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GOVERNMENT OF THE PUNJAB
LAW AND PARLIAMENTARY AFFAIRS DEPARTMENT

NOTIFICATION
(130 of 2026)

11 JUNE 2026

Notification No. SO(L&P) 11-28/2023, dated 08.06.2026 issued by the Labour and Human Resource Department, is hereby published in the Punjab Gazette (Extraordinary) for general information:

"GOVERNMENT OF THE PUNJAB
LABOUR AND HUMAN RESOURCE
DEPARTMENT

Dated Lahore, the 08th June, 2026

NOTIFICATION

No. SO(L&P) 11-28/2023.- In exercise of the powers conferred under section 17 of the Punjab Prohibition of Child Labour at Brick Kilns Act 2016 *(XXXVII of 2016)*, the following draft rules made by the Governor of the Punjab are published for the information of persons likely to be affected thereby. Notice is hereby given that the objections and suggestions, if any, in respect of the draft rules may reach the office of Secretary to Government of the Punjab, Labour and Human Resource Department at 26 Main Gulberg, Lahore maximum within fifteen (15) days of the publication of this Notification in the official Gazette and the objections and suggestions, if received, shall be taken into consideration on 29th June, 2026 at 10:00 a.m. in the said office in the presence of those who care to be present. No objection/suggestion will be considered after stipulated time.

Draft Rules

1. Short title and commencement.- (1) These rules may be cited as the Punjab Prohibition of Child Labour at Brick Kilns Rules 2026.

(2) They shall come into force at once.

2. Definitions.- (1) In the rules, unless the subject or context otherwise requires:

(a) "Act" means the Punjab Prohibition of Child Labour at Brick Kilns Act 2016 (XXXVII of 2016);

(b) "Form" means the Form appended to the rules; and

(c) "rules" means the Punjab Prohibition of Child Labour at Brick Kilns Rules 2026.

(2) A word or expression used but not defined in the rules shall have the same meaning as assigned to it in the Act.

3. Contract of engagement on work.- Every engagement or appointment of a worker shall be subject to written contract in the **Form-A**.

4. Register.- The occupier shall maintain the register of:

(a) wage slip in the **Form-B**; and

(b) amount of advance (peshgi) and its payback schedule or recovery, as the case may be, in the **Form-C**.

5. Sealing of brick kiln.- (1) The inspector shall, while sealing a brick kiln, ensure that there is no chance of production or trade activity of bricks in it and shall issue an order in the **Form-D** specifying the violations detected during the course of his inspection.

(2) The inspector shall forthwith provide copy of order to the occupier and shall send a copy of the same to the Director General of Labour Welfare, Punjab or any officer authorized by him in this behalf.

6. District Labour Committee.- The District Vigilance Committees constituted under section 15 of the Bonded Labour System (Abolition) Act, 1992 (III of 1992) shall act as the District Labour Committees.

7. Appeal.- (1) An appeal preferred before the appellate authority shall be in duplicate in the form of a memorandum specifying the concise grounds of objection to the order of sealing of the brick kiln made under section 8 of the Act and shall be accompanied by a certified copy of the said order.

(2) The appellate authority shall, on receipt of an appeal, issue a notice in the **Form-E** along with copy of memorandum to the inspector concerned.

(3) The appellate authority may, after hearing the parties and further inquiry as deems necessary, confirm, modify or reverse the order of sealing of brick kiln and shall make an order accordingly.

(4) The inspector shall forthwith comply the orders of the appellate authority.

(5) The inspector or occupier may obtain copy of the order.

8. Appellate authority.- The Divisional Commissioner shall be the appellate authority in the Districts under his control to hear and decide appeal under section 10 of the Act.

9. Complaint.- Subject to the provisions of the Act, the inspector shall make a complaint in the **Form-F** to the officer incharge of a police station of the area to take cognizance of the offence under the Act.

SECRETARY
GOVERNMENT OF THE PUNJAB
LABOUR AND HUMAN RESOURCE
DEPARTMENT"

(MUHAMMAD ASIF BALAL LODHI)
SECRETARY
Government of the Punjab
Law and Parliamentary Affairs Department

FORM-A
[Rule 3]

Contract of Engagement on Work

This contract of engagement on work is arrived as on ..... at ..... between Mr. ..... S/o ..... CNIC No. ..... resident of ..... occupier of ..... (hereinafter called the first party) and Mr. ..... S/o ..... CNIC No. ..... resident of ..... engaged on work of .....*..... as .....**..... worker (hereinafter called the second party) at the ..... (name of brick kiln) of the first party on the following terms and conditions: -

TERMS & CONDITIONS

1. This contract is valid till .....
2. The second party has received Rs. ..... (in words .....) as advance (peshgi) on account of unearned wages from the first party.
3. The advance (peshgi) will be settled / paid back as follows .....
4. The second party will perform his work individually, however, he may on his own accord do it collectively.
5. The rate of wage will be Rs. ..... per month or Rs. ..... (in case of piece rate).
6. In case of any increase in wage notified by the government, first party will enhance the same accordingly.
7. The first party will pay the wages on .....***..... without any deduction except allowed under the law and this contract.
8. The second party shall not engage any child of his family or otherwise to perform his work.

9. No party shall allow any child to perform work at the workplace even if he belongs to the family of the any party or otherwise.
10. This contract can be terminated with one month's notice by either party.
11. If the contract is terminated, the second party will pay back the outstanding amount of advance, which had not been satisfied through repayment schedule and if the second party fails to do so, the first party may get it recovered through legal means.
12. The first party shall not engage the second party on any work other than agreed upon through this contract.
13. This contract shall stand extinguished on the date of its expiry; however, both parties will be bound to settle their accounts with regard to wages and advance as per law and terms and conditions of this contract.

