

No. 11013/6/2006-Estt. (A)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)

.....  
New Delhi, Dated the 31<sup>st</sup> August, 2006

**OFFICE MEMORANDUM**

Subject : Prohibition regarding employment of children below the age of 14 years – instructions regarding.

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The undersigned is directed to invite attention to rule 22-A of the CCS (Conduct) Rules, 1964 which provides that no Government servant shall employ to work any child below the age of 14 years.

2. It is enshrined in Part-IV of the Constitution relating to Directive Principles of State Policy that the State shall, in particular direct its policy towards securing that the citizens, men and women equally have the right to an adequate means of livelihood and that children are given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and that childhood and youth are protected against exploitation and against moral and material abandonment. The Central Government/State Governments have taken various measures in pursuance of these principles for ameliorating the pitiable conditions of children below 14 years. With a view to improving economic and social conditions of children below 14 years of age and to encourage them to go to schools and become enlightened citizens of tomorrow, various measures have been taken by the Central Government/State Governments for further improving their lot.

3. The Central Government has also enacted Child Labour (Prohibition & Regulation) Act, 1986 in keeping with this objective. The Ministry of Labour and Employment have further augmented vide Notification S.O. 1029 (E), dated 10<sup>th</sup> July, 2006, the following occupations in the Schedule to the Act, namely :-

In the Schedule to the said Act, in Part A, under the heading "Occupations", after item (13) and the entry relating thereto, the following items and entries shall be added, namely :-

"(14) Employment of children as domestic workers or servants;  
(15) Employment of children in dhabas (road-side eateries), restaurants, hotels, motels, tea-shops, resorts, spas or other recreational centres."

The above Notification will come into effect from 10<sup>th</sup> October, 2006 and has penal provisions of fine (upto Rs. 20,000) or imprisonment (upto one year), or both.

4. It may be seen from the above that with the proposed Notification by the Ministry of Labour and Employment which will come into effect from 10<sup>th</sup> October, 2006, employment of children below the age of 14 years will not only be a violation of the Conduct Rules but it will also be an offence under the said Act. These instructions should be followed by all Government servants in letter and spirit and in case any violation is reported, necessary disciplinary action for violating the Conduct Rules as well as legal action may be taken against such a Government servant.

5. All Ministries/Departments as well as State Governments are accordingly requested to give wide publicity to the provisions of the said Notification and in case any violation is noticed on the part of any Government servant, in this regard, action for violating rule 22-A of the CCS (Conduct) Rules, 1964 as also in terms of the said Notification may be initiated against such a Government servant.

*D.P. Khatree*  
(D.P. Khatree)

Under Secretary to the Govt. of India

To

All Ministries/Departments of the Government of India.

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1. Comptroller and Auditor General of India, New Delhi
2. Lok Sabha Secretariat/Rajya Sabha Secretariat/Ministry of Parliamentary Affairs..
3. Union Public Service Commission, New Delhi.
4. President's Secretariat/Vice-President's Secretariat/ Prime Minister's Office.
5. Election Commission of India, New Delhi.
6. Central Vigilance Commission, New Delhi.
7. Staff Selection Commission, New Delhi.
8. Central Bureau of Investigation, New Delhi.
9. Chief Secretaries of all State Governments/Union Territory Administrations.
10. All Attached and Subordinate Offices of the Ministry of Personnel, Public Grievances and Pensions and Ministry of Home Affairs.
11. All Officers and Sections in the Ministry of Personnel, PG and Pensions and Ministry of Home Affairs.  
(200 spare copies).

*D.P. Khatree*  
(D.P. Khatree)

Under Secretary to the Govt. of India