

(i) in clause 4.2, the following sub-clause shall be substituted, namely:—

“4.2 Enterprises engaging a minimum of 60% of Goan manpower on regular employment are eligible for benefits under this scheme”.

Explanation:— (a) for the purpose of this condition, employees who are employed on the enterprises payroll for minimum 120 days in a year and works for minimum 12 days in a month for at least 8 months shall be considered as ‘regular’).

This has been issued with the concurrence of Finance (Expenditure) Department vide U. O. No. 1400082950 dated 01-09-2024.

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Industries).

Porvorim, 16th September, 2024.



Department of Labour

Notification

24/06/2022/LAB/574

Whereas, the draft Rules, namely the Goa Child and Adolescent Labour (Prohibition and Regulation) (Amendment) Rules, 2024 which the Government of Goa proposed to make in exercise of the powers conferred by section 13 read with section 18 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (Central Act No. 61 of 1986) so as to amend the Goa Child Labour (Prohibition and Regulation) Rules, 1994, were pre-published as required by sub-section (1) of section 18 of the said Act vide the Government Notification No. 24/06/2022/LAB dated 10th June, 2024 of the Department of Labour, in the Official Gazette, Series I No. 11 dated 13th June, 2024, inviting objections and suggestions from all the persons likely to be affected thereby within 30 days from the publication of the said notification in the Official Gazette.

And whereas, the said Official Gazette was made available to the public on 13-06-2024;

And whereas, no suggestions or objections have been received from the public on the said draft Rules by the Government within the stipulated period.

Now, therefore, in exercise of the powers conferred by section 13 read with section 18 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (Central Act No. 61 of 1986) and all other powers enabling it in this behalf, the Government of Goa hereby makes the following rules so as to amend the Goa Child Labour (Prohibition and Regulation) Rules, 1994, namely:—

1. *Short title and commencement.*— (1) These Rules may be called the Goa Child and Adolescent Labour (Prohibition and Regulation) (Amendment) Rules, 2024.

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

2. *Amendment of rule 1.*— In rule 1 of the Goa Child Labour (Prohibition and Regulation) Rules, 1994 (hereinafter referred to as the “principal Rules”), in sub-rule (1), for the words “Child Labour”, the words “Child and Adolescent Labour” shall be substituted.

3. *Amendment of rule 2.*— In rule 2 of the principal Rules,—

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

‘(a) “Act” means the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (61 of 1986);

(ii) clause (b) shall be omitted.

(iii) after clause (c), the following clause shall be inserted, namely:—

“(ca) “Fund” means the Child and Adolescent Labour Rehabilitation Fund constituted under sub-section (1) of section 14B of the Act”;

(iv) after clause (d), the following clauses shall be inserted, namely:—

“(da) “Inspector” means the Inspector appointed by the Government under section 17;

“(db) “Municipality” means an institution of self-Government constituted under article 243Q of the Constitution of India;

“(dc) “Panchayat” means a Panchayat constituted under article 243B of the Constitution of India.”.

4. *Insertion of new rules 2A to 2C.*— After rule 2 of the principal Rules, the following rules shall be inserted, namely:—

“2A. *Awareness on prohibition of employment of child and adolescents in contravention to Act.*— The Government to ensure that the children and adolescents are not employed or permitted to work in any occupation or process in contravention to the provisions of the Act, through appropriate measures, shall,—

(a) arrange public awareness campaigns using folk and traditional media and mass media including television, radio, internet based application and the print media to make the general public, including the employers and the children and adolescents who may be employed in contravention to the provisions of the Act, aware about the provisions of the Act, and thereby discourage employers or other persons from engaging children and adolescents in any occupation or process in contravention of the provisions of the Act;

(b) promote reporting of enterprises or instances of employment of children or adolescents in contravention to the provisions of the Act, by developing and advertising easily accessible means of communication to authorities specified by the Government;

(c) display to the possible extent the provisions of the Act, these rules and any other information relating thereto in railway coaches, at railway stations,

major bus stations, ports and port authorities, airports and other public places including shopping centers, markets, cinema halls, hotels, hospitals, panchayat offices, police stations, resident welfare association offices, industrial areas, schools, court complexes, and offices of all authorities authorised under the Act;

(d) promote through appropriate method the inclusion of the provisions of the Act in learning material and syllabus in school education; and

(e) promote inclusion of training and sensitisation material on the provisions of the Act and the responsibilities of various stakeholders thereto, in police, judicial and civil service academies, teachers training and refresher courses and arrange sensitisation programmes for other relevant stakeholders including, panchayat members, doctors and concerned officials of the Government.