_____ _____

(First Party) (Second Party)

Witnesses

1. _____ 2. _____

* Specification of work.

** Categories of worker (Pather, Nakasi Wala, Jalai Wala, Bharai Wala etc.)

*** Weekly basis, fortnightly basis and monthly basis or piece rate basis.

Copy for Information to the Inspector ..... (area).

FORM-B
[Rule 4(a)]

Wage Slip

1. Name of the Brick Kiln:
   .....
2. Address: .....
3. Name of the Occupier: .....
4. Wage Period / Month: .....
5. Name of the Worker: .....
6. Father's Name: .....
7. Category of Worker: .....
8. Token or Ticket No.: .....

Rates of wages payable (in Rs.)	Amount of over-time wages earned (in Rs.)	Gross wages payable (in Rs.)	Deduction (in Rs.)			Actual wage paid (in Rs.)	Date of Payment	Outstanding amount of Advance
			On account of Advance	Any Other	Total			
1	2	3	4	5		6	7	8

(Signature of the / Occupier)

FORM-C

[Rule 4(b)]

Register of Advances (Peshgi)

1. Name of Brick Kiln: .....
2. Address: .....
3. Name of the Occupier: .....
4. Month: .....

Sr. No.	Name of the Worker	Father's Name	Category	Advance		Installment of Repayment		Outstanding Amount of Advance	Signature / Thumb Impression of Worker
				Amount (in Rs.)	Date	Amount (in Rs.)	Date		
1.									
2.									
3.									
4.									

(Signature of the Occupier)

Form D

[Rule 5(1)]

SEALING ORDER

Date:

To: [Name of Owner/Occupier/Manager of Brick Kiln] [Name of Brick Kiln]
[Full Address of Brick Kiln] [City, Province, Postal Code]

Subject: Order for Sealing of Brick Kiln due to Violation of Section 5 of the Punjab Prohibition of Child Labour at Brick Kilns Act, 2016

This letter serves as an official notice that the Brick Kiln located at the above-mentioned address, known as ---------- [Name of Brick Kiln], is hereby ordered to be sealed with immediate effect. This action is being taken pursuant to the powers vested in the undersigned authority under Section 8 of the Punjab Prohibition of Child Labour at Brick Kilns Act, 2016 (XXXVII of 2016);

Grounds for Sealing:

Investigations conducted by----------on----------at your Brick Kiln revealed substantial evidence of the engagement of children in labour, which constitutes a grave violation of the Punjab Prohibition of Child Labour at Brick Kilns Act, 2016 (XXXVII of 2016); Specifically, the following violations were observed:

- ----------
- ----------
- ----------

Order of Sealing:

Effective immediately upon the delivery of this notice, production or trade activity of Bricks at ---------- [Name of Brick Kiln] shall cease, and the premises is hereby sealed. Access to the premises will be

restricted, and any attempt to break the seal or resume production or trade activity without the express written permission of this authority will result in further legal action, including but not limited to criminal prosecution.

Further Action:

You are hereby summoned to appear before the Authority on--------- at--------am/pm at---------- to provide an explanation regarding these violations and to face further legal proceedings. Failure to appear may result in an ex-parte decision.

(Signature of the Inspector)

Form-E

[Rule 7(2)]

Notice to the Inspector for hearing of the Appeal under Section 10 of the Punjab Prohibition of Child Labour at Brick Kiln Act, 2016

Appeal arises from the order of the Inspector for the ..... Area, Dated the ..... day of ..... 20.....

To

.....

..... (Inspector)

Take notice that an appeal of which a copy is enclosed arises from the order dated ..... of the Inspector for ..... (area) to seal the brick kiln namely ..... of the appellant / occupier namely ..... has been presented by the appellant and registered in this office, and that the ..... day of 20..... has been fixed by this Appellate Authority for the hearing of the appeal.

You are directed to appear before this Authority on date of hearing mentioned to above and if no appearance is made by you, the appeal will be heard and decided in your absence.

Given under my hand and the seal of the court, this ..... day of .....20...

(Authorize Signatures)

Seal of the Appellate Authority

Form F

[Rule 9]

Complaint to be lodged in Police Station

To

The SHO,
.....
.....

Letter. No ...
Dated: .....

Subject: - **COMPLAINT UNDER THE PUNJAB PROHIBITION OF CHILD LABOUR AT BRICK KILNS ACT, 2016**

The undersigned along with following persons [these are witnesses]:

(a) .....
(b) .....

visited the brick kiln namely ..... on ..... to carry out inspection under the Punjab Prohibition of Child Labour at Brick Kilns Act, 2016. Mr./ M/s is *I* are occupier / Munshi of the above-named brick kiln. During the course of inspection, the following serious breach / breaches was / were observed viz:

i) The following children were found working in violation of Section 5 of the Act ibid:

.....

ii) The following children above the age of 5 years were found at the brick kiln during school timings in violation of Section 6 of the Act ibid.

.....

That the Accused named above has committed an offence under Section 5 / 6 of the Punjab Prohibition of Child Labour at Brick Kiln Act, 2016. The undersigned is authorized under Section 12(c) of the Ordinance to lodge a complaint to take cognizance of the offence.

It is requested that a case may be registered (FIR) against the accused under Section 5 / 6 read with Section 15 of the Punjab Prohibition of Child Labour at brick Kiln Act, 2016. Further legal action may be taken as per law and a copy of the FIR may be provided to the undersigned.

(Signature of the Inspector)
