



M. 2

78086

**ABSTRACT**

Child Labour – Declaration of Districts as “Child Labour free in all occupations and Adolescent Labour Free in hazardous occupations and processes” – Guidelines and Criteria – Revised – Orders Issued.

**LABOUR WELFARE AND SKILL DEVELOPMENT (U2) DEPARTMENT**



**Dated: 12.12.2023.**

சோபகிருது வருடம் - கார்த்திகை-26,

திருவள்ளூர் ஆண்டு 2054.

**Read:**

- G.O. (2D) No.24, Labour and Employment (U1) Department, dated 23.03.2007.
- G.O. (Ms.) No.8, Labour and Employment (U2) Department, dated 30.01.2019.
- From the Principal Secretary / Commissioner of Labour, letter No.T1/21312/2022, dated 19.07.2022 and 16.10.2023.

**ORDER:**

In the Government Order first read above, orders have been issued approving the guidelines and criteria for the District Collectors to declare their Districts as “Child Labour Free”.

2. As per the provisions available in the amended Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, employment of children in any occupation and adolescent in certain hazardous occupations and processes is prohibited. Accordingly, orders have been issued approving the “State Action Plan (SAP) for Eradication of Child Labour in all occupations and Eradication of Adolescent Labour in hazardous occupations and processes vide the Government Order second read above. As defined in the State Action Plan, the Districts need to be declared as “Child / Adolescent Labour Free” before the year 2025.

3. In the letter third read above, the Principal Secretary / Commissioner of Labour has sent a proposal to revise the existing guidelines and criteria, to declare a District as “Child Labour and Adolescent Labour Free” as per the provisions available in the amended Child Labour and Adolescent Labour (Prohibition and Regulation) Act, 1986 to the Government for approval.

4. The Government after careful consideration of the above proposal, and in supersession of the guidelines issued in the Government Order first read above hereby ~~revises~~ <sup>revises</sup> the Guidelines and Criteria for the District Collectors to declare their Districts as "Child Labour and Adolescent Labour Free" as in the annexure to this order.

5. The Departments noted in the address entry are requested to extend their fullest co-operation to the District Collectors and the Commissioner of Labour for the successful implementation of the State Action Plan for Eradication of Child Labour and Adolescent Labour and that the Guidelines and Criteria are satisfied. The District Collectors who play a vital role in achieving convergence of services of all Governmental and non-Governmental agencies are requested to ensure the provisions which satisfy with the Guidelines and Criteria before declaring the Districts as "Child Labour free in all occupations and Adolescent Labour Free in hazardous occupations and processes".

6. The Principal Secretary / Commissioner of Labour shall monitor the performance of the District Collectors in this regard and report to Government.

**(BY ORDER OF THE GOVERNOR)**

**KUMAR JAYANT  
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT.**

To

- The Principal Secretary to Government,  
Municipal Administration and Water Supply Department, Chennai-600 009.
- The Principal Secretary to Government,  
Rural Development and Panchayat Raj Department, Chennai- 600 009.
- The Principal Secretary to Government,  
Home, Prohibition and Excise Department, Chennai -600 009.
- The Secretary to Government,  
School Education Department, Chennai-600 009.
- The Additional Chief Secretary to Government,  
Health and Family Welfare Department, Chennai-600 009.
- The Principal Secretary to Government,  
Social Welfare and Women Empowerment Department, Chennai-600 009.
- The Principal Secretary / Commissioner of Labour, Chennai-600 006.
- The Director of Industrial Safety and Health, Chennai- 600 032.
- The Commissioner of Employment and Training, Chennai-600 032.
- The Director of Medical and Rural Health Services (ESI), Chennai-600 023.
- The Commissioner of Municipal Administration, Chennai-600 005.
- ✓ The Commissioner of Rural Development, Chennai- 600 015.
- The Director General of Police, Chennai-600 004.
- The Director of School Education, Chennai-600 006.
- The Director of Elementary Education, Chennai- 600 008.

The State Project Director, Sarva Shiksha Abhiyan, Chennai-600 006.  
The Director of Public Health and Preventive Medicines, Chennai-600006.  
The Director of Social Welfare, Chennai-600 015.  
The Director for Information and Public Relations, Chennai-600 009.  
All District Collectors (Through CoL).

Copy to:

The Senior Personal Assistant to Hon'ble Minister for Labour Welfare and Skill Development Department, Chennai-600 009.

The Senior Private Secretary to Chief Secretary to Government,  
Chennai-600 009.

The Senior Principal Private Secretary to

Additional Chief Secretary to Government,

Labour Welfare and Skill Development Department, Chennai-600 009.