2B. *Child to help his family without affecting education.*— (1) Subject to the provisions of section 3, a child may, without affecting his school education, in any manner,—

(a) help his family in his family enterprise, subject to the condition that such help,—

(i) shall not be in any hazardous occupation or process listed in Part A and B of the Schedule to the Act;

(ii) shall not include work or occupation or process at any stage of the production, supply or retail chain that is remunerative for the child or his family or the family enterprise;

(iii) shall only be allowed to help in his family, or in a family enterprise, where his family is the occupier;

(iv) shall not perform any tasks during school hours or between 7 p.m. and 8 a.m.;

(v) shall not be engaged in such tasks of helping which hinders or interferes with the right to education of the child, or his attendance in the school, or which may adversely affect his education including activities which are inseparably associated to complete education such as homework or any extracurricular activity assigned to him by the school;

(vi) shall not be engaged in any task continuously without rest which may make him tired and shall be allowed to take rest to fresh his health and mind, and a child shall not help for more than three hours excluding the period of rest in a day;

(vii) shall not include in anyway substitution of the child for an adult or adolescent while helping his family or family enterprise; and

(viii) shall not be in contravention to any other law for the time being in force;

(b) aid or assist his family in such manner which is not incidental to any occupation, work, profession, manufacture or business, or for any payment or benefit to the child or any other person exercising control over the child, and which is not detrimental to the growth and overall development of the child.

Explanation 1.— For the purposes of this rule, only,—

(a) biological brother and sister of the child;

(b) brother or sister of the child through lawful adoption by the parents of the child; and

(c) biological brother and sister of the parents of the child,

shall be included for comprising the family of a child.

Explanation 2.— For the purposes of Explanation 1, it is hereby clarified that preliminarily, any doubt as to whether a person is a biological brother or sister, may be removed by examining the pedigree of such person issued by the concerned Municipality or Panchayat, as the case may be, or any other legal document issued by concerned authority of the Government.

(2) Where a child receiving education in a school remains absent consecutively for thirty days without intimation to the Principal or Head Master of the school, then, the Principal or Head Master shall report such absence to the concerned nodal officer referred to in clause (i) of sub-rule (1) of rule 25C for information.

2C. Child to work as an artist.— (1) Subject to the provisions of section 3, a child may be allowed to work as an artist subject to the following conditions, namely:—

(a) no child shall be allowed to work for more than five hours in a day, and for not more than three hours without rest;

(b) any producer of any audio-visual media production or any commercial event involving the participation of a child, shall involve a child in participation only after obtaining the permission from the District Magistrate of the district where the activity is to be performed and shall furnish to the District Magistrate before starting the activity an undertaking in Form E hereto and the list of child participants, consent of parents, name of the individual from the production or event who shall be responsible for the safety and security of the child;

(c) the undertaking referred to in clause (b) shall be valid for six months and shall clearly state the provisions for education, safety, security and reporting of child abuse in consonance with the guidelines and protection policies issued

by the Government from time to time for such purpose including—

- (i) ensuring facilities for physical and mental health of the child;
- (ii) timely nutritional diet of the child;
- (iii) safe, clean shelter with sufficient provisions for daily necessities; and
- (iv) compliance to all laws applicable for the time being in force for the protection of children, including their right to education, care and protection, and against sexual offences;
- (d) appropriate facilities for education of the child to be arranged so as to ensure that there is no discontinuity from his lessons in school;
- (e) one responsible person be appointed for maximum of five children for the production or event, so as to ensure the protection, care and best interest of the child;
- (f) at least twenty percent of the income earned by the child from the production or event to be directly deposited in a fixed deposit account in a nationalised bank in the name of the child which may be credited to the child on attaining majority; and
- (g) no child shall be made to participate in any audio visual and sports activity against his will and consent.

