

# The Sindh Prohibition of Employment of Children Rules, 2019

LABOUR & HUMAN RESOURCES DEPARTMENT

[Karachi, dated the 20th February, 2020]

Notification No. L-II-2-15/2018. – In exercise of the powers conferred by Section 19 of the Sindh Prohibition of Employment of Children Act, 2017 (Sindh Act No. III of 2017), the Government of Sindh are pleased to make the following rules, namely : –

1. Short title and commencement. – (1) These rules may be called the Sindh Prohibition of Employment of Children Rules, 2019.

(2) These shall come into force at once.

(3) They shall extend to the whole Province of Sindh

2. Definitions. – (1) In these rules, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them : –

(a) "Act" means the Sindh Prohibition of Employment of Children Act, 2017 (Sindh Act No. III of 2017);

(b) "Form" means a Form appended to these rules.

(2) The words and expression used but not defined in these rules shall have the same meanings as assigned to them in the Act.

3. **Powers of Inspector.** - An Inspector appointed by Government may enter into any establishment if he has reason to believe that a child or adolescent workers are employed therein and may take evidence on the spot or otherwise, make such inspection of the premises as may be required under the Act, and of any prescribed register or other record, and exercised such other powers of inspection as may be required for carrying out the purposes of the Act.

4. **Period of work for adolescents.** - (1) No adolescent shall be allowed to work in the establishment for more than six hours in a day.

(2) The period of work on each day shall be so fixed that no period shall exceed three hours and that no adolescent shall work for more than three hours before he had an interval at least one hour for rest.

(3) The period of work of adolescent shall be so arranged that inclusive of the interval for rest under sub-rule (2) it shall not exceed seven hours including the time spent on waiting for work on any day.

(4) The employer shall send a notice of periods of work to Inspector of an area prescribed in Form "A" in respect of adolescents employed.

5. **Weekly holidays.** - (1) An adolescent shall be allowed in each week a holiday for the whole day, a notice of which shall be exhibited by the occupier on a notice board prominently displayed at a conspicuous place in the establishment, and the day so specified shall not be altered by the occupier more than once in three months.

(2) The specified holiday shall be notified by the occupier to the Inspector having the jurisdiction of his area as prescribed in Form "B".



6. **Certificate of age.** – (1) The prescribed Medical Authority after examination may grant in the prescribed form a certificate of age in respect of a child worker or an adolescent worker :

Provided that the provision shall not apply in case of NADRA's Form B and Birth Certificate is produced, for determination of age.

(2) For the purpose of these Rules, prescribed Medical Authority means –

- (i) Medical Superintendent or a MBBS Doctor employed in any Government Hospital; or
- (ii) A Certifying Surgeon or Medical Inspector appointed under Sindh Factories Act, 2015; or
- (iii) A MBBS Doctor who has 10 year's post qualification experience and not connected with the affairs of such factory/establishment.

7. **Form of certificate of age.** – A certificate of age granted under Rule 6 shall be in Form 'C'.

8. **Form of register for Adolescent Workers.** – The register to be maintained in respect of adolescent workers shall in Form 'D'.

9. **Maintenance of Record in Electronic Form.** – All documents, records, registers to be maintained under the Act may also be maintained in electronic form subject to conditions that such record is maintained strictly as per provisions of Electronic Transactions Ordinance, 2002 or any other Federal or Provincial law enacted for the purpose.

**FORM 'A'**

[See rule 4 (4)]

**NOTICE OF PERIODS FOR WORK  
ADOLESCENTS EMPLOYED**

Name of factory

Place here situated

Hour of starting work

Hour of closing work

Period of  
rest interval

From \_\_\_\_\_ To \_\_\_\_\_

Weekly holidays given on

Date : .....

Signature of

Manager .....

**FORM 'B'**

[See rule 5(2)]

**REGISTER OF HOLIDAYS WITH PAY  
FOR ADOLESCENT WORKERS**

Factory .....

Department .....

Serial No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Serial No. in the register of adult/child workers																				
Name																				
Father's name																				
Date of entry into service																				
Interruption	Sickness and accident																			
	Authorized leave																			
	Lockout and legal strike																			
	Involuntary unemployment																			
Others																				
Holiday's w.e.f.																				
Whether Holidays not desired during the next 12																				
Date from which the worker is allowed leave																				
Remuneration Paid	First moiety																			
	Second moiety																			
Name of the nominee																				
Discharged worker	Date of discharge																			
	Date and amount of payment in lieu of																			
Dates on which the worker	(a) Casual leave																			
	(b) Sick leave																			
	(c) Festival Holidays																			
Remarks																				



**FORM 'C'**

[See rule 7]

**FORM OF CERTIFICATE OF AGE  
FOR ADOLESCENT**

I hereby certify that I have personally examined (Name)  
\_\_\_\_\_ s/o \_\_\_\_\_  
resident of \_\_\_\_\_ who is  
employed or intends to work in the occupation/process in  
(Name of Establishment) \_\_\_\_\_  
has completed his \_\_\_\_\_.

His descriptive marks is \_\_\_\_\_.

Signature and thumb  
Impression of  
child/adolescent

Signature  
Examining  
Surgeon

(Countersigned)  
Certifying  
Surgeon

**FORM 'D'**

[See rule 8]

**REGISTER OF ADOLESCENT WORKERS**

Name of Establishment .....

.....

S. No.	Name of Adolescent	Father's Name	Date of Birth	Date of Employment	Nature of Work