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MOROCCO 2

Orders: Employment of Women and Children

A) *Arrêté viziriel du 21 janvier 1927 (16 rejeb 1345) concernant les travaux dangereux interdits aux enfants et aux femmes. (Bulletin officiel du Protectorat de la République française au Maroc du 8 mars 1927, no. 750, p. 474.)*

Order of the Vizier respecting dangerous employments prohibited for children and women. Dated 21st January, 1927.

1. Children under the age of sixteen years and women shall not be employed in greasing, cleaning, inspecting or repairing machines or mechanical appliances in motion.

2. Children under the age of sixteen years and women shall not be employed in rooms where machines driven by hand or by mechanical power are situated unless the dangerous parts of the said machines are protected by gear-wheel covers, fencing or other guards.

3. Children under the age of sixteen years shall not be employed in turning any apparatus by treading a pedal.

Further, they shall not be employed in turning horizontal wheels.

4. Children under the age of sixteen years shall not be employed in turning vertical wheels for more than half a working day, and this period shall be interrupted by a rest period of at least half an hour.

Children under the age of sixteen years shall likewise not be employed in working so-called "hand-looms" by means of treadles.

5. Children under the age of sixteen years shall not be employed in the use of circular saws or band saws.

6. Children under the age of sixteen years shall not be employed in the use of shearing machines or of other mechanical cutting tools.

7. Children under the age of sixteen years shall not be employed in minding steam cocks.

8. Children under the age of sixteen years shall not be employed as behinders in workshops where the rolling and drawing of wire rods are carried on.

Nevertheless, this provision shall not apply to workshops where the safety of behinders while at work is ensured by means of protective devices.

9. Children under the age of sixteen years shall not be employed in any work carried on by means of suspended scaffolding for the reconstruction, repairing or cleaning of houses.

10. Girls under the age of sixteen years shall not be employed in the use of treadle sewing machines.

11. Children under the age of sixteen years and women shall not be employed in the preparation, handling or sale of written or printed matter, posters, drawings, engravings, paintings, emblems, pictures or other objects the sale, offer, exhibition, posting up or distribution of which is punishable under the penal laws as being prejudicial to morality.

Further, children under the age of sixteen years and girls and women under the age of twenty-one years shall not be employed on premises

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used for the preparation, handling or sale of written or printed matter, posters, engravings, paintings, emblems, pictures or other objects which, even though they do not come under the penal laws, are such as to be prejudicial to the morality of these children or girls.

12. In the establishments where the operations enumerated in schedule A appended to this Order are carried on, children under the age of sixteen years and women shall not be admitted to the rooms where these processes are carried on.

13. In the establishments where the operations enumerated in schedule B appended to this Order are carried on, children under the age of sixteen years shall not be admitted to the rooms where these processes are carried on.

14. Children under the age of sixteen years and women shall not be employed on the premises enumerated in schedule C appended to this Order, except under the conditions specified in the said schedule.

15. For the purpose of the administration of this Order, heads of establishments shall be in a position to produce the work-book mentioned in section 39 of the Decree of 13th July, 1926¹, for every European child under the age of sixteen years in their employment, whenever required by the labour inspector to do so.

SCHEDULE A.

Employments prohibited for children under the age of sixteen years and women.

Employments.	Reasons for the prohibition.
Manufacture of white lead.	Special diseases due to noxious emanations.
Depots for the flesh, offal, etc., of slaughtered animals.	Noxious emanations, danger of infection.
Manufacture of alkaline chlorides and Javel water.	Noxious emanations.
Willowing and cutting of rags.	Noxious dust.
Depots and factories of fertilisers made from animal matter.	Noxious emanations.
Knackers' yards.	Character of the work. Noxious emanations.
Workshops for the silvering of mirrors with mercury.	Special diseases due to emanations
Lead smelting and rolling.	do.
Silvering of mirrors (<i>see</i> Workshops).	
Roasting of sulphurous ores (except as provided in Schedule C).	Noxious emanations.
Oils and other fatty substances extracted from animal refuse.	do.
Manufacture of litharge.	Special diseases due to emanations.
Manufacture of massicot.	do.
Grinding and polishing of metals.	Noxious dust.
Quarrying and manufacture of millstones and grindstones.	do.
Manufacture of red lead.	Special diseases due to emanations.
Treatment of lead, zinc and copper ores in order to obtain crude metals.	Noxious emanations.

¹ Legislative Series, 1926 (Mor. 1).

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SCHEDULE B.

Work prohibited for children under the age of sixteen years.

Employments.	Reasons for the prohibition.
Melting of lead and handling of lead oxides in the manufacture of electric accumulators.	Noxious fumes and dust.
Work in compressed air.	Dangerous work.
Dog hospitals.	Danger of bites.
Management and supervision of electric wires, apparatus and machines of all kinds under a pressure exceeding 600 volts for continuous currents and 150 volts (working pressure) for alternating currents.	Need for cautious and watchful work.
Manufacture and handling of explosives.	Need for cautious and watchful work.
Handling of appliances, contrivances or objects of any kind containing explosives.	Need for cautious and watchful work.

