

Finin2min

[Labour Publication Series](#)

Labour & Manpower Law Publication Series

# Part 1 - Child and Adolescent Labour

Independent and State Labour Laws | Statutory text/source record, practical procedure, controls, remedies and Q&A.

Review date: 2026-07-18 Authors: CA Nikhil Gupta & Kajri Singh Source modules:

31 Official source viewer + local analytical map

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Independent and State Labour Laws Child and Adolescent Labour four-step compliance flowchart

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

**Source protocol.** Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

## Decision flow

Coverage → Statutory trigger → Procedure/form → Evidence → Remedy/appeal

## Official source

[Open current official source](#)

## Finin2min Summary - Chapter in 2 Minutes

This chapter turns child and adolescent labour into an operational control file. It covers Section 1, Section 10, Section 11, Section 12; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

## Who is covered

Coverage depends on the specific Central or State law, location, establishment type, workforce category and event date; State/UT instruments must be checked separately.

## Part 1 - Child and Adolescent Labour

### FININ2MIN LEGAL FLOW

#### Independent and State Labour Laws — Child and Adolescent Labour



Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Use this flow with the chapter provision map, implementation controls, evidence checklist, limitation/forum review and remedy framework. Confirm the operative Central and State instruments on the event date.

## Part 1 - Child and Adolescent Labour

### Finin2min implementation explanation

Maintain a controlled implementation file for Part 1 - Child and Adolescent Labour: coverage and event date, operative Central/State instrument, responsible owner, approval and authority, form/portal step, due date, calculation basis, supporting evidence, exception, escalation and closure proof. Reconcile payroll, HR, finance, contractor and legal records before sign-off.

### Practical example

A vendor proposes engaging a 16-year-old for a task. Verify age, occupation/process restrictions, working conditions, school/training interface and State enforcement requirements before access is allowed.

### Calculation / control template

Control calculation: verified population or transaction base  $\times$  applicable notified rate/amount  $\times$  eligible period, adjusted for statutory inclusions, exclusions, ceilings, interest, compensation and prior payments. Reperform the calculation from retained source data.

## **Main obligations and rights**

- Section 1
- Section 10
- Section 11
- Section 12
- Section 13
- Section 14

## **Key thresholds and timelines**

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

## **Forms, registers and evidence**

- Register
- Return
- Nomination
- Retain classification, calculation, approval, communication, acknowledgement and payment/filing proof.

## **Employer risk snapshot**

Highest practical risks: using Central assumptions without checking the location-specific Act, Rules, rates, forms and authorities.

## **Employee/worker remedy snapshot**

Core protection: location-specific working-condition, leave, holiday, welfare and wage protections under the applicable State law. Confirm the authority, limitation and appeal route stated in this chapter.

## **Old law / transition**

There is no single all-India substitution rule. Apply the current State/UT Act, Rules, notifications and saved instruments for the location.

## **Five-point professional checklist**

1. Freeze the event date, establishment, location and person/worker classification.
2. Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.

3. Reperform the calculation or decision test and document every exception or approval.
4. Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
5. Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for child and adolescent labour, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

[Download one-page Finin2min cheat sheet](#)