(2) For the purposes of clause (c) to the Explanation to sub-section (2) of section 3, the expression “such other activity” contained therein, shall mean:—

- (i) any activity where the child himself is participating in a sports competition or event or training for such sports competition or event;
- (ii) cinema shows on television, internet, radio or any other media including reality shows which includes quiz shows and talent shows;

(iii) drama serials;

(iv) participation as anchor of a show or events; and

(v) any other artistic performances which the Government permits in individual cases, which shall not include street performance for monetary gain.”.

5. *Omission of rule 3.*— Rule 3 of the principal Rules shall be omitted.

6. *Substitution of rule 4.*— For rule 4 of the principal Rules, the following rule shall be substituted, namely:—

“4. *Hours of work.*— No Adolescent shall be employed or permitted to work in any establishment or class of establishments to which part III of the Act applies, for more than 5 hours on any day.”.

7. *Omission of rules 6 to 22.*— Rules from 6 to 22 of the principal Rules shall be omitted.

8. *Substitution of rule 23.*— For rule 23 of the principal Rules, the following rule shall be substituted, namely:—

“23. *Health measures and safety education.*— (1) Every establishment shall be kept clean and free from effluvia arising from any drain or other nuisance.

(2) Effective and suitable provisions shall be made in every establishment for securing and maintaining healthy atmosphere in work room by providing the following facilities, namely:—

(a) adequate ventilation for the circulation of fresh air; and

(b) such room temperatures as are required for the workers for reasonable conditions of comfort and prevention of injury to the health keeping in view the climatic conditions.

(3) In every establishment effective arrangement shall be made to provide and maintain at suitable points conveniently situated for all adolescent labourers employed therein, a sufficient supply of wholesome drinking water.

(4) In every establishment sufficient latrines and urinals accommodations shall be provided.

(5) Every establishment employing adolescent labour shall impart sufficient safety education to the adolescent labour before their engagement.”.

9. *Amendment of rule 24.*— In rule 24 of the principal Rules, in sub-rule (1), for the word “children”, the word “adolescents” shall be substituted.

10. *Insertion of new rule 24A.*— After rule 24 of the principal Rules, the following rule shall be inserted, namely:—

“24A. *Payment of amount to child or adolescent from and out of Child and Adolescent Labour Rehabilitation Fund.*—

(1) The amount credited, deposited or invested, as the case may be, under sub-section (3) of section 14B, to the Child and Adolescent Labour Rehabilitation Fund and the interest accrued on it, shall be paid to the child or adolescent in whose favour such amount is credited in the following manner, namely:—

(i) the Inspector or the nodal officer having jurisdiction shall, under his supervision, ensure that an account of such child or adolescent is opened in a nationalised bank and inform the bank in which the amount of the Fund is deposited or, as the case may be, to the officer responsible to invest the amount of the Fund under sub-section (3) of section 14B;

(ii) the interest accrued on the proportionate amount of the Fund in favour of the child or adolescent shall be biannually transferred to the account of the child or adolescent, as the case may be, by the bank or officer responsible to invest the amount under information to the Inspector;

(iii) when the concerned child or adolescent completes the age of eighteen

years, then, as soon as may be possible forthwith or within a period of three months, the total amount credited, deposited or invested in favour of the child along with interest accrued thereon including the interest remaining in the bank or remaining so invested under sub-section (3) of section 14B, shall be transferred to the said bank account of child or adolescent, as the case may be; and

(iv) the Inspector shall prepare a report of the amount transferred under clause (ii) and clause (iii) with particulars of the concerned child or adolescent sufficient to identify him and send a copy of the report annually to the Government of Goa for information.

(2) Any amount recovered by way of fine or for composition of offence in pursuance of an order or judgement of a Court in favour of a child or adolescent for the contravention of the provisions of the Act, shall also be deposited in the Fund and shall be spent in accordance with such order or judgement.”.

11. *Substitution of rule 25.*— For rule 25 of the principal Rules, the following rule shall be substituted, namely:—

“25. *Certificate of age.*— (1) Where an Inspector has an apprehension that any adolescent has been employed in any of the occupation or processes in which he is prohibited to be employed under section 3A of the Act, he may require the employer of such adolescent to produce to the Inspector a certificate of age from the appropriate medical authority.