SCHEDULE C.

Establishments in which the employment of children under the age of sixteen years and of women is permitted under certain conditions.

Establishments.	Conditions.	Reasons.
Public slaughterhouses and private slaughterhouses (private slaughtering) of animals for the use of ordinary butchers and pork butchers.	Children under the age of 16 years shall not be employed in the slaughtering of animals.	Risk of accidents and injuries.
	Children under the age of 14 years shall not be employed in the other work of these establishments.	
Manufacture of sulphuric acid.	Children under the age of 16 years and women shall not be employed in workrooms where fumes are generated or acids handled.	Risk of accidents.
Depots of lucifer matches.	Children under the age of 16 years shall not be employed in the warehouses.	Risk of fire.
Silvering of metals: <i>see</i> Gilding and silvering.		
Breaking, carding and cleaning of wool, hair and feathers.	Children under the age of 16 years shall not be employed in workrooms where dust is generated.	Noxious dust.
Bleaching of linen, straw and paper.	Children under the age of 16 years and women shall not be employed in workrooms where chlorine and sulphurous acid are generated.	Noxious fumes.
Laundries.	Children under the age of 16 years shall not be employed in workrooms where dirty linen or linen not yet disinfected or washed is handled.	Risk of infectious diseases.
Soldering of preserved food tins.	Children under the age of 16 years shall not be employed in soldering tins.	Noxious gases.

Establishments.	Conditions.	Reasons.
Button makers and other machine stampers of metal.	Children under the age of 16 years shall not be employed in workrooms where dust is generated.	Noxious dust.
Gut works.	Children under the age of 16 years and women shall not be employed in blowing.	Risk of affections of the lungs.
Application of india-rubber solutions.	Children under the age of 16 years and women shall not be employed in workrooms where carbon bisulphide or benzine fumes are generated.	Noxious fumes.
Treatment of india-rubber with essential oils or carbon bisulphide.	Children under the age of 16 years and women shall not be employed in workrooms where carbon bisulphide fumes are generated.	do.
Carding of wool, etc. (see Breaking).		
Lime kilns.	Children under the age of 16 years shall not be employed in workplaces where dust is generated.	Noxious dust.
Rag depots.	Children under the age of 16 years shall not be employed in sorting and handling rags.	Noxious dust.
Treatment of rags with the fumes of hydrochloric acid.	Children under the age of 16 years and women shall not be employed in workrooms where acids are generated.	Noxious fumes.
Cement kilns.	Children under the age of 16 years shall not be employed in workplaces where dust is generated.	Noxious dust.
Dry working of horn, bone and mother-of-pearl.	Children under the age of 16 years shall not be employed in workrooms where dust is freely disseminated.	do.
Crushing of copper compounds	do.	do.
Pickling of copper with acids.	Children under the age of 16 years and women shall not be employed in workshops where acid fumes are generated.	Noxious fumes.
Gilding and silvering.	Children under the age of 16 years and women shall not be employed in workshops where acid or mercurial fumes are generated.	Noxious emanations.
Extraction of the oils contained in fatty liquids for the manufacture of soap and other purposes.	Children under the age of 16 years and women shall not be employed in workrooms where carbon bisulphide is used.	do.
Pickling of iron with acids.	Children under the age of 16 years and women shall not be employed in workrooms where fumes are generated or acids handled.	Noxious fumes.
Galvanising of iron.	do.	do.

Establishments.	Conditions.	Reasons.
Iron, zinc and copper foundries.	Children under the age of 16 years shall not be employed in running metal into moulds.	Risk of burns.
Plaster and lime kilns (see Plaster, lime).		
Roasting of sulphurous ores, if the gases are condensed and the ore does not contain arsenic.	Children under the age of 16 years and women shall not be employed in workrooms where the roasting is carried on.	Noxious emanations.
Factories for the grinding of cork.	Children under the age of 16 years shall not be employed in workrooms where dust is freely disseminated.	Noxious dust.
Depots of liquids used for lighting by means of alcohol and essential oils.	Children under 16 years shall not be employed in the warehouses.	Risk of fire.
Sawing and dry polishing of marble.	Children under the age of 16 years shall not be employed if dust is freely disseminated in the workrooms.	Noxious dust.
Dry crushing of mineral substances.	do.	do.
Leather-dressing works.	Children under the age of 16 years and women shall not be employed in the unhairing of skins.	Risk of poisoning.
Menageries.	Children under the age of 16 years shall not be employed if the menagerie includes wild or poisonous animals.	Risk of accident.
Mills for grinding plaster, lime, pebbles and pozzolana.	Children under the age of 16 years shall not be employed if dust is freely disseminated in the workrooms.	Noxious dust.
Lustring and finishing of skins.	Children under the age of 16 years shall not be employed if dust is freely disseminated in the workrooms.	do.
Stone sawing and polishing.	Children under the age of 16 years shall not be employed if dust is freely disseminated in the workrooms.	do.
Mechanical grinding of drugs.	Children under the age of 16 years shall not be employed if dust is freely disseminated in the workrooms.	do.
Manufacture of earthenware with furnaces not consuming their own smoke.	do.	do.
Manufacture of superphosphates of lime and potassium	Children under the age of 16 years and women shall not be employed in workrooms where acid fumes or dust are generated.	Noxious emanations.
Tan mills.	Children under the age of 16 years shall not be employed if dust is freely disseminated in the workrooms.	Noxious dust.
Tanneries.	do.	do.