## Index

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 | Finin2min  
 Finin min Home Employment law L11–L20 / Child and Adolescent Labour  
 (Prohibition and Regulation) Act, 1986 L20 · Independent Protection Law Child  
 and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision-wise  
 employer and supply-chain repository for child and adolescent labour  
 prohibitions, permitted family-enterprise exception controls, hazardous work,  
 records, inspections, penalties and rehabilitation. Authors: Nikhil Gupta & Kajri  
 Singh Data reviewed on 17 July 2026 India-first legal repository Provision pages  
 Every operative or expressly repealed provision is separately indexed. Rule/form  
 layers Current principal rules, amendments or forms are mapped. Control lenses  
 Applicability, prevention, evidence, authority and consequence. Provision index  
 Section 1 — Short title, extent and commencement. Section 2 — Definitions.  
 Section 3 — Prohibition of employment of children in any occupation and process.  
 Section 3A — Prohibition of employment of adolescents in certain hazardous  
 occupations and processes. Section 4 — Power to amend the Schedule. Section 5 —  
 Technical Advisory Committee. Section 6 — Application of Part. Section 7 — Hours  
 and period of work. Section 8 — Weekly holidays. Section 9 — Notice to Inspector.  
 Section 10 — Disputes as to age. Section 11 — Maintenance of register. Section 12  
 — Display of notice containing abstract of sections 3 and 14. Section 13 — Health  
 and safety. Section 14 — Penalties. Section 14A — Offences to be cognizable.  
 Section 14B — Child and Adolescent Labour Rehabilitation Fund. Section 14C —  
 Rehabilitation of rescued child or adolescent. Section 14D — Compounding of  
 offences. Section 15 — Modified application of certain laws in relation to  
 penalties. Section 16 — Procedure relating to offences. Section 17 — Appointment  
 of Inspectors. Section 17A — District Magistrate to implement the provisions.  
 Section 17B — Inspection and monitoring. Section 18 — Power to make rules.  
 Section 19 — Rules and notifications to be laid before Parliament or State  
 legislature. Section 20 — Certain other provisions of law not barred. Section 21 —  
 Power to remove difficulties. Section 22 — Repeal and savings. Section 23-26 —

Repealed provisions. Rules and subordinate layer Child Labour (Prohibition and Regulation) Rules, 1988 Use the official instrument for exact text. Map each procedural requirement to the provision pages, records, authority and escalation route. Child and Adolescent Labour (Prohibition and Regulation) Amendment Rules, 2017 Use the official instrument for exact text. Map each procedural requirement to the provision pages, records, authority and escalation route. Open India Code source How to use this repository Start with definitions and territorial/applicability provisions. Read the prohibition or entitlement with the connected procedure, authority and penalty provisions. Map the result to vendor, HR, payroll, workplace, safety and grievance controls. Preserve the evidence that existed at the time of the decision. Check State rules, authorities, schemes and local implementation before acting.

## **Finin2min implementation decode**

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
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## **Section 1**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 1: Short title, extent and commencement. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 1: Short title, extent and commencement. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 1: Short title, extent and commencement. Finin2min operational interpretation, evidence pack and official-source gateway for section 1 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 1 Heading: Short title, extent and commencement. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold.

Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. Next →

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## **Section 10**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 10: Disputes as to age. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 10: Disputes as to age. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 10: Disputes as to age. Finin2min operational interpretation, evidence pack and official-source gateway for section 10 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 10 Heading: Disputes as to age. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and

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## **Section 11**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 11: Maintenance of register. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 11: Maintenance of register. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 11: Maintenance of register. Finin2min operational interpretation, evidence pack and official-source gateway for section 11 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 11 Heading: Maintenance of register. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Assign a named owner, controlled format, retention period, due-date calendar and evidence of filing or display. Evidence pack: Current prescribed form, signed register, portal acknowledgement, display photograph, version log and retention



index. Practical example: A spreadsheet is accepted only after mapping every prescribed field and preserving a locked monthly snapshot. Compliance consequence: Missing evidence may turn a technically correct process into an inspection failure. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 12**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 12: Display of notice containing abstract of sections 3 and 14. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 12: Display of notice containing abstract of sections 3 and 14. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 12: Display of notice containing abstract of sections 3 and 14. Finin2min operational interpretation, evidence pack and official-source gateway for section 12 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 12 Heading: Display of notice containing abstract of sections 3 and 14. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Assign a named owner, controlled format, retention period, due-date calendar and evidence of filing or display. Evidence pack: Current prescribed form, signed register, portal acknowledgement, display

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## **Section 13**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 13: Health and safety. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 13: Health and safety. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 13: Health and safety. Finin2min operational interpretation, evidence pack and official-source gateway for section 13 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 13 Heading: Health and safety. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a

