant' denotes a person who is either:

- ◆ In the service or pay of the Government or remunerated by fees or commission for the performance of any public duty by the Government; or
- ◆ In the service or pay of a local authority, a corporation established by or under a Central, Provincial or State Act or a Government company as defined in section 617 of the Companies Act, 1956 (1 of 1956)

# **ROLE OF ENFORCEMENT MACHINERY**

The Prohibition and Regulation of Child labour, so far as the Child Labour (P & R) Act, 1986 is concerned, rests considerably in the hands of those who are responsible for the implementation of the provisions of the Act. The Enforcement Machinery set up under the Act, is contained in the provisions of the Act. While the Central Government has the major role of ensuring the regulation of child Labour, it is not possible for the Central Government to examine details of every case of violation, under the Act.

In fact, it is the role of the inspectors appointed under Section 17 of the Act, who are largely responsible for securing compliance with the provisions of the Act. The importance of the position of the Inspector is also confirmed by the fact that they are deemed to be 'public' servants' within the meaning of Section 21 of the Indian Penal Code and that they are entitled to privileges the accrue to public servants.

## **1. What are the consequences of improper implementation of Child Labour (Prohibition and Regulation) Act, 1986?**

If the Child Labour (Prohibition and Regulation) Act is not properly implemented, the following results will ensure;

- ◆ The objective of prohibiting children from being employed in certain occupations will not be achieved.
- ◆ There will be no check on the working conditions of the children in permitted employments.
- ◆ Children will be exposed to the hazards of exploitation at the hands of their employers.
- ◆ Children would be made to work, irrespective of the duration of work
- ◆ There would be no weekly holidays and children may be made to work overtime or at night also.
- ◆ They may not be given any interval for rest.
- ◆ Certain requirements for the health, protection and safety of children employed in non-hazardous establishments will not be adhered to



- ◆ The extent of penalties in the Child Labour (P & R) Act, as well as other legislations, will become meaningless
- ◆ There will be no enforcement of law, and employers will not be prosecuted for breaching the provisions of the Act.
- ◆ Ultimately, the issue of child labour will not be tackled in the country and the Government would be embarrassed at the hands of the international bodies for not fulfilling the promises of eliminating child labour, contained in international treaties of which they are signatories.
- ◆ Those who gain by child labour will thrive and prosper.
- ◆ The Country will be deprived of efficient and productive human resources in near future. This means less national welfare. The country will remain in the vicious circle of poverty.

## **2. What is the role of the Inspector precisely?**

The Inspector plays a multi-tasked role of an educator, reformer and prosecutor.

It is largely believed that the art of persuasion rather than coercion should be employed and a strict imposition of the law may be avoided. This is explained by the fact that labour laws are essentially social laws and have much to do with human relationships and behavior.

Therefore, it is essential for the inspector to act democratically and his/her actions and decisions should not be based on presumptions but on good legal evidence. He/she has to be tactful while carrying out inspection under the Act and also has to take care not to jeopardize his/her own position or that of the government. The inspector has to be familiar with the provisions of the Act and its rules. In preparation of the inspection report, he must weigh the pros and cons of every issue. He also has a social role and therefore, must find opportunities to rehabilitate child labourers from hazardous workplaces, exploitative employers, and situations, which are detrimental to their overall wellbeing.

## **ENFORCEMENT PROCEDURES**

**The institutions concerned with the enforcement of the Child Labour (Prohibition & Regulation) Act are as follows:**

- ◆ The Central Government (Ministry of Labour)
- ◆ The State Government (Labour Department, factory Department)
- ◆ Inspectors appointed under Section 17 of the Act
- ◆ Child Labour Technical Advisory Committee set up under Section 5 of the Act
- ◆ Trade Unions
- ◆ Various voluntary and non-governmental organisations engaged in the task of elimination of child labour
- ◆ Police authorities
- ◆ Judiciary
- ◆ Media

It is as a result of the collective efforts made by the above agencies that can contribute to the progressive and successful elimination of child labour. It is, also the intense cooperation amongst the above agencies that can synchronise positive results in the direction of eliminating child labour. Even if the task is stupendous, a process of cooperative dependence can achieve the target systematically. If the objectives of the Act are well comprehended, child labour would gradually be erased from the society.

### **Penalties under the Child Labour Act for violation of Section 3**

Under this provision, if any employer or occupier of an establishment or workshop is found to have engaged child labour, he/she would be punishable with imprisonment for a term, which shall not be for less than 3 months which may be extended to one year or with fine which shall not be less than Rs. 10,000/- but may be extended to Rs. 20000/- or with both.

### **For repeated violation of Section 3**

If a person commits an offence under Section 3 and is convicted and commits a similar offence afterwards, he shall be punishable with imprisonment for a term, which shall not be less than three months but may extend to two years.

## **For breach of other provisions**

If the employer or occupier of an establishment or workshop fails to give notice as required by section 9 or fails to maintain register under Section 11 or fails to display notice as required by section 12 or fails to comply with or Rules made there under, he shall be punishable with simple imprisonment which may extended to one month or with fine Rs. 10,000/- or with both.

## **Penalty for offences committed under other labour Acts**

In certain Acts, provisions such as Section 67 of the Factories Act 1948, Section 40 of the Mines Act, 1952, Section 109 of the Merchant Shipping Act, 1958 and Section 21 of the Motor Transport Workers Act 1961, there is a provision that no young person or child shall be engaged. These Acts contain the punishment for breach of the said provisions. The Child Labour (P&R) Act, 1986 has superseded penal provision of those acts and has laid down that the punishment meted out to the offenders under these various Acts shall be the same as provided under section 14 of the Child labour (P&R) Act.

## **Procedures to be followed to process a complaint**

- ◆ Whenever it is noticed that there is a violation of the Child Labour Act, a complaint can be lodged by the following persons;
- ◆ Any person; b) Police Officer or Inspector
- ◆ The complaint can be filed directly with the Metropolitan Magistrate of the area in which the violation has taken place.
- ◆ The Complaint has to be filed immediately after a violation of the Act is noticed and in any case not beyond 6 months from the commission of the offence. A complaint filed after 6 months of the commission of the offence, has to have cogent evidence to satisfy the court as to why the complaint could not be filed within 6 months of the commission of the offence.
- ◆ The inspector or Police Officer has to obtain due authorization from their department for filing the complaint.
- ◆ The complaint has to be supported by various documents that may be in the possession of the complainant. A list of original documents can be filed along with the complaint.

- ◆ If the complaint is filed in a representative capacity, the same has to be stated in the complaint.
- ◆ The complaint must state the facts in the order in which they have occurred till the commission of the offence and therefore. The complaint must enclose a list of witnesses whom he intends to call for tendering evidence.
- ◆ The Court fee, wherever applicable in the particular State, will have to be affixed on the complaint.
- ◆ The complaint must have his / her statement recorded with the Magistrate immediately after filling the complaint and ensure that the notice to the accused is sent by court.
- ◆ During the proceedings before the Magistrate the complainant must be cooperative and assist the court in the task of inquiry and trial.
- ◆ At the time of trial of the complaint case the complainant should, as far as possible, bring the witnesses and furnish the court with the original record of documents, which constitutes the basis of his/her complaint.
- ◆ After the magistrate decides that the accused is found guilty and convicted, the complainant (if his/her complaint has been accepted) should publicly declare the decision of conviction pronounced by the Magistrate. This would deter other employers from employing children at their workplaces.
- ◆ If the Court has imposed a fine on the accused and if there is a default in the payment of the fine, then it is the responsibility of the court to issue warrants of arrest and to ensure that the accused is confined to prison.

## **CHECK-LIST OF FACTS BEFORE FILING COMPLAINTS**

The Inspector or other persons may use the following checklist of facts before filling a complaint with respect to a violation of the Child labour Act.

- 1) Name of the establishment
- 2) Address of the establishment (If possible with a location map)
- 3) Name and address of the occupier or his agent in the establishment
- 4) Whether the establishment is a factory, workshop, major port, railway, oil field, a building work site or mine.
- 5) Name of the occupier who has the ultimate control over the affairs of the establishment
- 6) Total number and kind of workers employed in the establishment at the time of inspection, including particulars of child labour in detail.
- 7) Whether sanction for filing complaints is necessary and has been obtained?
- 8) Whether any preliminary inquiry was made, if so, what is the report?
- 9) What are the contents of the Inspection Report, If any?
- 10) Does the evidence support the legal violation?
- 11) Has the State Legal department / legal Cell been consulted?
- 12) Date and time of inspection

# **PROCEDURES FOR INSPECTION OF CHILD LABOUR IN THE WORK PALCE**

## **A physical Inspection of the establishment or industry**

**This is to ascertain :**

- ◆ Whether there has been a breach of the Child Labour Act or other labour laws:
- ◆ Whether the legal requirements as to the safety and welfare of child labour or being followed or not; and
- ◆ Whether action has been taken against the person/ people responsible for violation of the law.

### **Preparation of Inspection Report**

- ◆ A report has to be prepared on the basis of the facts and figures collected at the inspection site.
- ◆ The report must give a systemic account of the engagement of child labour in the establishment
- ◆ It must contain the findings of the Inspection, about the nature of compliance/breach of the legal provisions, factual particulars about the children employed, or the working conditions of child labour.

### **Planning of Inspection**

It is necessary for the Inspector to plan his inspection. It would be advantage for inspectors to collect some basic facts about the size and location of the establishment and particulars about the strength of employees, the background of the employer, the commercial environment, etc.

**While planning the visit, the Inspector has to consider the following**

- a) Inspection policies devised by the State Government or Central Government
- b) Strategies that have to be adopted to achieve the objectives of the inspection.

- c) Selecting from alternative courses of action to be undertaken in order to attain the objective of the inspection
- d) Familiarizing with the kinds of problems that are faced during the course of his inspection
- e) Keeping plans as flexible as possible and having the option to review them, whenever necessary.

### **Considerations during Inspection for Effective Prosecution**

- 1) As soon as the Inspector receives information about the commission of an offence, involving breach of the child labour law, the inspector shall record the same in writing in his personal diary and sign the same.
- 2) The Inspector may inform his superiors, if possible, and proceed to the site of the offence for investigation
- 3) He/She may inform the police station nearest to the site of offence and request for the presence of the police during the process of investigation
- 4) He/She may also inform the prescribed medical authority to accompany him/her, if it becomes necessary to carry out medical examinations at the site.
- 5) At the site of the offence, the inspector shall examine the facts and circumstances of the violation of the Child labour (P&R) Act or the violations of any provisions relating to various Child Labour Acts, for which he/she is the Inspector.
- 6) Statements should be obtained from the occupier of the establishment and also of the witnesses present. A recorded statement from the witnesses should be obtained along with their signatures.
- 7) Where the age of the child found in the establishment has to be verified by the medical authority. The certificate/report of such medical authority shall be obtained then and there.
- 8) The inspector may search and take into his custody any document of relevant material, which supports the case of the prosecution. If necessary, he/she may draw up a 'panchnama' giving details of the documents and other materials seized and given thereof to the occupier.

- 9) If the occupier prevents the inspector from making investigations or from entering the premises, he shall take the help of the police officer and record a finding to that effect. He may also, after prior notice, demand his entry into the factory premises even if the doors and windows have to be broken.
- 10) Considering the nature of punishment in terms of the quantum of fine and a term of imprisonment upto one year, the period of limitation within which the complaint can be filed is normally one year from the date of commencement of offence. The court takes cognizance of the offence if a complaint is filed within one year.
- 11) Wherever possible, photographs should be taken.

### **Preparation of the Inspection Report**

- ◆ It is up to the Inspector to carry with him formats of the inspection Report so that he can conveniently fill them up at the inspection site based on the facts and figures, which have been collected.
- ◆ Alternatively, he may collect his facts and figures on his note-sheets and prepare the inspection report on his return from the site of inspection.
- ◆ Since the further course of action to be decided by the Government (Usually the Labour Department) will depend upon the contents of the inspection report, it is essential that the inspection report be prepared with adequate thought and care.
- ◆ A copy of the inspection report has also to be given to the employer for his comments, if any
- ◆ This eliminates the possibility of the employer alleging later that the labour department had proceeded against his discretion
- ◆ If the employer gives any comments on the inspection Report, the Department can consider them in deciding further action on the report.