Stock File / Spare copies. (C. No.13774/U2/2022)

**//FORWARDED BY ORDER //**

*Cecilia*  
*15.12.22*  
**SECTION OFFICER**  
*FF*  
*15/12/2022*

**ANNEXURE-I****GUIDELINES AND CRITERIA FOR THE DISTRICT COLLECTORS TO DECLARE A DISTRICT AS CHILD LABOUR FREE IN ALL OCCUPATION AND ADOLESCENT LABOUR FREE IN HAZARDOUS OCCUPATIONS AND PROCESSES****I. ACTION PLAN**

For declaring a District as "Child Labour Free in all occupations and Adolescent Labour Free in Hazardous occupations and processes" the following action plan should be framed, in consonance with State Action Plan.

- a) Rural Action Plan
- b) District Action Plan
- c) Block-wise Action Plan

Special attention for identification of hazardous industries to be given.

**II. MEETINGS**

Meetings of Stake Holders, NGOs, Employers Association, District Child and Adolescent Labour Rehabilitation cum Welfare Committee, Line Departments should be conducted once in a month. Follow up action on the minutes of the meeting should be monitored in the next meeting.

**III. ENFORCEMENT**

- a) Identification and Elimination of Child and Adolescent Labour through SS (Samagra Shiksha) data and Enforcement data.
- b) Carrying maximum number of enforcement activities along with District Child Protection Unit.
- c) "Rehabilitation policy for children in street situation" should be co-ordinated with "Illam Thedi Kalvi" scheme.
- d) Education for migrant children at the residing area.
- e) The District collectors have to ensure that any child labour complaints received from the PENCIL portal / Public / NGO's should have been immediately addressed.

**IV. ENROLLMENT, SKILL DEVELOPMENT AND RETENTION**

- a) Children under age of 14 rescued in all occupations should have been enrolled in special / regular schools. Counselling to children and parents should have been given before school admission. Based on their interest, the children / Adolescents need to be enrolled in school or Skill Development Centres.

- b) While enrolling children in formal schools, Standard Operating Procedures (SOP) for implementation of Section 12(1) (c) of Right of Children to Free and Compulsory Education Act, 2009 laid down by NCPCR shall be duly followed.
- c) Providing of Skill Development and Employment opportunities to the rescued Adolescent Labour from Hazardous occupations.
- d) 100% education and retention rate of the rescued children in special/regular schools to be ensured.

#### **V. TRACKING OF CHILDREN WITHDRAWN FROM CHILD LABOUR**

- a) Child rescued / identified under any survey should have been enrolled in school through Samagra Shiksha and mainstreamed into regular school.
- b) Tracking of such child, to avoid further dropouts.
- c) Panchayat Raj Institutions should be involved to monitor each child at all levels.

#### **VI. FAMILY REHABILITATION**

- a) Mother of the rescued child labour should have been enrolled in the existing Self Help Groups.
- b) Identification of Child Labour families (in rural and urban) and rehabilitating them by providing financial assistance and poverty alleviation programmes. Giving priority to those parents including urban migrant parents in Government Welfare Schemes. Registration of such parents in Unorganized Workers Welfare Boards.

#### **VII. AWARENESS AND TRAINING**

- a) Awareness generation programmes and training activities along with District Child Protection unit, Education Department, Labour Department and NGOs should be conducted periodically.
- b) Training and Sensitization for all levels of officials.

#### **VIII. COMMUNITY PARTICIPATION**

- a) Self Help Groups should have been involved in the Campaign.
- b) Community Participation through Grama Sabha meetings and special schemes to eradicate Child / Adolescent Labour should be conducted at Panchayat / Municipality / Corporation Level.
- c) The local bodies / Village Education Committee should have declared their village / Ward / Town Panchayat – Panchayat Union / Municipality / Corporation as Child Labour free in all occupations and Adolescent Labour free in hazardous occupations and Processes.

## **IX. RESOLUTIONS TO BE PASSED**

Declarations such as "Child Labour free in all occupations and Adolescent Labour free in hazardous occupations and Processes" should have been obtained from all Village Panchayats, Special Village Panchayats, Municipalities and Corporations.

## **X. CERTIFICATION**

- a) The Deputy Director of Industrial Safety and Health and Assistant Commissioner of Labour (Enforcement) should have certified that their jurisdiction is free from Child Labour in all occupations and Adolescent Labour in hazardous occupations and processes.
- b) The District Child and Adolescent Labour Rehabilitation cum Welfare Society should have recorded in its minutes that the district can be declared as Child Labour free both in hazardous and non-hazardous employments and Adolescent Labour in hazardous employments in organized and unorganized sectors.
- c) All Departments should include a condition in tender documents to furnish a Self-Declaration as a mandatory attachment, certifying that "no form of child labour or bonded labour is employed anywhere in their supply chains" as ordered vide G.O. (Ms.) No.73, Labour Welfare and Skill Development (U1) Department, dated 24.04.2023.

