



THE EMPLOYMENT OF CHILDREN ACT, 1991



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THE SCHEDULE.

**PART I
OCCUPATIONS**

**PART II.
PROCESSES**

THE EMPLOYMENT OF CHILDREN ACT, 1991

**ACT NO. V OF 1991

An Act to prohibit the employment of children in certain occupations and to regulate the conditions of work of children.

PART I

PRELIMINARY

1. Short Title, Extent and Commencement.—(1) This Act may called the Employment of Children Act, 1991.

(2) It extends to the whole of Pakistan.

(3) The provisions of this Act, shall come into force at once.

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

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

(ii) “appropriate Government” means the Federal Government in relation to an establishment under the control of the Federal Government, and in all other cases, the Provincial Government concerned;

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

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

(v) “establishment” includes a shop, commercial establishment, workshop, factory, farm, residential hotel or restaurant;

(vi) “factory” means any premises, including the precincts thereof, whereon ten or more workers are working or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on or is ordinarily, carried on with or without the aid of power but does not include a mine, subject to the operation of the Mines Act, 1923 ([IV of 1923](#)).

**This Act shall apply to FATA. vide S.R.O. No.1294 (1)/98, dated 16-11-1998.*

**For Punjab Amendment, pl. see Punjab Act. X of 2011.*

- (vii) “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;
- (viii) “occupier” in relation to an establishment, means the person who has the ultimate control over the affairs of the establishment;
- (ix) “Inspector” means an official duly appointed and notified, as an inspector for the purpose of this Act by the Federal Government or the Provincial Government concerned;
- (x) “port authority” means any authority administering a port;
- (xi) “prescribed” means prescribed by rules made under section 18 of this Act;
- (xii) “week” means a period of seven days beginning at mid-night on Thursday night or such other night as may be approved in writing for a particular area by the Inspector;
- (xiii) “workshop” means any premises (including the precincts thereof) wherein any industrial process is carried on.
- (xiv) “mine” means any excavation where any operation for the purpose of searching for or obtaining minerals has been or is being carried on, and includes all work, machinery, tramways and sidings, whether above or below grounds, in or adjacent to or belonging to a mine:

Provided that it shall not include any part of such premises on which a manufacturing process is being carried on unless such process is a process for coke making on the dressing of minerals.

PART II

PROHIBITION OF EMPLOYMENT OF CHILDREN IN CERTAIN OCCUPATIONS AND PROCESSES

3. Prohibition on Employment. No child shall be employed or permitted to work in any of the occupations set forth in Part I of the Schedule or in any workshop wherein any of the processes set forth in Part II of that Schedule is carried on:

Provided that nothing in this section shall apply to any establishment wherein such process is carried on by the occupier with the help of his family or to any school established, assisted or recognized by Government.

4. Amendment of Schedule. The Federal Government, may by notification in the official Gazette, add any occupation or process to the Schedule and thereupon the Schedule shall be deemed to have been amended accordingly three months after the date of the notification.

5. National Committee on the Rights of the Child.—(1) The Federal Government may, by notification in the official Gazette, constitute a National Committee to be called the National Committee on the “Rights of the Child”, to perform the functions visualized in Article 43 of the US Convention on the Rights of the Child, and to advise the Federal Government for the purpose of addition of occupations and processes to the Schedule.

(2) The Committee shall consist of a Chairman and 10 other experts of high moral standing and recognized competence.

PART III

REGULATION OF CONDITIONS OR 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 or adolescent 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 an interval of at least one hour for rest.

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

(4) No child shall be permitted or required to work between 7.00 p.m. to 8.00 a.m.

(5) No child shall be required or permitted to work over-time.

(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 displayed 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.