### **At the Inspection Site**

1. The inspector should act democratically and reasonably.
2. The inspector must ensure that he/she is firm without appearing to be aggressive. the language used while conducting the inspection should be controlled and unprovocative.



3. The employer would do everything possible to frustrate the inspection. A friendly disposition would work better in most circumstances.
4. The inspector will not be able to assess that child employees who may be driven away by the employer on being informed about the inspection. For this, the inspector has to have good communication skills.
5. Where disputes about the age of the child are raised, the Inspector should act strictly in accordance with the legal provisions and have each case medically examined by the proper authority
6. The Inspector should be able to interact with the children employed in an establishment through patronizing gestures in order to elicit the necessary information from them. Resistance from the employer or his agents or servants should invariably be met legally with the help of the police
7. The inspector may require the production of any register; rosters of other documents relating to the employment of children and examine such documents in detail
8. The inspector may also take on-the-spot evidence of any person, without involving any degree of compulsion or force in answering questions or giving evidence
9. Photographs, sketches, samples and measures or records, may be taken so as to undertake the inquiry. Extracts from registers and copies of other vital documents can be made relevant for supplementing the inspection
10. The employers, agents or any other person found in charge of the establishment or any person whom the inspector reasonably believes to be or to have been an employee in that establishment, may be questioned by the Inspector.

### **Evidence to be collected at the site**

Many inspectors have very little idea about the nature of evidence to be collected at the during course of the inspection. Quite often prosecutions launched by the Labour Department do not succeed for want of proper evidence. Therefore, the Inspector has to concentrate on what evidence would be relevant to ensure that the charges against the employers are established with supporting evidence.

**The offences for which a person may be prosecuted with are.**

- a) Engagement of child labour in violation of the legal provisions, and
- b) Non-observance of mandatory working conditions in respect of Child labour in non-hazardous establishments.

**Therefore, evidence to be collected will establish the above facts and may be as follows.**

- 1. Statements of occupier or other witnesses (Panchnama) recorded at the time of inspection when child labour was found to be employed.
- 2. Records / documents (or their photocopies) that may have been seized at the time of inspection.
- 3. Details of child labour engaged together with medical certificates tokens, or other documents/ registers pertaining to the establishment.
- 4. Inspection report prepared at the site.
- 5. Any correspondence that was exchanged with the employer.
- 6. Any evidence pertaining to the conduct of the occupier or this agents.
- 7. Evidence of the absence of appropriate working conditions that should have existed.
- 8. Evidence of any relationship existing between the employer and the family of the Child labourer.
- 9. Age certificates of the child labourer, if available.

The inspector should, as far as possible, take into account first hand direct evidences. Evidence relevant to the complaint should be collected, and statements and confessions should be documented exhaustively, including the signatures of the persons, date, time etc. While questioning the child labourers, they should be asked if they were tutored by their employers to deny their actual age of other information regarding their status of employment. The facts about the workshop being a school of training institute should be verified.

## **Some Solutions for Enforcing the Child Labour Act**

To tackle the major problems that come in the way of enforcement of Child Labour Act, the following suggestions are worth trying:

- a) The 'appropriate governments' may bring out useful and informative literature to raise awareness about the provisions of the Child Labour Act. Many NGOs who have tried this in other areas have had some successes.
- b) The 'appropriate governments' may revamp the child related cells set up by them to monitor and oversee the regulation of the Child Labour Act.
- c) Exclusive Courts may be set up to conduct trials on the violation of Child Labour Act, in all parts of the country
- d) The press and media could be invited to participate in the elimination of child labour by publicizing convictions made under the Act and showing in poor light the defaulters of the Child labour Act.
- e) Appropriate institutions, voluntary organizations and the public at large, may be sensitized on the Child labour Act.
- f) Practical training of inspectors and other officials as well as the representatives of voluntary organizations for the elimination of child labour should be vigorously pursued. In such training classes, it would be more appropriate to train one in the methodology of prosecution and the care and tact involved in the prosecution.
- g) Inspectors responsible for enforcement of Child Labour Act should be given incentives, special rewards and recognition for any job done well by them. This would provide impetus to them to always perform better.
- h) It should be binding on the court to decide the cases within specified time limits
- i) Regular surveys in child labour prone industry should be done.

## PROFORMA – 1

### Show Cause notice to defaulter enclosing inspection Report

By Hand / Registered A.D.

Government of .....

Ministry/ Department of Labour

Office of the Labour Inspector /Asstt. Labour

Commissioner / Labour Enforcement Officer (C) /

Labour Officer,

No.....

Time of Inspection

Date, the .....

To

Subject : Inspection of the Establishment of .....under the Child Labour (Prohibition & Regulation) Act, 1986 and Child Labour (P&R) Rules, 1988

This is to inform that during my inspection of your above establishment at ..... (date) at .....(time) breaches of the above Act and the Rules, mentioned in the enclosed inspection report have been notice. A copy of the Inspection Report was received / refused by you.

You are directed to rectify the irregularities immediately and send your comments on complying, with the report, within a fortnight, directly to the Regional Labour Commissioner ..... Endorsing a copy thereof to me failing which legal action by way of prosecution will be taken against you / your ..... As the irregularities were also observed in the past you are directed to show cause within ten days direct to the Regional labour Commissioner endorsing a copy there of to me, as contravention noted in the Inspection Report.

Labour Inspector / Labour Enforcement Officer (C)

Labour Officer / Assistant Labour Commissioner (C)

Encl. : Inspection Report

## PROFORMA – II

### Inspection Report –A

#### Particulars of the establishment Inspected

1. Name and address of the establishment
2. Name and address of the Occupier / Employer / Partners / Directors
3. Name and address of the owner of the establishment  
(if the owner is a company, state the name and address of its registered office. In the cases of a firm, society or corporation, state the name and address of its principal office)
4. (i) Whether the establishment is a factory, workshop, mine, major port, railway, oil field, a building work, or any other  
ii) Nature of work in which child labour is employed
5. In the case of a workshop, factory or mine
  - a) Date of Commencement .....
  - b) Date of its likely completion .....
6. Total number of workers employed in the establishment at the time of inspection
7. Date & time of inspection .....
8. Nature and type of industry .....
  - a) Whether falls under the purview of part A of schedule or part B of schedule of the above Act

#### Interview of employees / workers at the time of inspection

1. Name of the workers.....
2. Designation .....3. Working Since .....
4. Residential Address .....
5. Wages .....
6. Signature of worker or L.H.T.I of Worker .....  
.....

### Interview of Child Workers

1. Full name of the Child Labour .....
2. Full name of Father/ Guardian .....
3. Residential Address .....
4. Age of the Child .....
5. Designation (Nature of work) .....
6. Length of Service .....
7. Working Hrs .....
8. Wages received .....
9. Signature of L.H.T.I. of Child worker .....
- Witness 1.....
- 2.....

7. (i) The break-up of the above figure is

Children above 14 years	Children below 14 years	Total
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Males

Females

- ii) The occupation / the process in which the children below the age of 14 years were employed.

S.No.	Name	Father Name	Age at the time Of inspection	Occupation
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8. Name of the employer or his representative (with designation) present at the time of inspection

9. Particulars of the registers/records checked during the inspection

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Sr. No.	Register / other Record checked	Period for which checked	Approximate No. of Entries checked In the case of register
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A copy of Inspection report received and breach of Section 3 of the Child labour (P&R) Act, 1986 stated there noted

**Name (In block letters)**  
**Signature of the Occupier / Employer**  
**Or his representative with date and address**

**Signature of the witnesses**

1. (Shri .....)  
S/o ..... (Signature with date)  
R/o .....
2. (Shri .....)  
S/o ..... (Signature with date)  
R/o .....

**Note :** If the inspector is unable to serve a copy of the Inspection Report on the occupier or the occupier refuses to receive and sign the Report, the same may be sent later with a covering letter by register A/D.

The following format of Inspection Report may be used in the case of establishments other than those falling under Section 3 of the Act.

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## PROFORMA III

### Inspection Report - B

#### Particulars of the establishment Inspected

1. Name and address of the establishment
2. Name and address of the occupier / employer / partners/ directors
3. Name and address of the owner of the establishment (if the owner is a company, state the name and address of its registered office. In the case of firm, society or corporation, state the name and address of its principal office)
4. whether the establishment is a shop, factory, workshop, farm, hotel, eating house, theatre etc.
5. Nature of work/ business carried on in the establishment
6. Total number of workers employed in the establishment at the time of inspection .....
7. The break-up of the above figure is :

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	Children above 14 years	Children below 14 years	Total
--	----------------------------	----------------------------	-------

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Males

Females

8. Name and designation / status of the representatives of the employers who was / were present at the time of inspection
9. Date & Time of Inspection
10. Particulars of registers and records checked and signed during the inspection.

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S.No.	Register / other Document checked	Period for which checked
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11. a) The following children were required/ permitted to work in excess of the hours prescribed for the establishment in breach of section 7(1) of the Act.

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<b>S.No</b>	<b>Name</b>	<b>Father's Name</b>	<b>Section / Deptt.</b>	<b>Designation Token No.</b>	<b>Hours Prescribed By rules</b>	<b>Hours actually worked</b>
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- b) The following children were employed for more than three hours continuously and not given rest for one hour

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<b>S.No</b>	<b>Name</b>	<b>Father's Name</b>	<b>Section / Deptt.</b>	<b>Designation Token No. Not given</b>	<b>Dates on Which rest period of rest</b>	<b>Declared/ notified</b>
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- c) The following children whose period of work including interval for rest and time spent on waiting, is spread over more than six hours in breach of Section 7(3)

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<b>S.No</b>	<b>Name</b>	<b>Father's Name</b>	<b>Section / Deptt.</b>	<b>Designation Token No.</b>	<b>Hours period at spread over</b>
-------------	-------------	--------------------------	-----------------------------	----------------------------------	--

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- d ) The following children were employed/ permitted to work between 7 p.m. and 8 a.m. in breach of Section 7(4) of the Act.

---

<b>S.No</b>	<b>Name</b>	<b>Father's Name</b>	<b>Section / Deptt.</b>	<b>Designation Token No.</b>	<b>Nights on which worked</b>
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(In the case inspection has to be done after 7 p.m. and before 8 a.m.)

- e) The following children were required/ permitted to work in the establishment though they had already worked in another establishment which is in breach of section 7(6) of the Act.

---

<b>S.No</b>	<b>Name</b>	<b>Father's Name</b>	<b>Section / Deptt.</b>	<b>Designation Token No.</b>	<b>Name of the other Establishment In which the Child worked</b>	<b>Dates on which the child worked</b>
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- f) The following children were not allowed weekly holiday on dates shown below in breach of section 8 of the Act.

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<b>S.No</b>	<b>Full Name</b>	<b>Father's Name</b>	<b>Section / Deptt.</b>	<b>Designation Token No.</b>	<b>Designation Token No.</b>	<b>Dates on which Holiday Not given</b>
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- g) The following days specified as weekly holidays were altered more than once in three months in breach of section 8 of the Act.

**Note :** Inspection in respect of item 11(a) should only be done after rules have been notified specifying the hours of work under section 7 (1)

## **2. Non display of notices**

- A notice specifying the day of holiday was not exhibited in a conspicuous place in the establishment in breach of section 8 of the Act.
- Abstracts of Section 3 and 14 of the Act were not displayed in English / local language as required by Section 12 of the Act.

## **3. No Notices to inspector**

Though the establishment had engaged children below the age 14 years, a written notice containing the following particulars as required by section 9(1) of the Act, was not sent to the Inspector, which amounts to breach of Section 9(2) of the Act.

- a) the name and situation of the establishment
- b) the name of the person in actual management of the establishment
- c) address to which communication relating to the establishment should be sent; and
- d) the nature of the occupation or process carried on in the establishment

#### 4. Certificate of age

The certificate of age of the following young persons from the appropriate medical authority were not produced before me in Form 'B' as required by Rule 17(1) of the Child Labour (Prohibition and Regulation) Rules, 1988

S.No.	Name	Parent's Name	Section/ Deptt.	Designation Token No.	Dates on which Worked

#### 5. Non maintenance of Registers

A register in respect of the children employed / permitted to work was;

- a) not maintained at all ; or
- b) maintained but the following columns were missing; or
- c) maintained but the following columns had been left blank

#### 6. Non Maintenance of health and safety Requirments

The following facilities relating to health and safety. Provision for which is required to be made under section 13, read with rule ..... had not been provided to the young persons employed / permitted to work in the establishment;

(State here the facilities not provided)

Labour Inspection .....