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## **Section 14**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14: Penalties. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14: Penalties. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14: Penalties. Finin2min operational interpretation, evidence pack and official-source gateway for section 14 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 14 Heading: Penalties. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Escalate suspected breach to legal and leadership, preserve evidence, stop continuing exposure and document remediation without prejudicing defence. Evidence pack: Incident chronology, legal-hold notice, witness records, remediation approval, regulator correspondence and board/management escalation. Practical example: The business does not back-date records after an inspection; it preserves the gap and

documents the corrective control prospectively. Compliance consequence: Continuing or repeated default may aggravate monetary, prosecution and officer-in-default exposure. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 14A**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14A: Offences to be cognizable. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14A: Offences to be cognizable. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14A: Offences to be cognizable. Finin2min operational interpretation, evidence pack and official-source gateway for section 14A of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 14A Heading: Offences to be cognizable. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Escalate suspected breach to legal and leadership, preserve evidence, stop continuing exposure and document remediation without prejudicing defence. Evidence pack: Incident chronology, legal-hold notice, witness records, remediation approval, regulator correspondence and board/management escalation. Practical example: The business does not back-date records after an

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## **Section 14B**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14B: Child and Adolescent Labour Rehabilitation Fund. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14B: Child and Adolescent Labour Rehabilitation Fund. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14B: Child and Adolescent Labour Rehabilitation Fund. Finin2min operational interpretation, evidence pack and official-source gateway for section 14B of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 14B Heading: Child and Adolescent Labour Rehabilitation Fund. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Build a documented referral pathway with the competent authority, benefits owner, finance control and follow-through evidence. Evidence pack: Referral form, authority acknowledgement, benefit computation, payment proof and closure confirmation. Practical example: Closure

means verified receipt or formal authority hand-off, not only an internal email. Compliance consequence: Failure to connect the affected person with statutory relief can deepen legal and human-rights exposure. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 14C**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14C: Rehabilitation of rescued child or adolescent. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14C: Rehabilitation of rescued child or adolescent. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14C: Rehabilitation of rescued child or adolescent. Finin2min operational interpretation, evidence pack and official-source gateway for section 14C of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 14C Heading: Rehabilitation of rescued child or adolescent. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Build a documented referral pathway with the competent authority, benefits owner, finance control and follow-through evidence. Evidence pack: Referral form, authority acknowledgement, benefit computation, payment proof and closure confirmation. Practical example: Closure means verified receipt

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## **Section 14D**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14D: Compounding of offences. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14D: Compounding of offences. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 14D: Compounding of offences. Finin2min operational interpretation, evidence pack and official-source gateway for section 14D of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 14D Heading: Compounding of offences. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Escalate suspected breach to legal and leadership, preserve evidence, stop continuing exposure and document remediation without prejudicing defence. Evidence pack: Incident chronology, legal-hold notice, witness records, remediation approval, regulator correspondence and board/management escalation. Practical example: The business does not back-date

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## **Section 15**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 15: Modified application of certain laws in relation to penalties. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 15: Modified application of certain laws in relation to penalties. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 15: Modified application of certain laws in relation to penalties. Finin2min operational interpretation, evidence pack and official-source gateway for section 15 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 15 Heading: Modified application of certain laws in relation to penalties. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Escalate suspected breach to legal and leadership, preserve evidence, stop continuing exposure and document remediation without prejudicing defence. Evidence pack: Incident chronology, legal-hold notice, witness records, remediation approval, regulator



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## **Section 16**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 16: Procedure relating to offences. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 16: Procedure relating to offences. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 16: Procedure relating to offences. Finin2min operational interpretation, evidence pack and official-source gateway for section 16 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 16 Heading: Procedure relating to offences. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Escalate suspected breach to legal and leadership, preserve evidence, stop continuing exposure and document remediation without prejudicing defence. Evidence pack: Incident chronology, legal-hold notice,

witness records, remediation approval, regulator correspondence and board/management escalation. Practical example: The business does not back-date records after an inspection; it preserves the gap and documents the corrective control prospectively. Compliance consequence: Continuing or repeated default may aggravate monetary, prosecution and officer-in-default exposure. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