## **XI. PROPOSAL**

The District Collector shall send his proposal to the Commissioner of Labour for declaration of the respective District as mentioned above for evaluation in triplicate along with a panel of atleast 3 independent evaluating agencies within the district or adjoining district or elsewhere within the State.

## **XII. EVALUATION**

- a) The Commissioner of Labour shall fix the Evaluating Agency to evaluate the proposal and issue certificate in the prescribed format.
- b) Rectification of the Evaluation Report should have been done by the District Collector.

## **XIII. PUBLIC NOTICE**

After due examination of the evaluation agency, the Public Notice should have been given by the District Collector to call for specific objection with facts and figures through News Papers (one in Tamil and one in English) and in the District Gazette to declare the District as mentioned above in the prescribed format (Annexure-II).

**XIV. SENDING PROPOSAL**

After fulfilling the above all factors, District Collectors should send their proposal to declare their District as "Child Labour Free in all occupations and Adolescent Labour Free in Hazardous occupations and processes" to the Commissioner of Labour. After due examination, commissioner of Labour will give approval to it.

**XV. DECLARATION**

The District Collector shall declare the district as "Child Labour Free in all occupations and Adolescent Labour Free in Hazardous occupations and processes" in the prescribed format as given in Annexure-III and publish it in the District Gazette and in News Papers.

**XVI. SUSTAINABILITY**

- a) Once a district is declared as "Child Labour Free in all occupations and Adolescent Labour Free in Hazardous occupations and processes" the District Collector should keep constant vigil over the district, through the Stake holders and ensure that there is no recurrence of Child Labour and Adolescent Labour in the district, which should be a continuous process.
- b) The District Administration should take steadfast efforts for enrolment and retention of children/Adolescents and rehabilitation of their families.
- c) The District Collector should monitor the status of the Child Labour / Adolescent Labour rescued and rehabilitated in monthly review meeting of the District officials and the Stakeholders regularly to ensure that there will not be any relapse of Child Labour / Adolescent Labour.

**KUMAR JAYANT**  
**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT**

//TRUE COPY//

*Recd*  
*15.12.23.*  
**SECTION OFFICER**  
*FF*  
*15/12/2023*

ANNEXURE-II

R.c. No.

Office of the District Collector,  
..... District.  
Dated:PUBLIC NOTICE

Please take notice that it is proposed to declare ..... District as **“Child Labour Free in respect of hazardous / non-hazardous occupations and Adolescent Labour Free in hazardous occupations”** both in the organized and **unorganized sectors of the District** as on ....., after due examination and careful consideration of the evaluation report of ..... (Name and Address of the Agency which prepared the evaluation report) prepared in compliance to the Guidelines and Criteria prescribed by the Government in G.O. (Ms.) No.183, Labour Welfare and Skill Development (U2) Department, dated 12.12.2023 and after taking all facts, figures and related information into consideration and duly satisfying myself fully of the same. Whosoever has any objection to the above proposal may file the same in writing to the District Collector with specific facts and figures by registered post with acknowledgement due on or before ..... failing which it will be presumed that none has any objection whatsoever to the above proposal and a declaration will be issued accordingly as proposed above without any further notice.

Signature:  
Designation:

Note: Strike out whichever is not applicable.

**KUMAR JAYANT**  
**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT.**

// TRUE COPY //

*Recd*  
*15.12.23*  
**SECTION OFFICER**

*8-87*  
*15/12/2023*



ANNEXURE-III

R.c. No.

Office of the District Collector,  
..... District.

Dated:

DECLARATION

I, ..... the District Collector of ..... District, after due examination and careful consideration of the evaluation report of ..... (Name and Address of the Agency which prepared the evaluation report) prepared in compliance to the Guidelines and Criteria prescribed by the Government in G.O. (Ms.) No.183, Labour Welfare and Skill Development (U2) Department, dated 12.12.2023 and after taking all relevant facts, figures, related information and objections received in response to this office Notice No..... dt..... into consideration and after duly satisfying myself fully to declare ..... District as "Child Labour Free in all occupations and Adolescent Labour Free in hazardous occupations and processes" as on ....., both in the organized and unorganized sectors of the district, hereby declare ..... District as "Child Labour Free in respect of hazardous / non-hazardous employments / Adolescent Labour Free in hazardous occupations" both in the organized / unorganized sectors as on ....."

Signature:

Name:

Designation:

Office Seal:

Note: Strike out whichever is not applicable.

**KUMAR JAYANT**  
**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT.**

// TRUE COPY //

*Received*  
*15.12.23*  
**SECTION OFFICER**  
*FF*  
*15/12/2023*