Labour Enforcement officer .....

Labour officer .....

A copy of the Inspection report received and the breaches of Child Labour (Prohibition and Regulation) Act, 1986 stated therein noted.

Name (in block letters)  
Signature of the Occupier / Employer or his  
representative with date and address

**Signature of the Witnesses**

1. (Shri .....)

S/o..... (Signature & date)

R/o .....

2. (Shri .....)

S/o..... (Signature & Date)

R/o .....

**Note :** ..... If the inspector is unable to serve a copy of the inspection report on the occupier or the occupier refuses to receive and sign the report, the same may be sent later with a covering latter by registered.

## **Directions of the Hon'ble Supreme Court of India in M.C. Mehata Vs. State of Tamilnadu and Others**

- (1) A survey would be made of the aforesaid type of child labour which would be completed within six months from today.
- (2) To start with, work could be taken up regarding those employment, which have been mentioned in Article 24, which may be regarded as core sector, to determine which the hazardous aspect of the employment would be taken as criterion. The most hazardous employment may rank first in priority, to be followed by comparatively less hazardous and so on. It may be mentioned here that the National Child Labour Policy as announced by the Government of India has already identified some industries for priority action and the industries to identified are as below :-

The match industry in Sivakasi, Tamil Nadu The diamond polishing industry in Surat, Gujarat. The precious stone polishing industry in Jaipur, Rajasthan. The glass industry in Firozabad, Uttar Pradesh. The brass-ware industry in Mirzapur-Bhadohi, Uttar Pradesh. The lock-making industry in Aligarh, Uttar Pradesh. The state industry in Markapur, Andhra Pradesh. The slate industry in Mandsaur, Madhya Pradesh.

- (3) The employment to be given as per our direction could be dovetailed to other assured employment. On this being done, it is apparent that our direction would not require generation of much additional employment.
- (4) The employment so given could as well be the industry where the child is employed, a public undertaking and would be manual in nature in as much as the child in question must be engaged in doing manual work. The understanding chosen for employment shall be one which is nearest to the place of residence of the family.
- (5) In those cases where alternative employment would not be made available as aforesaid, the parent/guardian of the concerned child would be paid the income which would be earned on the corpus, which would be a sum of Rs.85,000/- for each child, every month. The employment given or payment made would cease to be operative if the child would not be sent by the parent/guardian for education.
- (6) On discontinuation of the employment of the child, his education would be

assured in suitable institution with a view to make it a better citizen. It may be pointed out that Article 45 mandates compulsory education for all children until they complete the age of 14 years; it is also required to be free. It would be the duty of the Inspectors to that this call of the Constitution is carried out.

- (7) A district could be the unit of collection so that the executive head of the district keeps a watchful eye on the work of the Inspectors. Further, in view of the magnitude of the task, a separate cell in the Labour Department of the appropriate Government would be created. Monitoring of the scheme would also be necessary and the Secretary of the Department could perhaps do this work. Overall monitoring by the Ministry of Labour, Government of India, would be beneficial and worthwhile.
- (8) The Secretary to the Ministry of Labour, Government of India would apprise this Court within one year of today about the compliance of aforesaid directions. If the petitioner would need any further of other order in the light of the compliance report, it would be open to him to do so.
- (9) We should also like to observe that on the directions given being carried out, penal provision contained in the aforementioned 1936 Act would be used where employment of a child labour, prohibited by the Act, would be found.
- (10) Insofar as the non-hazardous jobs are concerned, the Inspector shall have to see that the working hours of the child are not more than four to six hours a day and it receives education at least for two hours each day. It would also be seen that the entire cost of education is borne by the employer.

**GOVERNMENT OF ANDHRA PRADESH  
SCHOOL EDUCATION (SSA) DEPARTMENT**

**Memo No. 11364 / SSA/ A2/ 2007**

**Dated : 23.02.2008.**

Sub: Elimination of Child Labour – Implementation of Judgment of Supreme Court of India in MC Mehta Vs State of Tamil Nadu & others, dated: 10-12-1996 – Implementation of directions of Hon’ble Supreme Court of India – Instructions – Issued – Reg .

Ref: Judgment of the Supreme Court of India, dt. 10.12.96 in MC Mehta Vs State of Tamil Nadu & others.

-X-X-X-

The attention of the Commissioner of Labour, A.P. Hyderabad is invited to the subject cited and a copy of the reference cited is sent herewith. He is informed that the Hon’ble Supreme Court of India in its judgment, dated 10-12-1996 (1996 (6) SCC756) have issued certain directions with regard to rehabilitation of children found to be working in hazardous occupations. These instructions of the Hon’ble Court are over and above the provisions of the Child Labour (Prohibition & Regulation) Act, 1986 (Act 61 of 1986) and have a perpetual application, whenever a child labour in hazardous occupations detected. The directions are as follows:-

- 1) The enforcement authorities should recover an amount of Rs. 20,000/- from the offending employer for every child employed in contravention of the provisions of the Act.
  - 2) This amount will be deposited in a separate fund to be named as “Child Labour rehabilitation Cum Welfare fund”.
  - 3) The State Government should provide one job to the adult member of the family of the child labour and in the even of State Government unable to provide such job, the Government should deposit a sum of Rs.5,000/- in the fund against every child working in hazardous employment.
  - 4) The income earned from the fund ( Rs. 20,000 + Rs. 5,000) will be paid to the parent / guardian of the concerned child till the child continues his / her education.
2. The Commissioner of Labour, A.P. Hyderabad is further informed that the Government

of India have included domestic work and work in Dhabhas and Restaurants also in the category of hazardous occupations under the law as it is believed that larger number of children are working in these two sectors. Further, the Government of India requested the State Government to implement the directions of the Hon'ble Supreme Court of India.

3. In view of the Hon'ble Supreme Court of India directions regarding children working in hazardous employment, the following Instructions are issued for effective implementation of prohibition of child labour and their rehabilitation:-
  - a) The Inspectors appointed under section 17 of the Child Labour (Prohibition & Regulation) Act, 1986 (Act 61 of 1986) shall ask the offending employer to pay compensation of Rs.20,000/- ( Rupees Twenty thousand only) for every child employed in contravention of the provisions of the Act. The liability of the employer would not cease even if he would desires to disengage the presently employed children.
  - b) The Compensation amount shall be deposited in a fund to be known as "Child Labour rehabilitation Cum Welfare Fund".
  - c) The provisions of the Andhra Pradesh Revenue Recovery Act, 1864 shall be invoked for recovery of the Compensation amount from the employer.
  - d) The penal provisions contained under section 14 of the Child Labour (Prohibition & Regulation) Act, 1986 (Act 61 of 1986) can also be invoked against the offending employer.
4. The Commissioner of Labour, A.P. Hyderabad is requested to take necessary further action in the matter.

D .R. GARG

PRL.SECRETARY TO GOVERNMENT (RVM)

To

The Commissioner of Labour, A.P., Hyderabad.

*Copy to:-*

The Labour Employment, Training & factories Department.

The State Project Director, Rajiv Vidya Mission (SSA), Hyderabad.

The Director of School Education, A.P., Hyderabad.

All District Collectors in the State.

The Law (LSP) Department.

The Law (A) Department.

The Women & Child Welfare Department.

The Revenue ( Land Revenue) Department.



## **List of Hazardous Occupations & Process**

### **Hazardous Occupations**

1. Transport of passengers, goods or mails by railways
2. Cinder picking, clearing of an ash pit or building operation in the railway premises
3. Work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from the one platform to another or in to or out of a moving train
4. Work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway lines
5. A port authority within the limits of any port
6. Work relating to selling of crackers and fireworks in shops with temporary licenses
7. Abattoirs/Slaughter House
8. Automobile workshops and garages
9. Foundries
10. Handling of toxic or inflammable substances or explosives
11. Handloom and power loom industry
12. Mines (underground and under water) and collieries
13. Plastic units and fibreglass workshops
14. Domestic workers or servants and
15. Dhabas (roadside eateries), restaurants, hotels, motels, tea shops, resorts, spas or other recreational centres
16. Diving
17. Caring of Elephant
18. Working in the circus

### **Processes**

1. Beedi-making
2. Carpet-weaving

carpet weaving including preparatory and incidental process there of.

3. Cement manufacture, including bagging of cement
4. Cloth printing, dyeing and weaving  
cloth printing, dyeing and weaving including processes preparatory and incidental there to.
5. Manufacture of matches, explosives and fire-works
6. Mica-cutting and splitting
7. Shellac manufacture
8. Soap manufacture
9. Tanning
10. Wool-cleaning
11. Building and construction industry  
Building and Construction Industry including processing and polishing of granite stones
12. Manufacture of slate pencils (including packing)
13. Manufacture of products from agate
14. Manufacturing processes using toxic metals and substances such as lead, mercury, manganese, chromium, cadmium, benzene, pesticides and asbestos
15. "Hazardous processes" as defined in Sec. 2 (cb) and 'dangerous operation' as notice in rules made under section 87 of the Factories Act, 1948 (63 of 1948)
16. Printing as defined in Section 2(k) (iv) of the Factories Act, 1948 (63 of 1948)
17. Cashew and cashewnut descaling and processing
18. Soldering processes in electronic industries
19. 'Aggarbatti' manufacturing
20. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting
21. Brick kilns and Roof tiles units
22. Cotton ginning and processing and production of hosiery goods

23. Detergent manufacturing
24. Fabrication workshops (ferrous and non ferrous)
25. Gem cutting and polishing
26. Handling of chromite and manganese ores
27. Jute textile manufacture and coir making
28. Lime Kilns and Manufacture of Lime
29. Lock Making
30. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enameling workshops, lead mining, plumbing, cable making, wiring patenting, lead casting, type founding in printing shops. Store type setting, assembling of cars, shot making and lead glass blowing.
31. Manufacture of cement pipes, cement products and other related work
32. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products
33. Manufacture of dyes and dye stuff
34. Manufacturing or handling of pesticides and insecticides
35. Manufacturing or processing and handling of corrosive and toxic substances, metal cleaning and photo engraving and soldering processes in electronic industry
36. Manufacturing of burning coal and coal briquettes
37. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather
38. Moulding and processing of fiberglass and plastic
39. Oil expelling and refinery
40. Paper making
41. Potteries and ceramic industry

42. Polishing, moulding, cutting, welding and manufacturing of brass goods in all forms
43. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting
44. Saw mill – all processes
45. Sericulture processing
46. Skinning, dyeing and processes for manufacturing of leather and leather products
47. Stone breaking and stone crushing
48. Tobacco processing including manufacturing of tobacco, tobacco paste and handling of tobacco in any form
49. Tyre making, repairing, re-treading and graphite beneficiation
50. Utensils making, polishing and metal buffing
51. 'Zari' making (all processes)
52. Electroplating
53. Graphite powdering and incidental processing
54. Grinding or glazing of metals
55. Diamond cutting and polishing
56. Extraction of slate from mines
57. Rag picking and scavenging
58. Processes involving exposure to excessive heat (e.g., working near furnace) and cold
59. Mechanised fishing
60. Food Processing
61. Beverage Industry
62. Timber handling and loading
63. Mechanical Lumbering
64. Warehousing
65. Processes involving exposure to free silica such as slate, pencil industry, stone grinding, slate stone mining, stone quarries, agate industry

# **The Right of Children to Free and Compulsory Education (RTE) Act, 2009**

The Constitution (Eighty-sixth Amendment) Act, 2002 inserted Article 21-A in the Constitution of India to provide free and compulsory education of all children in the age group of six to fourteen years as a Fundamental Right in such a manner as the State may, by law, determine. The Right of Children to Free and Compulsory Education (RTE) Act, 2009, which represents the consequential legislation envisaged under Article 21-A, means that every child has a right to full time elementary education of satisfactory and equitable quality in a formal school which satisfies certain essential norms and standards.