## **Finin2min implementation decode**

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- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 17**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17: Appointment of Inspectors. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17: Appointment of Inspectors. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17: Appointment of Inspectors. Finin2min operational interpretation, evidence pack and official-source gateway for section 17 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 17 Heading: Appointment of Inspectors. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Maintain the current authority map, appointment orders, jurisdiction logic, escalation contacts and response protocol. Evidence pack: Appointment notification, delegation, jurisdiction note, contact register, complaint log and

response tracker. Practical example: A complaint is routed by workplace and statutory forum, not merely by corporate headquarters. Compliance consequence: Wrong forum or delayed routing can prejudice limitation, relief and procedural fairness. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 17A**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17A: District Magistrate to implement the provisions. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17A: District Magistrate to implement the provisions. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17A: District Magistrate to implement the provisions. Finin2min operational interpretation, evidence pack and official-source gateway for section 17A of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 17A Heading: District Magistrate to implement the provisions. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Maintain the current authority map, appointment orders, jurisdiction logic, escalation contacts and response protocol. Evidence pack: Appointment notification, delegation, jurisdiction note, contact register, complaint log and response tracker. Practical example: A complaint is routed by

workplace and statutory forum, not merely by corporate headquarters. Compliance consequence: Wrong forum or delayed routing can prejudice limitation, relief and procedural fairness. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 17B**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17B: Inspection and monitoring. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17B: Inspection and monitoring. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 17B: Inspection and monitoring. Finin2min operational interpretation, evidence pack and official-source gateway for section 17B of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 17B Heading: Inspection and monitoring. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a

real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 18**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 18: Power to make rules. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 18: Power to make rules. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 18: Power to make rules. Finin2min operational interpretation, evidence pack and official-source gateway for section 18 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 18 Heading: Power to make rules. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a real hiring, payroll, vendor, workplace or dispute decision.

Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 19**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 19: Rules and notifications to be laid before Parliament or State legislature. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 19: Rules and notifications to be laid before Parliament or State legislature. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 19: Rules and notifications to be laid before Parliament or State legislature. Finin2min operational interpretation, evidence pack and official-source gateway for section 19 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 19 Heading: Rules and notifications to be laid before Parliament or State legislature. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and

Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 2**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 2: Definitions. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 2: Definitions. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 2: Definitions. Finin2min operational interpretation, evidence pack and official-source gateway for section 2 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 2 Heading: Definitions. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Maintain a signed applicability memo that maps each statutory term to the establishment, worker category, contractor chain and factual evidence. Evidence pack: Entity chart, headcount extract, engagement documents, work-location list and dated legal applicability memo. Practical example: A payroll label does not decide coverage. The team tests the statutory definition

against actual control, work and relationship facts. Compliance consequence: A wrong definition can contaminate registration, policy, payroll, inspection and litigation decisions. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 20**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 20: Certain other provisions of law not barred. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 20: Certain other provisions of law not barred. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 20: Certain other provisions of law not barred. Finin2min operational interpretation, evidence pack and official-source gateway for section 20 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 20 Heading: Certain other provisions of law not barred. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and



Regulation) Act, 1986 requirement changes a real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 21**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 21: Power to remove difficulties. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 21: Power to remove difficulties. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 21: Power to remove difficulties. Finin2min operational interpretation, evidence pack and official-source gateway for section 21 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 21 Heading: Power to remove difficulties. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a

real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 22**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 22: Repeal and savings. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 22: Repeal and savings. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 22: Repeal and savings. Finin2min operational interpretation, evidence pack and official-source gateway for section 22 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 22 Heading: Repeal and savings. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a real hiring, payroll, vendor, workplace or dispute decision.

Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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- Retain the official instrument and event-date evidence.

## **Section 23 26**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 23-26: Repealed provisions. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 23-26: Repealed provisions. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 23-26: Repealed provisions. Finin2min operational interpretation, evidence pack and official-source gateway for section 23-26 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 23-26 Heading: Repealed provisions. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not

mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous

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## **Section 3**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 3: Prohibition of employment of children in any occupation and process. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 3: Prohibition of employment of children in any occupation and process. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 3: Prohibition of employment of children in any occupation and process. Finin2min operational interpretation, evidence pack and official-source gateway for section 3 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 3 Heading: Prohibition of employment of children in any occupation and process. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Use a zero-tolerance control: policy prohibition, vendor clause, pre-onboarding due diligence, site verification and immediate escalation. Evidence pack: Policy, vendor declaration, worker interviews, age/identity evidence where lawful, inspection log and escalation record. Practical example: A contractor warranty alone is not treated as proof; the