(2) The appropriate medical authority shall, while examining an adolescent for issuing the certificate of age under sub-rule (1), take into account:—

(i) the Aadhar card of the adolescent, and in the absence thereof;

(ii) the date of birth certificate from school or the matriculation or equivalent

certificate from the concerned examination Board of the adolescent, if available, and in the absence thereof;

(iii) the birth certificate of the adolescent given by a corporation or a municipal authority or a panchayat,

and only in the absence of the methods specified in clauses (i) to (iii), the age shall be determined by such medical authority through an ossification test or any other latest medical age determination test.

(3) The ossification test or any other latest medical age determination test shall be conducted on the order of the appropriate authority of the rank of Labour Commissioner as may be specified by the Government of Goa in this behalf and such determination shall be completed within fifteen days from the date of such order.

(4) The certificate of age referred to in sub-rule (1) shall be issued in Form C.

(5) The charges payable to the medical authority for the issue of the certificate of age shall be same as specified by the Government of Goa, as the case may be, for their Medical Boards.

(6) The charges payable to the medical authority shall be borne by the employer of the adolescent whose age is determined under this rule.

Explanation.— For the purposes of this rule,—

(i) the “medical authority” means a 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 or hospitals;

(ii) “adolescent” means an adolescent as defined in clause (i) of section 2 of the Act.”.

12. *Insertion of new rules 25A to 25E.*— After rule 25 of the principal Rules, the following rules shall be inserted, namely:—

“25A. *Persons to file complaint.*— Any person who may file a complaint under the Act for commission of any offence include school teachers and representatives from school management committee, child protection committee, Panchayat or Municipality, who shall be sensitised to file complaint, in the event that any of students in their respective schools is employed in contravention to the provisions of the Act.

25B. *Manner of compounding the offence.*— (1) An accused person,—

(i) who commits an offence first time under sub-section (3) of section 14; or

(ii) who being parent or a guardian, commits an offence under the said section, may file application to the District Magistrate having jurisdiction for compounding the offence under sub-section (1) of section 14D.

(2) The District Magistrate shall after hearing the accused person and the Inspector concerned on application filed under sub-rule (1), dispose of the application and if the application is allowed, issue the certificate of compounding, subject to—

(i) the payment of a sum of fifty percent; of the maximum fine provided for such offence within a time to be specified in such certificate; or

(ii) the payment of an additional sum of twenty-five percent; of the maximum fine provided for such offence together

with the compounding amount specified under clause (i), if the accused person fails to pay the compounding amount under the said clause within the specified time, and such delayed payment shall be made within a further period as may be specified by the District Magistrate.

(3) The compounding amount shall be paid by the accused person to the Government of Goa.

(4) If the accused person fails to pay the compounding amount under sub-rule (2), then, the proceeding shall be continued as specified under sub-section (2) of section 14D.

25C. *Duties of District Magistrate.*— (1) The District Magistrate shall,—

(i) specify such officers subordinate to him, as he considers necessary, to be called the nodal officers, who shall exercise all or any of the powers and perform all or any of the duties of the District Magistrate conferred and imposed on him by the Government of Goa under section 17A.

(ii) assign such powers and duties, as he thinks appropriate, to a nodal officer to be exercised and performed by him within his local limits of jurisdiction as subordinate officer;

(iii) preside over as chairperson of the Task Force to be formed in a district consisting of—

(a) Inspector appointed under section 17 for the purposes of his local limits of jurisdiction;

(b) Superintendent of Police for the purposes of his local limits of jurisdiction;

(c) Additional District Magistrate for the purposes of his local limits of jurisdiction;

(d) Nodal officer referred to under clause (i) for the purposes of his local limits of jurisdiction;

(e) Assistant Labour Commissioner for the purposes of his local limits of jurisdiction;

(f) two representatives each from a voluntary organisation involved in rescue and rehabilitation of employed children in the district on rotation basis for a period of two years;

(g) a representative of the District Legal Services Authority to be nominated by the District Judge; and

(h) a member of the District Anti-trafficking Unit;

(i) Chairperson of the Child Welfare Committee of the District;

(j) District Child Protection Officer in the District under the Integrated Child Protection Scheme of the Ministry of the Government of India dealing with women and child development;

(k) District Education Officer;

(l) any other person nominated by the District Magistrate;

(m) Secretary of the Task Force shall be any of the nodal officers referred to in clause (i) and nominated by the Chairperson.