Article 21-A and the RTE Act came into effect on 1 April 2010. The title of the RTE Act incorporates the words 'free and compulsory'. 'Free education' means that no child, other than a child who has been admitted by his or her parents to a school which is not supported by the appropriate Government, shall be liable to pay any kind of fee or charges or expenses which may prevent him or her from pursuing and completing elementary education. **'Compulsory education' casts an obligation on the appropriate Government and local authorities to provide and ensure admission, attendance and completion of elementary education by all children in the 6-14 age group.** With this, India has moved forward to a rights based framework that casts a legal obligation on the Central and State Governments to implement this fundamental child right as enshrined in the Article 21A of the Constitution, in accordance with the provisions of the RTE Act.

## **The RTE Act provides for :**

- Right of children to free and compulsory education till completion of elementary education in a neighbourhood school.
- It clarifies that 'compulsory education' means obligation of the appropriate government to provide free elementary education and ensure compulsory admission, attendance and completion of elementary education to every child in the six to fourteen age group. 'Free' means that no child shall be liable to pay any kind of fee or charges or expenses which may prevent him or her from pursuing and completing elementary education.
- It makes provisions for a non-admitted child to be admitted to an age appropriate class.

- It specifies the duties and responsibilities of appropriate Governments, local authority and parents in providing free and compulsory education, and sharing of financial and other responsibilities between the Central and State Governments.
- It lays down the norms and standards relating inter alia to Pupil Teacher Ratios (PTRs), buildings and infrastructure, school-working days, teacher-working hours.
- It provides for rational deployment of teachers by ensuring that the specified pupil teacher ratio is maintained for each school, rather than just as an average for the State or District or Block, thus ensuring that there is no urban-rural imbalance in teacher postings. It also provides for prohibition of deployment of teachers for non-educational work, other than decennial census, elections to local authority, state legislatures and parliament, and disaster relief.
- It provides for appointment of appropriately trained teachers, i.e. teachers with the requisite entry and academic qualifications.
- It prohibits (a) physical punishment and mental harassment; (b) screening procedures for admission of children; (c) capitation fee; (d) private tuition by teachers and (e) running of schools without recognition,
- It provides for development of curriculum in consonance with the values enshrined in the Constitution, and which would ensure the all-round development of the child, building on the child's knowledge, potentiality and talent and making the child free of fear, trauma and anxiety through a system of child friendly and child centered learning.

## **CLARIFICATIONS WITH REGARD TO PROVISIONS OF CORPORATE SOCIAL RESPONSIBILITY**

**No. 05-01-2014 CSR  
Government of India  
Ministry of Corporate Affairs**

5th Floor, 'A' Wing,  
Shastri Bhawan, Dr. R.P. Marg  
New Delhi - 110 001  
Dated. 18th June, 2014

To,  
All Regional Director,  
All Registrar of Companies,  
All Stakeholders

**Subject :** Clarifications with regard to provisions of Corporate Social  
Responsibility under section 135 of the companies Act, 2013.

Sri,

This Ministry has received several references and representation from stakeholders seeking clarifications on the provisions under Section 135 of the Companies Act, 2013 (hereinafter referred as 'the Act') and the Companies (Corporate Social Responsibility Policy) Rules, 2014, as well as activities to be undertaken as per Schedule VII of the Companies Act, 2013. Clarifications with respect to representations received in the Ministry on corporate Social Responsibility (herein after referred as (CSR) are as under :-

- i) The statutory provision and provisions of CSR Rules, 2014, is to ensure that while activities undertaken in pursuance of the CSR policy must be relatable to Schedule VII of the Companies Act 2013, the entries in the said Schedule VII must be Interpreted liberally so as to capture the essence of the subjects enumerated in the said Schedule. The items enlisted in the amended Schedule VII of the Act, are broad-based and are intended to cover a wide range of activities as illustratively mentioned in the Annexure.
- ii) It is further clarified that CSR activities should be undertaken by the companies in project / programme mode (as referred in Rule 4 (1) of Companies CSR Rules, 2014). One-off events such as marathons/awards/charitable contribution / advertisement/sponsorships of TV programmes etc. would not be qualified as part of CSR expenditure

- iii) Expenses incurred by companies for the fulfillment of any Act/State of regulations (such as labour Laws, Land Acquisition Act etc.) would not count as CSR expenditure under the Companies Act.
- iv) Salaries paid by the companies to regular CSR staff as well as to volunteers of the companies (in proportion to company's time/hours spent specifically on CSR) can be factored into CSR project cost as part of the CSR expenditure.
- v) "Any financial year" referred under Sub-Section (1) of Section 135 of the Act read with Rule 3(2) of Companies CSR Rule, 2014, implies 'any of the three preceding financial years'.
- vi) Expenditure incurred by Foreign Holding Company of CSR activities in India will qualify as CSR spend of the Indian subsidiary if, the CSR expenditures are routed through India subsidiaries and if the India subsidiary is required to do so as per section 135 of the Act.
- vii) 'Registered Trust' (as referred in Rule 4(2) referred in Rule (4(2) of the Companies CSR Rules, 2014) would include Trusts registered under Income Tax Act 1956, for those States where registration of Trust is not mandatory.
- viii) Contribution to Corpus of a Trust / society / section 8 companies etc. will qualify as CSR expenditure as long as (a) the Trust / Society / Section 8 companies etc. is created exclusively for undertaking CSR activities or (b) where the corpus is created exclusively for a purpose directly relatable to a subject covered is Schedule VII of the Act.

2. This issues with the approval of Competent Authority

Your faithfully

Sd/-

**(Seema Rath)**

Assistant Director (CSR)

Phone No. 23389622

Copy to :

1. PSO to Secretary
2. PPS to Additional Secretary
3. PS to DG (IICA) / JS (M) / JS (B) / JS (SP) / DII (UCN) / EA / DII (POLICY)
4. DIR (AK) / DIR (AB) / DIR (NC) / DIR (PS)
5. E-Government Cell for uploading on website of MCA



**CENSUS 2011 ON CHILD LABOUR**  
**State-wise Distribution of Working Children according to 1971, 1981, 1991 and**  
**2001 Census in the age group 5-14 years**

S.No.	Name of the State / UT	1971	1981	1991	2001***
1.	Andhra Pradesh	1627492	1951312	1661940	1363339
2.	Assam	239349	***	327598	351416
3.	Bihar	1059359	1101764	942245	1117500
4.	Gujarat	518061	616913	523585	485530
5.	Haryana	137826	194189	109691	253491
6.	Himachalpradesh	71384	99684	56438	107774
7.	Jammu & Kashmir	70489	258437	**	175630
8.	Karnataka	808719	1131530	976247	822615
9.	Kerala	111801	92854	34800	26156
10.	Madhya Pradesh	1112319	1698597	1352563	1065259
11.	Maharashtra	988357	1557756	1068427	764075
12.	Chhattisgarh				364572
13.	Manipur	16380	20217	16493	28836
14.	Meghalaya	30440	44916	34633	53940
15.	Jharkhand				407200
16.	Uttaranchal				70183
17.	Nagaland	13726	16235	16467	45874
18.	Orissa	492477	702293	452394	377594
19.	Punjab	232774	216939	142868	177268
20.	Rajasthan	587389	819605	774199	1262570
21.	Sikkim	15661	8561	5598	16457
22.	Tamil Nadu	713305	975055	578889	418801
23.	Tripura	17490	24204	16478	21756
24.	Uttar Pradesh	1326726	1434675	1410086	1927997
25.	West Bengal	511443	605263	711691	857087
26.	Andaman & Nicobar Island	572	1309	1265	1960
27.	Chandigarh	17925	17950	12395	18482
29.	Dadra & Nagar Haveli	3102	3615	4416	4274
30.	Delhi	17120	25717	27351	41899
31.	Daman and Diu	7391	9378	941	729
32.	Goa			4656	4138
33.	Lakshdweep	97	56	34	27
34.	Mizoram		6314	16411	26265
35.	Pondicherry	3725	3606	2680	1904
	<b>TOTAL</b>	<b>10753985</b>	<b>13640870</b>	<b>11285349</b>	<b>12666377</b>

Note : 1971 Census figres as Assam includes figures of Mozoram  
Census could not be conducted  
Census figures 1971 in respect of Mozoram included under Assam  
includes marginal workers also

## CHILD LABOUR (5-14 YEARS)

### IN COMBINED ANDHRA PRADESH, 2011

District Boys+Girls	Total Boys	Girls	Boys+Girls	Rural Boys	Girls	Boys+Girls	Urban Boys	Girls	
District - Adilabad (01)	37420	18578	18842	32360	15670	16690	5060	2908	2152
District - Nizamabad (02)	21345	10726	10619	17148	8304	8844	4197	2422	1775
District - Karimnagar (03)	17439	8693	8746	13712	6619	7093	3727	2074	1653
District - Medak (04)	25097	12764	12333	20807	10254	10553	4290	2510	1780
District - Hyderabad (05)	78807	44284	34523	0	0	0	78807	44284	34523
District - Rangareddy(06)	58817	31960	26857	17831	9187	8644	40986	22773	18213
District - Mahbubnagar (07)	63663	28802	34861	58778	26246	32532	4885	2556	2329
District - Nalgonda (08)	23423	10569	12854	20847	9041	11806	2576	1528	1048
District - Warangal (09)	21825	10578	11247	18660	8866	9794	3165	1712	1453
District - Khammam (10)	24746	12248	12498	22366	10913	11453	2380	1335	1045
<b>A TELANGANA</b>	<b>372582</b>	<b>189202</b>	<b>183380</b>	<b>222509</b>	<b>105100</b>	<b>117409</b>	<b>150073</b>	<b>84102</b>	<b>65971</b>
District - Srikulam (11)	15110	7336	7774	13755	6531	7224	1355	805	550
District - Vizianagaram(12)	16811	8184	8627	15365	7290	8075	1446	894	552
District - Visakhapatnam (13)	40915	21021	19894	28324	13884	14440	12591	7137	5454
District - East Godavari (14)	20587	13201	7386	16474	10581	5893	4113	2620	1493
District - West Godavari (15)	17651	10191	7460	15707	8999	6708	1944	1192	752
District - Krishna (16)	30088	16401	13687	18770	9652	9118	11318	6749	4569
District - Guntur (17)	38080	18223	19857	28802	12944	15858	9278	5279	3999
District - Prakasam (18)	27621	12594	15027	25278	11253	14025	2343	1341	1002
District - Sri Potti Sriramulu Nellore (19)	16247	9433	6814	13407	7601	5806	2840	1832	1008
District - Y.S.R. (20)	21424	11047	10377	16157	7837	8320	5267	3210	2057
District - Kurnool (21)	73998	33796	40202	60625	26287	34338	13373	7509	5864
District - Anantapur (22)	36126	19312	16814	28838	14864	13974	7288	4448	2840
District - Chittoor (23)	25764	13968	11796	21571	11423	10148	4193	2545	1648
<b>B Andhra Pradesh</b>	<b>380422</b>	<b>194707</b>	<b>185715</b>	<b>303073</b>	<b>149146</b>	<b>153927</b>	<b>77349</b>	<b>45561</b>	<b>31788</b>
<b>Total A+B (combainee state)</b>	<b>753004</b>	<b>383909</b>	<b>369095</b>	<b>525582</b>	<b>254246</b>	<b>271336</b>	<b>227422</b>	<b>129663</b>	<b>97759</b>
Source: Census, 2011									

### CHILD LABOUR (5-14 YEARS) IN COMBINED ANDHRA PRADESH, 2011

District	Total			Rural			Urban		
	Boys+Girls	Boys	Girls	Boys+Girls	Boys	Girls	Boys+Girls	Boys	Girls
District - Srikakulam (11)	15110	7336	7774	13755	6531	7224	1355	805	550
District - Vizianagaram (12)	16811	8184	8627	15365	7290	8075	1446	894	552
District - Visakhapatnam (13)	40915	21021	19894	28324	13884	14440	12591	7137	5454
District - East Godavari (14)	20587	13201	7386	16474	10581	5893	4113	2620	1493
District - West Godavari (15)	17651	10191	7460	15707	8999	6708	1944	1192	752
District - Krishna (16)	30088	16401	13687	18770	9652	9118	11318	6749	4569
District - Guntur (17)	38080	18223	19857	28802	12944	15858	9278	5279	3999
District - Prakasam (18)	27621	12594	15027	25278	11253	14025	2343	1341	1002
District - Sri Potti Sriramulu Nellore (19)	16247	9433	6814	13407	7601	5806	2840	1832	1008
District - Y.S.R. (20)	21424	11047	10377	16157	7837	8320	5267	3210	2057
District - Kurnool (21)	73998	33796	40202	60625	26287	34338	13373	7509	5864
District - Anantapur (22)	36126	19312	16814	28838	14864	13974	7288	4448	2840
District - Chittoor (23)	25764	13968	11796	21571	11423	10148	4193	2545	1648
<b>Total</b>	<b>380422</b>	<b>194707</b>	<b>185715</b>	<b>303073</b>	<b>149146</b>	<b>153927</b>	<b>77349</b>	<b>45561</b>	<b>31788</b>
Source: Census, 2011									