principal entity performs risk-based verification at the worksite. Compliance consequence: Prohibited engagement can trigger personal, company, contractor and reputational exposure and may require rescue or rehabilitation action. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 3A**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 3A: Prohibition of employment of adolescents in certain hazardous occupations and processes. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 3A: Prohibition of employment of adolescents in certain hazardous occupations and processes. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 3A: Prohibition of employment of adolescents in certain hazardous occupations and processes. Finin2min operational interpretation, evidence pack and official-source gateway for section 3A of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 3A Heading: Prohibition of employment of adolescents in certain hazardous occupations and processes. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Use a zero-tolerance control: policy prohibition, vendor clause, pre-onboarding due diligence, site verification and

immediate escalation. Evidence pack: Policy, vendor declaration, worker interviews, age/identity evidence where lawful, inspection log and escalation record. Practical example: A contractor warranty alone is not treated as proof; the principal entity performs risk-based verification at the worksite. Compliance consequence: Prohibited engagement can trigger personal, company, contractor and reputational exposure and may require rescue or rehabilitation action. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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- Identify actor, trigger, threshold and territorial authority.
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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 4**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 4: Power to amend the Schedule. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 4: Power to amend the Schedule. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 4: Power to amend the Schedule. Finin2min operational interpretation, evidence pack and official-source gateway for section 4 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 4 Heading: Power to amend the Schedule. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or

SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 5**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 5: Technical Advisory Committee. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 5: Technical Advisory Committee. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 5: Technical Advisory Committee. Finin2min operational interpretation, evidence pack and official-source gateway for section 5 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 5 Heading: Technical Advisory Committee. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Maintain the current authority map, appointment orders, jurisdiction logic, escalation contacts and response protocol. Evidence pack: Appointment notification, delegation, jurisdiction note, contact register, complaint

log and response tracker. Practical example: A complaint is routed by workplace and statutory forum, not merely by corporate headquarters. Compliance consequence: Wrong forum or delayed routing can prejudice limitation, relief and procedural fairness. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

## **Finin2min implementation decode**

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

## **Section 6**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 6: Application of Part. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 6: Application of Part. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 6: Application of Part. Finin2min operational interpretation, evidence pack and official-source gateway for section 6 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 6 Heading: Application of Part. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Translate the provision into a named control owner, trigger, evidence set, review frequency and escalation threshold. Evidence pack: Applicability note, policy or SOP, transaction record, reviewer sign-off and exception log. Practical example: The organisation records how this Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 requirement changes a



real hiring, payroll, vendor, workplace or dispute decision. Compliance consequence: A provision that is not mapped to operations is likely to fail during inspection, grievance or litigation. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 7**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 7: Hours and period of work. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 7: Hours and period of work. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 7: Hours and period of work. Finin2min operational interpretation, evidence pack and official-source gateway for section 7 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 7 Heading: Hours and period of work. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Configure rosters and attendance systems to enforce statutory limits, rest periods, weekly off and approval-based exceptions. Evidence pack: Shift rosters, attendance punches, overtime approval, wage records, weekly-off register and exemption notification. Practical example: A long shift shown only as “flexible time” is reconciled with actual log-in, access and output records before payroll

closes. Compliance consequence: Weak time records can create wage, safety, leave and penalty exposure. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time? Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Section 8**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 8: Weekly holidays. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 8: Weekly holidays. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 8: Weekly holidays. Finin2min operational interpretation, evidence pack and official-source gateway for section 8 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 8 Heading: Weekly holidays. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Configure rosters and attendance systems to enforce statutory limits, rest periods, weekly off and approval-based exceptions. Evidence pack: Shift rosters, attendance punches, overtime approval, wage records, weekly-off register and exemption notification. Practical example: A long shift shown only as “flexible time” is reconciled with actual log-in, access and output records before payroll closes. Compliance consequence: Weak time records can create wage, safety, leave and penalty exposure. Decision questions What

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## **Section 9**

Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 9: Notice to Inspector. | Finin2min Finin min Home Employment law L11–L20 / Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 9: Notice to Inspector. L20 · Independent Protection Law Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 — Section 9: Notice to Inspector. Finin2min operational interpretation, evidence pack and official-source gateway for section 9 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 India-first legal repository Provision map Law: Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 Provision: Section 9 Heading: Notice to Inspector. Open official source Law index Finin2min crux This provision should be read with the definitions, connected rules, State implementation instruments and the facts of the work arrangement. The heading identifies the legal issue; the official text controls. Operational interpretation Assign a named owner, controlled format, retention period, due-date calendar and evidence of filing or display. Evidence pack: Current prescribed form, signed register, portal acknowledgement, display photograph, version log and retention index. Practical example: A spreadsheet is accepted only after mapping every prescribed field and preserving a locked monthly snapshot. Compliance consequence: Missing evidence may turn a technically correct process into an inspection failure. Decision questions What event or fact activates this provision? Which establishment, worker, contractor or authority is responsible? Which record proves compliance at the relevant time?