(2) The Task Force referred to in clause (iii) of sub-rule (1) shall meet at least once in every month and shall make a comprehensive action plan for conducting the rescue operation, taking into account

the time available, point of raid in accordance with the law for the time being in force, confidentiality of the plan, protection of victims and witnesses and the interim relief in accordance with the guidelines for rescue and repatriation issued by the Government of Goa from time to time; and the Task Force shall also cause to upload the minutes of such meeting on the portal created for such purpose by the Government.

(3) In addition to the duties referred to in sub-rule (1), the District Magistrate shall ensure through nodal officers that the children and adolescents who are employed in contravention of the provisions of the Act are rescued and shall be rehabilitated in accordance with the provisions of—

(i) the Juvenile Justice (Care and Protection of Children) Act, 2015 (2 of 2016) and the rules made thereunder;

(ii) the Bonded Labour System (Abolition) Act, 1976 (19 of 1976);

(iii) the Central Sector Scheme for Rehabilitation of Bonded Labourers, 2016;

(iv) any National Child Labour Project;

(v) any other law or scheme for the time being in force under which such children or adolescents may be rehabilitated; and subject to—

(I) the directions, if any, of a court of competent jurisdiction;

(II) the guidelines for rescue and repatriation issued by the Government of Goa from time to time in this regard.

25D. *Duties of Inspectors.*— An Inspector appointed by the Government under section 17, for the purposes of securing

compliance with the provisions of the Act, shall—

(i) comply with the norms of inspection issued by the Government from time to time;

(ii) comply with the instructions issued by the Government from time to time for the purposes of securing the compliance with the provisions of the Act; and

(iii) report the Government quarterly regarding the inspection made by him for the purposes of securing the compliance with the provisions of the Act and the action taken by him for such purposes.

25E. *Periodical inspection and monitoring.*— The Government shall create a system of monitoring and inspection for carrying into effect the provisions of section 17 which may include,—

(i) the number of periodical inspection to be conducted by the Inspector of the places at which the employment of children is prohibited and hazardous occupations or processes are carried out;

(ii) the intervals at which an Inspector shall report to the Government complaints received to him relating to the subject matter of inspection under clause (i) and the details of action taken by him thereafter;

(iii) maintenance of record electronically or otherwise of—

(a) children and adolescent found to be working in contravention of the provisions of the Act including children who are found to be engaged in family or family enterprises in contravention of the Act;

(b) number and details of the offences compounded;

(c) details of compounding amount imposed and recovered; and

(d) details of rehabilitation services provided to children and adolescents under the Act.”.

13. *Omission of rules 26, 27 and 28.*— Rules 26, 27 and 28 of the principal Rules shall be omitted.

14. *Omission of Form A.*— Form A appended to the principal Rules shall be omitted.

15. *Amendment of Form B.*— In Form B appended to the principal Rules, in the heading of column 2, for the words “Name of child”, the words “Name of adolescent” shall be substituted.

16. *Insertion of new Form E.*— After Form D appended to the principal Rules, the following Form shall be inserted, namely:—

“FORM E

[See rule 2C(b)]

**Undertaking under rule 2C(b) of the
Goa Child and Adolescent Labour (Prohibition and Regulation) Rules, 1994**

I producer of an audio visual media production or organiser of a commercial event, involving the participation of the following child/children, namely:—

Sl. No. Name of the Child/Parent's/Guardian's Address

Children Name

do hereby undertake that in the course of the involvement of the above mentioned child/children in the event (specify the event), there shall be no violation of any provision of the Goa Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (61 of 1986) and the Child and Adolescent Labour (Prohibition and Regulation) Rules, 1994 and full care shall be taken of the physical and mental health and other requirements of the child/children so that he/they should not feel any inconvenience. I also undertake that during the event, all laws applicable for the time being in force for the protection of children, including their right to education, care and protection, and legal provisions against sexual offences will be complied.

Dated:

(Name and Signature of the Producer).”.

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 16th September, 2024.