### Total Worker Population in Andhra Pradesh, 2011

District	Total Boys+Girls	Boys	Girls	Rural Boys+Girls	Boys	Girls	Urban Boys+Girls	Boys	Girls
District - Srikakulam (11)	1504501	866494	638007	1333436	743175	590261	171065	123319	47746
District - Vizianagaram(12)	1262306	725485	536821	1076622	586068	490554	185684	139417	46267
District - Visakhapatnam(13)	2096097	1344031	752066	1329156	743918	585238	766941	600113	166828
District - East Godavari (14)	2255653	1634790	620863	1780017	1253993	526024	475636	380797	94839
District - WestGodavari (15)	1873740	1251142	622598	1576872	1020790	556082	296868	230352	66516
District - Krishna (16)	2173387	1388741	784646	1466031	859825	606206	707356	528916	178440
District - Guntur (17)	2491023	1492729	998294	1835448	1016710	818738	655575	476019	179556
District - Prakasam (18)	1804252	1036534	767718	1549844	849937	699907	254408	186597	67811
District - Sri PottiSriramulu Nellore (19)	1406350	907710	498640	1104619	670220	434399	301731	237490	64241
District - Y.S.R. (20)	1414487	867769	546718	1038981	590440	448541	375506	277329	98177
District - Kurnool (21)	2164429	1225338	939091	1694099	902236	791863	470330	323102	147228
District - Anantapur (22)	2190479	1280175	910304	1732650	950589	782061	457829	329586	128243
District - Chittoor (23)	2022222	1248807	773415	1564453	906485	657968	457769	342322	115447
<b>Andhra Pradesh</b>	<b>24658926</b>	<b>1.5E+07</b>	<b>9389181</b>	<b>1.9E+07</b>	<b>1.1E+07</b>	<b>7987842</b>	<b>5576698</b>	<b>4175359</b>	<b>1401339</b>

Source: Census, 2011

### Child Population (5-19 years) in Andhra Pradesh, 2011

District	Total Boys+Girls	Boys	Girls	Rural Boys+Girls	Boys	Girls	Urban Boys+Girls	Boys	Girls
District - Srikakulam (11)	749162	387407	361755	631744	328517	303227	117418	58890	58528
District - Vizianagaram (12)	633688	325401	308287	506868	262022	244846	126820	63379	63441
District - Visakhapatnam (13)	1149881	587007	562874	638109	324194	313915	511772	262813	248959
District - East Godavari (14)	1373050	698122	674928	1031558	526967	504591	341492	171155	170337
District - West Godavari (15)	1037659	529538	508121	824167	422045	402122	213492	107493	105999
District - Krishna (16)	1182006	610781	571225	688208	358636	329572	493798	252145	241653
District - Guntur (17)	1305677	673984	631693	855735	447415	408320	449942	226569	223373
District - Prakasam (18)	942914	493970	448944	762011	401129	360882	180903	92841	88062
District - Sri PottiSriramulu Nellore (19)	816642	428362	388280	566044	296270	269774	250598	132092	118506
District - Y.S.R. (20)	801139	415859	385280	526842	274731	252111	274297	141128	133169
District - Kurnool (21)	1258897	653140	605757	908750	474260	434490	350147	178880	171267
District - Anantapur (22)	1134176	588272	545904	812496	423897	388599	321680	164375	157305
District - Chittoor (23)	1096144	566589	529555	768864	399455	369409	327280	167134	160146
<b>Andhra Pradesh</b>	<b>13481035</b>	<b>6958432</b>	<b>6522603</b>	<b>9521396</b>	<b>4939538</b>	<b>4581858</b>	<b>3959639</b>	<b>2018894</b>	<b>1940745</b>

Source: Census, 2011

### Main Worker(5-19 years)in Andhra Pradesh,2011

District	Total Boys+Girls	Boys	Girls	Rural Boys+Girls	Boys	Girls	Urban Boys+Girls	Boys	Girls
District - Srikakulam (11)	53621	31069	22552	47961	27392	20569	5660	3677	1983
District - Vizianagaram (12)	60715	34512	26203	54193	29879	24314	6522	4633	1889
District - Visakhapatnam(13)	82449	48430	34019	62050	34261	27789	20399	14169	6230
District - East Godavari(14)	104424	80733	23691	87792	67850	19942	16632	12883	3749
District - West Godavari(15)	100552	66989	33563	89867	59158	30709	10685	7831	2854
District - Krishna (16)	104527	64329	40198	74453	43909	30544	30074	20420	9654
District - Guntur (17)	138521	76641	61880	107972	56217	51755	30549	20424	10125
District - Prakasam (18)	99416	56418	42998	90456	50201	40255	8960	6217	2743
District - Sri PottiSriramulu Nellore (19)	63912	42929	20983	53162	34684	18478	10750	8245	2505
District - Y.S.R. (20)	58498	36467	22031	43095	25241	17854	15403	11226	4177
District - Kurnool (21)	182120	96775	85345	154053	78288	75765	28067	18487	9580
District - Anantapur (22)	127646	75760	51886	103113	58816	44297	24533	16944	7589
District - Chittoor (23)	91359	55856	35503	76525	45273	31252	14834	10583	4251
<b>Andhra Pradesh</b>	<b>1267760</b>	<b>766908</b>	<b>500852</b>	<b>1044692</b>	<b>611169</b>	<b>433523</b>	<b>223068</b>	<b>155739</b>	<b>67329</b>

Source: Census, 2011

### Marginal Worker (5-19 years) in Andhra Pradesh, 2011

District	Total Boys+Girls	Boys	Girls	Rural Boys+Girls	Boys	Girls	Urban Boys+Girls	Boys	Girls
District - Srikakulam (11)	53240	24249	28991	50280	22573	27707	2960	1676	1284
District - Vizianagaram (12)	33885	15179	18706	31250	13649	17601	2635	1530	1105
District - Visakhapatnam(13)	78473	38966	39507	58715	27827	30888	19758	11139	8619
District - East Godavari (14)	52771	30798	21973	45392	26238	19154	7379	4560	2819
District - West Godavari (15)	36917	18830	18087	33518	16899	16619	3399	1931	1468
District - Krishna (16)	46473	23153	23320	32632	15659	16973	13841	7494	6347
District - Guntur (17)	43499	20452	23047	33341	15140	18201	10158	5312	4846
District - Prakasam (18)	41910	18183	23727	38963	16616	22347	2947	1567	1380
District - Sri PottiSriramulu Nellore (19)	33285	17146	16139	28720	14328	14392	4565	2818	1747
District - Y.S.R. (20)	39331	19082	20249	31582	14738	16844	7749	4344	3405
District - Kurnool (21)	72803	33562	39241	57223	25591	31632	15580	7971	7609
District - Anantapur (22)	60873	29469	31404	51900	24443	27457	8973	5026	3947
District - Chittoor (23)	39663	20599	19064	33632	17054	16578	6031	3545	2486
<b>Andhra Pradesh</b>	<b>633123</b>	<b>309668</b>	<b>323455</b>	<b>527148</b>	<b>250755</b>	<b>276393</b>	<b>105975</b>	<b>58913</b>	<b>47062</b>

Source: Census, 2011

### Child Labour (5-19 years)in Andhra Pradesh, 2011

District	Total	Boys	Girls	Rural	Boys	Girls	Urban	Boys	Girls
	Boys+Girls			Boys+Girls			Boys+Girls		
District - Srikakulam (11)	106861	55318	51543	98241	49965	48276	8620	5353	3267
District - Vizianagaram (12)	94600	49691	44909	85443	43528	41915	9157	6163	2994
District - Visakhapatnam(13)	160922	87396	73526	120765	62088	58677	40157	25308	14849
District - East Godavari (14)	157195	111531	45664	133184	94088	39096	24011	17443	6568
District - West Godavari (15)	137469	85819	51650	123385	76057	47328	14084	9762	4322
District - Krishna (16)	151000	87482	63518	107085	59568	47517	43915	27914	16001
District - Guntur (17)	182020	97093	84927	141313	71357	69956	40707	25736	14971
District - Prakasam (18)	141326	74601	66725	129419	66817	62602	11907	7784	4123
District - Sri PottiSriramulu Nellore (19)	97197	60075	37122	81882	49012	32870	15315	11063	4252
District - Y.S.R. (20)	97829	55549	42280	74677	39979	34698	23152	15570	7582
District - Kurnool (21)	254923	130337	124586	211276	103879	107397	43647	26458	17189
District - Anantapur (22)	188519	105229	83290	155013	83259	71754	33506	21970	11536
District - Chittoor (23)	131022	76455	54567	110157	62327	47830	20865	14128	6737
<b>Andhra Pradesh</b>	<b>1900883</b>	<b>1076576</b>	<b>824307</b>	<b>1571840</b>	<b>861924</b>	<b>709916</b>	<b>329043</b>	<b>214652</b>	<b>114391</b>

Source: Census, 2011

### Percentage of Child Labour to Child Population (5-19 years) in Andhra Pradesh, 2011

District	Total	Rural			Urban				
	Boys+Girls	Boys	Girls	Boys+Girls	Boys	Girls	Boys+Girls	Boys	Girls
District - Srikakulam (11)	14.26	14.28	14.25	15.55	15.21	15.92	7.34	9.09	5.58
District - Vizianagaram (12)	14.93	15.27	14.57	16.86	16.61	17.12	7.22	9.72	4.72
District - Visakhapatnam(13)	13.99	14.89	13.06	18.93	19.15	18.69	7.85	9.63	5.96
District - East Godavari (14)	11.45	15.98	6.77	12.91	17.85	7.75	7.03	10.19	3.86
District - West Godavari (15)	13.25	16.21	10.16	14.97	18.02	11.77	6.60	9.08	4.08
District - Krishna (16)	12.77	14.32	11.12	15.56	16.61	14.42	8.89	11.07	6.62
District - Guntur (17)	13.94	14.41	13.44	16.51	15.95	17.13	9.05	11.36	6.70
District - Prakasam (18)	14.99	15.10	14.86	16.98	16.66	17.35	6.58	8.38	
District - Sri PottiSriramulu Nellore (19)	11.90	14.02	9.56	14.47	16.54	12.18	6.11	8.38	3.59
District - Y.S.R. (20)	12.21	13.36	10.97	14.17	14.55	13.76	8.44	11.03	5.69
District - Kurnool (21)	20.25	19.96	20.57	23.25	21.90	24.72	12.47	14.79	10.04
District - Anantapur (22)	16.62	17.89	15.26	19.08	9.64	18.46	10.42	13.37	7.33
District - Chittoor (23)	11.95	13.49	10.30	14.33	15.60	12.95	6.38	8.45	4.21
<b>Andhra Pradesh</b>	<b>14.10</b>	<b>15.47</b>	<b>12.64</b>	<b>16.51</b>	<b>17.45</b>	<b>15.49</b>	<b>8.31</b>	<b>10.63</b>	<b>5.89</b>