Does a State rule, notification, exemption or local procedure modify implementation? What is the escalation route if the control fails? Connected material Master balance-law hub Do not use this page as a substitute for the official statutory text or fact-specific advice. ← Previous Next →

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## **Forms, records, portal and due-date control**

| <b>Control</b>            | <b>Evidence</b>                                                                                      |
|---------------------------|------------------------------------------------------------------------------------------------------|
| Coverage and registration | Entity, location, headcount/category, registration number and portal acknowledgement.                |
| Recurring compliance      | Attendance/service, wage/benefit calculation, return/register, payment and employee communication.   |
| Event compliance          | Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary. |

## **Employer, employee and professional checklists**

### **Employer**

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

### **Employee/worker**

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

## Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

## Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

## Case-law principles

### Decision

Bandhua Mukti Morcha  
v. Union of India

M.C. Mehta v. State of  
Tamil Nadu

### Current-use principle

Bonded labour identification and rehabilitation engage  
fundamental rights and active State duties.

Child-labour prohibitions require enforcement,  
education and rehabilitation measures.

## State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

## Finin2min Q&A

Which law and version should be applied?

Use the current text of Independent and State Labour Laws, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - index?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - section-1?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - section-10?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - section-11?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - section-12?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - section-13?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - section-14?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - section-14a?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

[← Previous: Records, inspections, disputes and recovery](#)[Next: Bonded Labour →](#)

## **Practical transaction application**

Apply the chapter only after identifying the State/UT, establishment category, headcount, worker category, premises and event date. Build a State-specific matrix for registrations, working conditions, leave, welfare, notices, returns and local authorities.

## **Authority, consent and execution controls**

Verify the employer/occupier/manager, authorised signatory and local registering or inspecting authority. Central policy approval does not replace State registration, licence, notice or display requirements.

## **Stamp duty and registration alerts**

State stamp duty and registration are transaction-specific and may differ materially across States. Check the situs, instrument type, consideration and execution method; labour registration is a separate compliance layer.

## **Evidence and document-retention checklist**

Retain the operative law/rule version, classification note, approvals, signed instruments, statutory forms, portal acknowledgements, registers, calculations, bank proof, correspondence, inspection records, service proof, decision and appeal file. Apply the longer of the statutory retention rule, litigation hold, tax/audit need and contractual requirement; restrict access to personal and sensitive data.

## **Performance, delivery and payment controls**

Use a location-wise compliance calendar and evidence folder covering registrations, renewals, registers, payroll, leave, displays, welfare, inspections and closure/relocation events.

## **Breach, loss, mitigation and remedy framework**

On detecting a breach, stop continuing exposure, preserve evidence, quantify employee and government dues, identify affected persons, make lawful corrective payment/filing, notify the authorised decision-maker, assess self-disclosure or compounding where available, and reserve contractual recovery against responsible vendors without delaying statutory remediation.

## **Limitation and forum controls**

Identify the State authority, appellate forum, labour court/tribunal or criminal court from the applicable enactment. Do not assume a central limitation period or forum.



## **Arbitration and mediation interface**

Private mediation or arbitration may resolve commercial allocation, but cannot displace inspections, statutory employee rights, local authority orders or prosecution.

## **Company, partnership, GST and tax overlays**

For a company, align board/delegation and officer-in-default controls; for an LLP or partnership, identify the designated partner/partner and authorised employer representative. Labour dues can affect transaction price, indemnities, director/partner exposure and insolvency claims. Salary/TDS, perquisite, contractor TDS, GST on outsourced services and accounting provisions must be reconciled without treating tax treatment as proof of labour-law classification.

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