Source: Census, 2011

**Percentage of Child Labour to Total Worker Population (5-19 years)  
in Andhra Pradesh, 2011**

Total	Rural			Urban			District		
	Boys+Girls	Boys	Girls	Boys+Girls	Boys	Girls	Boys+Girls	Boys	Girls
District - Srikakulam (11)	21.70	21.75	21.66	23.60	23.14	24.10	11.32	13.91	8.68
District - Vizianagaram (12)	22.59	23.11	22.03	25.35	25.03	25.68	11.20	14.99	7.37
District - Visakhapatnam (13)	21.15	22.44	19.79	28.02	28.42	27.62	12.17	14.80	9.33
District - East Godavari (14)	17.75	24.86	10.45	19.95	27.80	11.87	11.03	15.83	6.10
District - West Godavari (15)	20.7025.47	15.78	23.27	28.22	18.15	10.51	14.48	6.49	
District - Krishna (16)	20.44	23.04	17.68	24.11	26.01	22.08	14.90	18.53	11.11
District - Guntur (17)	21.57	22.29	20.79	25.20	24.61	25.84	14.37	17.68	10.87
District - Prakasam (18)	22.25	22.71	21.75	25.05	24.97	25.13	10.04	12.77	7.15
District - Sri PottiSriramulu	18.88	22.52	14.96	21.80	25.13	18.20	11.00	15.41	6.30
Nellore (19)									
District - Y.S.R. (20)	18.24	20.00	16.34	21.02	21.75	20.23	12.79	16.59	8.70
District - Kurnool (21)	29.95	29.72	30.19	34.10	32.52	35.77	18.85	22.21	15.29
District - Anantapur (22)	25.26	27.31	23.08	28.84	29.91	27.68	16.06	20.56	11.34
District - Chittoor (23)	18.20	20.61	15.65	21.51	23.58	19.30	10.05	13.24	6.67
<b>Andhra Pradesh</b>	<b>21.58</b>	<b>23.78</b>	<b>19.26</b>	<b>24.93</b>	<b>26.57</b>	<b>23.20</b>	<b>13.14</b>	<b>16.72</b>	<b>9.37</b>

Source: Census, 2011

**IDENTIFICATION OF OUT OF SCHOOL CHILDREN BY AWWs  
FOR THE YEAR 2012 IN COMBINED STATE  
OF ANDHRA PRADESH**

Sl.No	Name of the District	No .of AW Center	Data entered (No .of centres)	No. of OSC identified	Cumulative figures of out of school children received through Audio Conference
1	Srikakulam	4103	2923	1334	1577
2	Vizianagaram	3681	3272	2757	2757
3	Visakapatnam	4583	2815	1328	1328
4	East Godavari	4983	4596	5789	6674
5	West Godavari	3614	2833	2123	4017
6	Krishna	3769	3470	2889	3900
7	Guntur	4378	3820	5255	5255
8	Prakasam	4096	3595	6463	9380
9	Nellore	3773	2032	1433	4684
10	Chittoor	4851	4202	1935	3607
11	Kadapa	3780	3313	3564	4153
12	Ananthapur	3816	3419	5987	6027
13	Kurnool	3531	2898	8423	11865
14	Mahabubnagar	4819	3677	6374	15862
15	Rangareddy	2746	1229	1433	5292
16	Hyderabad	904	738	2664	3231
17	Medak	3285	2442	1888	2474
18	Nizamabad	2541	2202	3133	4023
19	Adilabad	3724	2964	5521	8236
20	Karimnagar	3555	3334	1389	1969
21	Warangal	4408	3862	3776	5495
22	Khammam	4259	3124	4157	4157
23	Nalgonda	4005	3837	3874	4072



## IDENTIFICATION OF OUT OF SCHOOL CHILDREN BY AWWS FOR THE YEAR 2012 IN ANDHRA PRADESH

Sl.No	Name of the District	No .of AW Center	Data entered (No .of centres)	No. of OSC identified	Cumulative figures of out of school children received through Audio Conference
1	Srikakulam	4103	2923	1334	1577
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11	Kadapa	3780	3313	3564	4153
12	Ananthapur	3816	3419	5987	6027
13	Kurnool	3531	2898	8423	11865
	<b>Total</b>	<b>52958</b>	<b>43188</b>	<b>49280</b>	<b>65224</b>

**DISTRICT WISE OUT OF SCHOOL CHILDREN SURVEY  
CONDUCTED BY RAJIVE VIDYA MISSION OF  
COMBINED STATE OF ANDHRA PRADESH FOR THE YEAR 2013**

<b>Sl. No.</b>	<b>Name of District</b>	<b>Out of School Children as per survey of RVM</b>
1	Adilabad	6005
2	Ananthapur	5775
3	Chittoor	1836
4	East Godavari	6429
5	Guntur	4296
6	Hyderabad	3351
7	Kadapa	3624
8	Karimnagar	1409
9	Khammam	5744
10	Krishna	3030
11	Kurnool	11918
12	Mahaboobnagar	13211
13	Medak	2444
14	Nalgonda	2645
15	Nizamabad	3526
16	Prakasam	9060
17	PS Nellore	6589
18	Ranga Reddy	4128
19	Srikakulam	1453
20	Visakhapatnam	1632
21	Vizianagaram	2748
22	Warangal	5264
23	West Godavari	3285
<b>Total</b>		<b>109402</b>

**DISTRICT WISE OUT OF SCHOOL CHILDREN SURVEY  
CONDUCTED BY RVM FOR THE YEAR 2013 IN A.P.**

<b>Sl. No.</b>	<b>Name of District</b>	<b>Out of School Children as per survey of RVM</b>
1	Ananthapur	5775
2	Chittoor	1836
3	East Godavari	6429
4	Guntur	4296
5	Kadapa	3624
6	Krishna	3030
7	Kurnool	11918
8	Prakasam	9060
9	PS Nellore	6589
10	Srikakulam	1453
11	Visakhapatnam	1632
12	Vizianagaram	2748
13	West Godavari	3285
<b>Total</b>		<b>61675</b>

## **GOVERNMENT OF ANDHRA PRADESH**

### **ABSTRACT**

#### **Labour Department - Appointment of Inspectors and fixation of their local limits under certain labour Legislations - Notification - Issued**

##### **LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LAB. IV) DEPARTMENT**

G.O. Ms. No. 37

Dated : 06-06-2008

Read the following :

1. G.O. Ms. No. 11, Labour, Employment, Training and factories (Lab. IV) Department, dated : 12.3.1998
2. G.O. Ms. No. 64, Labour, Employment, Training and Factories (Lab. IV) Department, dated : 01-06-2005
3. G.O. Ms. No. 26, Labour, Employment, Training and Factories (Lab. IV) Department, dated : 22-04-2008

#### **ORDER**

The following notification shall be published in the next issue of Andhra Pradesh Gazetted Extraordinary:

### **NOTIFICATION**

In exercise of the powers conferred by section 57 of the Andhra Pradesh Shops and Establishments Act, 1988; (2) sub-section (1) of section 19 of the Minimum Wages Act, 1948 (Central Zct XI of 1948) ; (3) sub-section (1) of section 4 of the Motor Transport Workers Act, 1961; (4) section 2@ and section 6 of the Beedi and Cigar Workers (Conditions of employment) Act, 1966; (5) sub-section (1) of section 28 of the contract Labour (Regulation & Abolition) Act 1970; (6) sub-section(3) of section 14 of the payment of wages Act, 1936 (Act No. IV of 1936); (7) Sub-section (1) of section 9 of the Equal Remuneration Act, 1976; (9) sub-section (1) of section 6 of the Andhra Pradesh Factories and Establishments (national festival and other Holidays) Act, 1974; (10) sub-section (1) of section 18 of the Andhra Pradesh Labour Welfare Fund Act, 1987; (11) sub-section (1) of section 27 of the Payment of Bouns Act, 1965 (12) sub-section (1) of section 8 of the Sales promotion Employees (Conditions of Service) Act, 1976; (13) section 14 of the maternity Benefit Act, 1961; (14) sub-section (1) of section 7A of the payment of Gratuity Act, 1972; (5) sub-section (1) of Section 20 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; (16) sub-section (1) of section 17B of the Working Journalists and other newspapers Employees (Conditions of Services) and Miscellaneous Provisions Act, 1955; (17) sub-section (2) and (3) of section 42 of the building and other construction workers (Regulation of Employment and conditions of service) Act, 1996 (Act No. XXVII of 1996) and in supersession of the notification issued in G.O. Ms.No. 11, Labour, Employment, Training and Factories Department, dated 12-3-1998, the Government of Andhra Pradesh hereby appoint the officers mentioned in the Schedule below at column (2) and the areas specified in column (3) against such officers to be the inspectors and Competent Authorities under the above Labour Acts.

## SCHEDULE

Sl.No.	Designation of officer	Jurisdiction
	Head office	
1.	Commissioner of Labour	Whole of the State
2.	Additional Commissioner of labour	Whole of the State
3.	Joint Commissioner of Labour (Head Office)	Whole of the State
4.	Joint Commissioner of Labour (Head Office)	Whole of the State
5.	Deputy Commissioner of Labour (Head Office)	Whole of the State
6.	Assistant Commissioner of labour -I, (Head Office)	Whole of the State
7.	Assistant Commissioner of labour - II, (Head Office)	Whole of the State
8.	Assistant Commissioner of Labour - III, (Head Office)	Whole of the State
9.	Assistant Commissioner of Labour - IV, (Head Office)	Whole of the State
<b>ZONE - I</b>		
10.	Joint Commissioner of Labour, Visakhapatnam	Srikakulam Vizinagaram and Visakhapatnam Districts
<b>Srikakulam District</b>		
11.	Deputy Commissioner of Labour, Srikakulam	Srikakulam District
12.	Assistant Commissioner of Labour, Srikakulam	Srikakulam District
13.	Assistant Commissioner of labour, Tekkali	Srikakulam District
14.	Assistant Labour Officer, Srikakulam, Circle - I	Srikakulam District
15.	Assistant Labour Officer, Srikakulam, Circle - II	Srikakulam District
16.	Assistant Labour Officer, Palasa	Srikakulam District
17.	Assistant Labour Officer, Hiramandalam	Srikakulam District
18.	Assistant Labour Officer, Rajam	Srikakulam District
19.	Assistant Labour Officer, Tekkali	Srikakulam District
20.	Assistant Labour Officer, Palakonda	Srikakulam District
21.	Assistant Labour Officer, Sompeta	Srikakulam District
22.	Assistant Labour Officer, Narasannapeta	Srikakulam District
<b>Vizinagaram District</b>		
23.	Deputy Commissioner of Labour, Vizinagaram	Vizinagaram District
24.	Assistant Commissioner of Labour, Vizinagaram	Vizinagaram District
25.	Assistant Commissioner of Labour, Parvathipuram	Vizinagaram District
26.	Assistant Labour Officer, Vizinagaram, Circle - I	Vizinagaram District
27.	Assistant Labour Officer, Vizinagaram	
<b>Circle II</b>		
28.	Assistant Labour Officer, Vizinagaram, Circle - III	Vizinagaram District
29.	Assistant Labour Officer, Kothavalasa	Vizinagaram District
30.	Assistant Labour Officer, Ceepurupalli	Vizinagaram District
31.	Assistant Labour Officer, S. Kota	Vizinagaram District
32.	Assistant Labour Officer, Parvatipuram	Vizinagaram District
33.	Assistant Labour Officer, Salur	Vizinagaram District
34.	Assistant Labour Officer, Bobbili	Vizinagaram District

### **VISAKHAPATNAM DISTRICT**

35. Deputy Commissioner of Labour, Visakhapatnam	Visakhapatnam District
36. Assistant Commissioner of Labour, Visakhapatnam - I	Visakhapatnam District
37. Assistant Commissioner of Labour, Visakhapatnam - II	Visakhapatnam District
38. Assistant Commissioner of Labour, Narsipatnam	Visakhapatnam District
39. Assistant Labour Officer, Visakhapatnam, Circle - I	Visakhapatnam District
40. Assistant Labour Officer, Visakhapatnam, Circle - II	Visakhapatnam District
41. Assistant Labour Officer, Visakhapatnam, Circle - III	Visakhapatnam District
42. Assistant Labour Officer, Visakhapatnam, Circle - IV	Visakhapatnam District
43. Assistant Labour Officer, Visakhapatnam, Circle - V	Visakhapatnam District
44. Assistant Labour Officer, Visakhapatnam, Circle - VI	Visakhapatnam District
45. Assistant Labour Officer, Visakhapatnam, Circle - VII	Visakhapatnam District
46. Assistant Labour Officer, Visakhapatnam, Circle - VIII	Visakhapatnam District
47. Assistant Labour Officer, Visakhapatnam, Circle - IX	Visakhapatnam District
48. Assistant Labour Officer, Visakhapatnam, Circle - X	Visakhapatnam District
49. Assistant Labour Officer, Anakapalli, Circle - I	Visakhapatnam District
50. Assistant Labour Officer, Anakapalli, Circle - II	Visakhapatnam District
51. Assistant Labour Officer, Bhimunipatnam	Visakhapatnam District
52. Assistant Labour Officer, Narsipatnam	Visakhapatnam District
53. Assistant Labour Officer, Yalamanchili	Visakhapatnam District
54. Assistant Labour Officer, Chodavaram	Visakhapatnam District

### **Zone - II**

55. Joint Commissioner of Labour, Eluru	East Godavari, West Godavari and Krishna Districts
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### **EAST GODAVARI DISTRICT**

57. Deputy Commissioner of Labour, Kakinada	East Godavari district
58. Assistant Commissioner of Labour, Kakinada	East Godavari District
59. Assistant Commissioner of labour, Rajahmundry	East Godavari District
60. Assistant Commissioner of labour, Amalapuram	East Godavari District
61. Assistant Labour Officer, Rajahmundry - I Circle	East Godavari District
62. Assistant Labour Officer, Rajahmundry - II Circle	East Godavari District
63. Assistant Labour Officer, Rajahmundry - III Circle	East Godavari District
64. Assistant Labour Officer, Rajahmundry - IV Circle	East Godavari District
65. Assistant Labour Officer, Kakinada - I Circle	East Godavari District
66. Assistant Labour Officer, Kakinada - II Circle	East Godavari District
67. Assistant Labour Officer, Kakinada - III Circle	East Godavari District
68. Assistant Labour Officer, Yeleswaram	East Godavari District
69. Assistant Labour Officer, Addateegala	East Godavari District
70. Assistant Labour Officer, Peddapuram	East Godavari District
71. Assistant Labour Officer, Rayavaram	East Godavari District
72. Assistant Labour Officer, Ramachandrapuram	East Godavari District
73. Assistant Labour Officer, Rampachodavaram	East Godavari District

74.	Assistant Labour Officer, Pithapuram	East Godavari District
75.	Assistant Labour Officer, Tuni	East Godavari District
76.	Assistant Labour Officer, Amalapuram	East Godavari District
77.	Assistant Labour Officer, Mandapeta	East Godavari District
78.	Assistant Labour Officer, Kothapeta	East Godavari District
79.	Assistant Labour Officer, Razole	East Godavari District

#### **WEST GODAVARI DISTRICT**

80.	Deputy Commissioner of Labour, Eluru	West Godavari District
81.	Assistant Commissioner of Labour, Eluru	West Godavari District
82.	Assistant Commissioner of labour, Narsapuram	West Godavari District
83.	Assistant Labour Officer, Eluru, Circle - I	West Godavari District
84.	Assistant Labour Officer, Eluru, Circle - II	West Godavari District
85.	Assistant Labour Officer, Tadepalligudem	West Godavari District
86.	Assistant Labour Officer, Nadadavole	West Godavari District
87.	Assistant Labour Officer, Kovvur	West Godavari District
88.	Assistant Labour Officer, Polavaram	West Godavari District
89.	Assistant Labour Officer, Chintalapudi	West Godavari District
90.	Assistant Labour Officer, Bhimavaram, Circle - I	West Godavari District
91.	Assistant Labour Officer, Bhimavaram, Circle - II	West Godavari District
92.	Assistant Labour Officer, Tanuku, Circle - I	West Godavari District
93.	Assistant Labour Officer, Tanuku, Circle - II	West Godavari District
94.	Assistant Labour Officer, Palakole	West Godavari District

#### **KRISHNA DISTRICT**

95.	Deputy Commissioner of Labour, Vijayawada	Krishna District
96.	Assistant Commissioner of Labour, Vijayawada	Krishna District
97.	Assistant Commissioner of Labour, Machilipatnam	Krishna District
98.	Assistant Commissioner of Labour, Gudiwada	Krishna District
99.	Assistant Labour Officer, Vijayawada, Circle - I	Krishna District
100.	Assistant Labour Officer, Vijayawada, Circle - II	Krishna District
101.	Assistant Labour Officer, Vijayawada, Circle - III	Krishna District
102.	Assistant Labour Officer, Vijayawada, Circle - IV	Krishna District
103.	Assistant Labour Officer, Vijayawada, Circle - V	Krishna District
104.	Assistant Labour Officer, Vijayawada, Circle - VI	Krishna District
105.	Assistant Labour Officer, Vijayawada, Circle - VII	Krishna District
106.	Assistant Labour Officer, Vijayawada, Circle - VIII	Krishna District
107.	Assistant Labour Officer, Vijayawada, Circle - XI	Krishna District
108.	Assistant Labour Officer, Nuzvidu	Krishna District
109.	Assistant Labour Officer, Jaggaiahpet	Krishna District
110.	Assistant Labour Officer, Nandigama	Krishna District
111.	Assistant Labour Officer, Tiruvuru	Krishna District
112.	Assistant Labour Officer, Machilipatnam, Circle - I	Krishna District

113. Assistant Labour Officer, Machilipatnam, Circle - II
114. Assistant Labour Officer, Avanigadda
115. Assistant Labour Officer, Vuyyur
116. Assistant Labour Officer, Gudivada
117. Assistant Labour Officer, Kaikaluru

Krishna District  
Krishna District  
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Krishna District

### **ZONE - III**

118. Joint Commissioner of labour, Guntur

Guntur, Ongole and  
Nellore Districts

### **GUNTUR DISTRICT**

119. Deputy Commissioner of labour, Guntur
120. Assistant Commissioner of labour, Guntur
121. Assistant Commissioner of Labour, Narasaraopet
122. Assistant Commissioner of Labour, Tenali
123. Assistant Labour Officer, Guntur, Circle - I
124. Assistant Labour Officer, Guntur, Circle - II
125. Assistant Labour Officer, Guntur, Circle - III
126. Assistant Labour Officer, Guntur, Circle - IV
127. Assistant Labour Officer, Guntur, Circle - V
128. Assistant Labour Officer, Guntur, Circle - VI
129. Assistant Labour Officer, Tenali, Circle - I
130. Assistant Labour Officer, Tenali, Circle - II
131. Assistant Labour Officer, Repalle
132. Assistant Labour Officer, Ponnuru
133. Assistant Labour Officer, Chilakalurupeta
134. Assistant Labour Officer, Narasaraopet
135. Assistant Labour Officer, Mangalagiri
136. Assistant Labour Officer, Macherla
137. Assistant Labour Officer, Sattenapalli
138. Assistant Labour Officer, Piduguralla
139. Assistant Labour Officer, Vinukonda
140. Assistant Labour Officer, Baptala
141. Assistant Labour Officer, Amaravathi

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### **ONGOLE DISTRICT**

142. Deputy Commissioner of labour, Ongole
143. Assistant Commissioner of Labour Ongole
144. Assistant Commissioner of Labour, Kandukuru
145. Assistant Labour Officer, Ongole, Circle - I
146. Assistant Labour Officer, Ongole, Circle - II
147. Assistant Labour Officer, Chirala, Circle - I
148. Assistant Labour Officer, Chirala, Circle - II
149. Assistant Labour Officer, Kandukuru
150. Assistant Labour Officer, Markapur

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151. Assistant Labour Officer, Kumbum
152. Assistant Labour Officer, Addanki
153. Assistant Labour Officer, Parchur
154. Assistant Labour Officer, Kanigiri

Ongole District  
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Ongole District

#### **NELLORE DISTRICT:**

155. Deputy Commissioner of Labour, Nellore
156. Assistant Commissioner of Labour, Nellore
157. Assistant Commissioner of Labour, Gudur
158. Assistant Labour Officer Nellore, Circle - I
159. Assistant Labour Officer Nellore, Circle - II
160. Assistant Labour Officer Nellore, Circle - I
161. Assistant Labour Officer Nellore, Circle - II
162. Assistant Labour Officer Nellore, Circle - III
163. Assistant Labour Officer Nellore, Circle - IV
164. Assistant Labour Officer Gudur
165. Assistant Labour Officer Naidupeta
166. Assistant Labour Officer Kavali
167. Assistant Labour Officer Atmakur
168. Assistant Labour Officer Udayagiri
169. Assistant Labour Officer Rapur

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#### **ZONE - IV**

170. Joint Commissioner of Labour, Kurnool

Kurnool, Kadapa, Anantapur  
and Chittoor Districts.

#### **KURNOOL DISTRICTS**

171. Deputy Commissioner of Labour, Kurnool
172. Assistant Commissioner of Labour, Kurnool
173. Assistant Commissioner of Labour Nandyal
174. Assistant Commissioner of Labour Adoni
175. Assistant Labour Officer Kurnool Circle - I
176. Assistant Labour Officer Kurnool Circle - II
177. Assistant Labour Officer Kurnool Circle - III
178. Assistant Labour Officer Kurnool Circle - IV
179. Assistant Labour Officer Nandyal Circle - I
180. Assistant Labour Officer Adoni Circle - I
181. Assistant Labour Officer Adoni Circle - II
182. Assistant Labour Officer Adoni Circle - III
183. Assistant Labour Officer Banaganapalle
184. Assistant Labour Officer Yemmiganoor
185. Assistant Labour Officer Nandikotkur
186. Assistant Labour Officer Atmakur
187. Assistant Labour Officer Alur
188. Assistant Labour Officer Dhone

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Kurnool District

### **ANANTHAPUR DISTRICT**

189. Deputy Commissioner of Labour, Anantapur	Anantapur District
190. Assistant Commissioner of Labour, Anantapur	Anantapur District
191. Assistant Commissioner of Labour, Dharmavaram	Anantapur District
192. Assistant Labour Officer, Anantapur, Circle - I	Anantapur District
193. Assistant Labour Officer, Anantapur, Circle - II	Anantapur District
194. Assistant Labour Officer, Hindupru, Circle - I	Anantapur District
195. Assistant Labour Officer, Hindupru, Circle - II	Anantapur District
196. Assistant Labour Officer, Gooty	Anantapur District
197. Assistant Labour Officer, Guntakal	Anantapur District
198. Assistant Labour Officer, Tadipatri	Anantapur District
199. Assistant Labour Officer, Dharmavaram	Anantapur District
200. Assistant Labour Officer, Penukonda	Anantapur District
201. Assistant Labour Officer, Rayadurg	Anantapur District
202. Assistant Labour Officer, Kadiri	Anantapur District

### **KADAPA DISTRICT**

203. Deputy Commissioner of Labour, Cuddapah	Kadapa District
204. Assistant Commissioner of Labour, Cuddapah	Kadapa District
205. Assistant Commissioner of Labour, Rajampet	Kadapa District
206. Assistant Labour Officer, Cuddapah, Circle - I	Kadapa District
207. Assistant Labour Officer, Cuddapah, Circle - II	Kadapa District
208. Assistant Labour Officer, Cuddapah, Circle - III	Kadapa District
209. Assistant Labour Officer, Proddutur, Circle - I	Kadapa District
210. Assistant Labour Officer, Proddutur, Circle - II	Kadapa District
214. Assistant Labour Officer, Rajampet	Kadapa District
212. Assistant Labour Officer, Rayachoti	Kadapa District
213. Assistant Labour Officer, Jammalamadugu	Kadapa District
214. Assistant Labour Officer, Badvel	Kadapa District
215. Assistant Labour Officer, Kamalapuram	Kadapa District

### **CHITTOOR DISTRICT**

216. Deputy Commissioner of Labour Tirupati	Chittoor District
217. Assistant Commissioner of Labour, Chittoor	Chittoor District
218. Assistant Commissioner of Labour, Madanapalle	Chittoor District
219. Assistant Commissioner of Labour, Tirupathi	Chittoor District
220. Assistant Labour Officer, Tirupathi, Circle - I	Chittoor District
221. Assistant Labour Officer, Tirupathi, Circle - II	Chittoor District
222. Assistant Labour Officer, Tirupathi, Circle - III	Chittoor District
223. Assistant Labour Officer, Chittoor, Circle - I	Chittoor District
224. Assistant Labour Officer, Chittoor, Circle - II	Chittoor District
225. Assistant Labour Officer, Srikalahasti	Chittoor District
226. Assistant Labour Officer, Puttoor	Chittoor District
227. Assistant Labour Officer, Pileru	Chittoor District

228. Assistant Labour Officer, Madanapalle  
229. Assistant Labour Officer, Punganur  
230. Assistant Labour Officer, Kuppm

Chittoor District  
Chittoor District  
Chittoor District

#### **Zone V**

231. Joint Commissioner of Labour, Warangal

Warangal, Khammam,  
Karimnagar and Adilabad  
Districts

#### **WARANGAL DISTRICT**

232. Deputy Commissioner of Labour, Warangal  
233. Assistant Commissioner of Labour, Warangal  
234. Assistant Commissioner of Labour, Mahabubabad  
235. Assistant Labour Officer, Warangal, Circle - I  
236. Assistant Labour Officer, Warangal, Circle - II  
237. Assistant Labour Officer, Warangal, Circle - II  
238. Assistant Labour Officer, Hanamkonda  
239. Assistant Labour Officer, Kazipet  
240. Assistant Labour Officer, Narsampet  
241. Assistant Labour Officer, Janagoan  
242. Assistant Labour Officer, Parkal  
243. Assistant Labour Officer, Thorur  
244. Assistant Labour Officer, Mulugu  
245. Assistant Labour Officer, Mahabubabad

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#### **KHAMMAM DISTRICT**

246. Deputy Commissioner of Labour, Khammam  
247. Assistant Commissioner of Labour, Khammam  
248. Assistant Commissioner of Labour, Kothagudem  
249. Assistant Labour Officer, Khammam, Circle - I  
250. Assistant Labour Officer, Khammam, Circle - II  
251. Assistant Labour Officer, Madhira  
252. Assistant Labour Officer, Sathupaly  
253. Assistant Labour Officer, Kothagudem  
254. Assistant Labour Officer, Munuguru  
255. Assistant Labour Officer, Yellendu  
256. Assistant Labour Officer, Bhadrachalam

Khammam District  
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Khammam District

#### **KARIMNAGAR DISTRICT**

257. Deputy Commissioner of Labour, Karimnagar  
258. Assistant Commissioner of Labour, Karimnagar  
259. Assistant Commissioner of Labour, Jagityal  
260. Assistant Labour Officer, Karimnagar, Circle - I  
261. Assistant Labour Officer, Karimnagar, Circle - II  
262. Assistant Labour Officer, Peddapally  
263. Assistant Labour Officer, Godavarikhani

Karimnagar District  
Karimnagar District  
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Karimnagar District

264. Assistant Labour Officer, Manthani	Karimnagar District
265. Assistant Labour Officer, Huzurabad	Karimnagar District
266. Assistant Labour Officer, Jagitial	Karimnagar District
267. Assistant Labour Officer, Metpally	Karimnagar District
268. Assistant Labour Officer, Sircilla	Karimnagar District

#### **ADILABAD DISTRICT**

269. Deputy Commissioner of Labour, Adilabad	Adilabad District
270. Assistant Commissioner of Labour, Adilabad	Adilabad District
271. Assistant Commissioner of Labour, Manchiryal	Adilabad District
272. Assistant Labour Officer, Adilabad , Circle - I	Adilabad District
273. Assistant Labour Officer, Adilabad , Circle - II	Adilabad District
274. Assistant Labour Officer, Nirmal	Adilabad District
275. Assistant Labour Officer, Echoda	Adilabad District
276. Assistant Labour Officer, Bhainsa	Adilabad District
277. Assistant Labour Officer, Mancheria , Circle - I	Adilabad District
278. Assistant Labour Officer, Mancheria, Circle - II	Adilabad District
279. Assistant Labour Officer, Beltempally	Adilabad District
280. Assistant Labour Officer, Sirpurkaghaznagar	Adilabad District
281. Assistant Labour Officer, Utnoor	Adilabad District

#### **ZONE - VI**

282. Joint Commissioner of Labour, Rangareddy Zone, Hyderabad	Mahaboobnagar, Nalgonda, Medak, Nizamabad Districts and Ranga Reddy Districts excluding erstwhile Municipalities of Kukatpalli, Uppal kalan Alwal and Malkajgiri
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#### **RANGAREDDY DISTRICT**

283. Deputy Commissioner of Labour, Ranga Reddy District, Hyderabad	Rangareddy District excluding erstwhile Municipalities of Kukatpalli, Uppal kalan Alwal and Malkajgiri
284. Assistant Commissioner of Labour, Ranga Reddy	- do -
285. Assistant Commissioner of Labour, Vikarabad	- do -
286. Assistant Labour Officer, Vikarabad	- do -
287. Assistant Labour Officer, Balanagar	- do -
288. Assistant Labour Officer, Tandur	- do -
289. Assistant Labour Officer, R.R. Head Quarters	- do -
290. Assistant Labour Officer, Shamshabad	- do -
291. Assistant Labour Officer, Dilshuknagar	- do -
292. Assistant Labour Officer, Ibrahimpatnam	- do -
293. Assistant Labour Officer, Nacharam	- do -
294. Assistant Labour Officer, Moula-Ali	- do -

### **MEDAK DISTRICT**

295. Deputy Commissioner of Labour, Sanga Reddy	Medak Distirct
296. Assistant Commissioner of Labour, Sanga Reddy	Medak District
297. Assistant Commissioner of Labour, Patancheru	Medak District
298. Assistant Labour Officer, Ramayampet	Medak District
299. Assistant Labour Officer, Medak	Medak District
300. Assistant Labour Officer, Narayankhed	Medak District
301. Assistant Labour Officer, Sangareddy	Medak District
302. Assistant Labour Officer, Zaheerabad	Medak District
303. Assistant Labour Officer, Patancheru	Medak District
304. Assistant Labour Officer, Narsapur	Medak District
305. Assistant Labour Officer, Gajwel	Medak District
306. Assistant Labour Officer, Siddipet	Medak District

### **MAHABUBNAGAR DISTRICT**

307. Deputy Commissioner of Labour, Mahaboobnagar	Mahaboobnagar District
308. Assistant Commissioner of Labour, Mahaboobnagar	Mahaboobnagar District
309. Assistant Commissioner of Labour, Gadwalk	Mahaboobnagar District
310. Assistant Labour Officer, Achampet	Mahaboobnagar District
311. Assistant Labour Officer, Gadwel	Mahaboobnagar District
312. Assistant Labour Officer, Narayanpet	Mahaboobnagar District
313. Assistant Labour Officer, Wanaparthy	Mahaboobnagar District
314. Assistant Labour Officer, Kalwakurthy	Mahaboobnagar District
315. Assistant Labour Officer, Shadnagar	Mahaboobnagar District
316. Assistant Labour Officer, Mahabubnagar, Circle - I	Mahaboobnagar District
317. Assistant Labour Officer, Mahabubnagar, Circle - II	Mahaboobnagar District
318. Assistant Labour Officer, Nagar Kurnool	Mahaboobnagar District

### **NALGONDA DISTRICT**

319. Deputy Commissioner of Labour, Nalgonda	Nalgonda District
320. Assistant Commissioner of Labour, Nalgonda	Nalgonda District
321. Assistant Commissioner of Labour, Suryapet	Nalgonda District
322. Assistant Labour Officer, Ramannapet	Nalgonda District
323. Assistant Labour Officer, Miryalguda	Nalgonda District
324. Assistant Labour Officer, Suryapet	Nalgonda District
325. Assistant Labour Officer, Devarakonda	Nalgonda District
326. Assistant Labour Officer, Bhonghir	Nalgonda District
327. Assistant Labour Officer, Nakrelkal	Nalgonda District
328. Assistant Labour Officer, Nalgonda	Nalgonda District
329. Assistant Labour Officer, Kodad	Nalgonda District

### **NIZAMABAD DISTRICT**

330. Deputy Commisioner of Labour, Nizamabad	Nizamabad District
331. Assistant Commisioner of Labour, Nizamabad	Nizamabad District
332. Assistnat Commisioner of Labour, Kamareddy	Nizamabad District
333. Assistant Labour Officer, Bodhan	Nizamabad District
334. Assistant Labour Officer, Armoor	Nizamabad District
335. Assistant Labour Officer, Bheemgal	Nizamabad District
336. Assistant Labour Officer, Banswada	Nizamabad District
337. Assistant Labour Officer, Nizamabad, Circle - I	Nizamabad District
338. Assistant Labour Officer, Nizamabad, Cirlce - II	Nizamabad District
339. Assistant Labour Officer, Kamareddy	Nizamabad District
340. Assistant Labour Officer, Nizamabad, Circle - III	Nizamabad District

### **TWIN CITIES REGION, HYDERABAD**

341. Joint Commissioner of Labour, Hyderabad ( Twin Cities)	Hyderabad district and erstwhile Municipalities of Kukatpalli, Uppla, kalan Alwal and Malkajgiri of Ranga Reddy district
342. Deputy Commissioner of Labour, Hyderabad - I	-do-
343. Deputy Commissioner of Labour, Hyderabad - II	-do-
344. Assistant Commissioner of Labour, Hyderabad - 1	-do-
345. Deputy Commissioner of Labour, Hyderabad - 2	-do-
346. Deputy Commissioner of Labour, Hyderabad - 3	-do-
347. Deputy Commissioner of Labour, Hyderabad - 4	-do-
348. Assistant Labour Officer , Hyderabad - 1	-do-
349. Assistant Labour Officer , Hyderabad - 2	-do-
350. Assistant Labour Officer , Hyderabad - 3	-do-
351. Assistant Labour Officer , Hyderabad - 4	-do-
352. Assistant Labour Officer , Hyderabad - 5	-do-
353. Assistant Labour Officer , Hyderabad - 6	-do-
354. Assistant Labour Officer , Hyderabad - 7	-do-
355. Assistant Labour Officer , Hyderabad - 8	-do-
356. Assistant Labour Officer , Hyderabad - 9	-do-
357. Assistant Labour Officer , Hyderabad - 10	-do-
358. Assistant Labour Officer , Hyderabad - 11	-do-
351. Assistant Labour Officer , Hyderabad - 12	-do-
360. Assistant Labour Officer , Hyderabad - 13	-do-
361. Assistant Labour Officer , Hyderabad - 14	-do-
362. Assistant Labour Officer , Hyderabad - 15	-do-
363. Assistant Labour Officer , Hyderabad - 16	-do-
364. Assistant Labour Officer , Hyderabad - 17	-do-
365. Assistant Labour Officer , Hyderabad - 18	-do-

366. Assistant Labour Officer , Hyderabad - 19	-do-
367. Assistant Labour Officer , Hyderabad - 20	-do-
368. Assistant Labour Officer , Hyderabad - 21	-do-
369. Assistant Labour Officer , Hyderabad - 22	-do-
370. Assistant Labour Officer , Hyderabad - 23	-do-
371. Assistant Labour Officer , Hyderabad - 24	-do-
372. Assistant Labour Officer , Hyderabad - 25	-do-
373. Assistant Labour Officer , Hyderabad - 26	-do-
374. Assistant Labour Officer , Hyderabad - 27	-do-
375. Assistant Labour Officer , Hyderabad - 28	-do-
376. Assistant Labour Officer , Hyderabad - 29	-do-
377. Assistant Labour Officer , Hyderabad - 30	-do-
378. Assistant Labour Officer , Hyderabad - 31	-do-
379. Assistant Labour Officer , Hyderabad - 32	-do-
380. Assistant Labour Officer , Hyderabad - 33	-do-
381. Assistant Labour Officer , Hyderabad - 34	-do-
382. Assistant Labour Officer , Hyderabad - 35	-do-
383. Assistant Labour Officer , Hyderabad - 36	-do-
384. Assistant Labour Officer , Hyderabad - 37	-do-

**Note :** The Assistant Labour Officers and Assistant Commissioner of labour shall exercise district wise jurisdiction in specific duties like squad inspections and other inspections authorized by teh concerned Joint Commissioner of Labour. In normal duties they exercise the functions of inspectors in their respective areas assigned to them by the Commissioner of Labour and the concerned Joint Commissioner of Labour.

(BY ORDER AND IN THE NAME OF THE GOVERNMENT OF ANDHRA PRADESH)

**Bhanwar Lal**  
Principal Secretary to Government