Establishments	Conditions	Reasons
Dyeworks.	Children under the age of 16 years and women shall not be employed in workrooms where poisonous substances are used.	Risk of poisoning.
Treatment of olive cake with carbon bisulphide.	Children under the age of 16 years and women shall not be employed in workrooms where carbon bisulphide is handled.	Noxious emanations.

B) *Arrêté viziriel du 10 mai 1927 (8 kaada 1345) déterminant les tolérances et exceptions prévues par les articles 8, 12, 13 and 15 du dahir du 13 juillet 1926 (2 moharrem 1345), pour le travail de nuit des femmes et des enfants. (Bulletin officiel du Protectorat de la République française au Maroc du 7 juin 1927, no. 763, p. 1243.)*

Order of the Vizier to define the allowances and exceptions contemplated in sections 8, 12, 13 and 15 of the Decree of 13th July, 1926², with respect to the employment of women and children at night. Dated 10th May, 1927.

1. In the industries specified below, women and girls over the age of sixteen years may be employed until 10 p. m. at certain seasons of the year and for a total period which shall not exceed 60 days a year in all, provided that the hours of actual work shall not in any case exceed twelve hours per twenty-four hours.

Making of hats for deep mourning for women and children.
Making of clothing for deep mourning for women and children.

2. In the industries enumerated below temporary exception to the provisions respecting employment at night are hereby granted, provided that the hours of actual work of women, girls or children employed at night shall not exceed ten hours per twenty-four hours.

<i>Industries.</i>	<i>Total duration of the exceptions.</i>
Butter factories	60 days
Glue and gelatine	60 »
Confectionery	90 »
Preserved fruit and vegetables	90 »
Preserved fish	90 »
Vegetable fibre factories	90 »
Removal of wool from sheepskins	60 »
Cheese factories	60 »
Factories for the treatment of milk	60 »
Extraction of perfumes from flowers	90 »
Italian paste and biscuit factories using fresh butter	30 »

² Legislative Series, 1926 (Mor. 1).

3. In factories with continuous processes where adult women and boys are employed at night, the work permitted for these two classes of workers shall be as follows:—

Factories with continuous processes	Workers	Permissible work
Beetroot distilleries	Children	Washing, weighing and sorting the beetroot, manipulating the juice and water taps, helping at the diffusion batteries and distilling apparatus.
Factories for the extraction of oil	do.	Filling sacks, shaking sacks after pressing, carrying empty sacks and sieves.
Metallurgical works	do.	Helping in the preparation of the charge on the hearth, in work accessory to refining, rolling, forging and wire-drawing, preparing the moulds for the making of cast-iron goods, arranging bundles, sheets, tubes and wire.

When adult women and children are employed throughout the night their work shall be interrupted by breaks equivalent to a total rest period of at least two hours.

Further, the hours of actual work shall not exceed ten hours per twenty-four hours for women and children.

4. The industries in which the head of the Department of Public Administration, Labour and Poor Relief may grant temporary exemption from the restrictions concerning hours of work for children under the age of sixteen years and women irrespective of age shall be as follows:—

Furniture and carpets;
Outside work in the building and repairing of river boats;
Outside work at workplaces in the building industry;
Butter factories;
Jewellery;
Biscuit factories using fresh butter;
Laundries (fine goods);
Manufacture of tins for preserved food and printing on metal for the same purpose;
High-class hosiery;
Open air brickworks;
Stitching of printed matter;
Embroidery and lace;
Manufacture of cardboard boxes for toys, confectionery, visiting cards and ribbons;
Manufacture and making up of hats of all kinds of materials for men and women;
Boots and shoes;
Glue and gelatine;
Ready-made clothing, dresses made to measure and underwear for women and children;

Ready-made clothing for men ;
 Preserved fruits and confectionery, preserved vegetables and fish ;
 Open air ropewalks ;
 Manufacture of funeral wreaths ;
 Removal of wool from sheepskins ;
 Disinfection and cleaning of bedding ;
 Spinning and twisting of craped, bouclé and looped yarns, and
 thrown and multicoloured yarns ;
 Extraction of perfumes from flowers ;
 Flowers and feathers ;
 Cheese factories ;
 Sheath making ;
 Printing of combed wool ; bleaching, dyeing and printing of wool,
 cotton and silk yarns for weaving fancy goods ;
 Letterpress printing works ;
 Lithographic printing works ;
 Copperplate printing works ;
 Factories for the treatment of milk ;
 Goldsmith's work (polishing, gilding, engraving, chasing, engine
 turning and planishing) ;
 Transformation of paper ; manufacture of envelopes, cardboard
 cases, exercise books, registers and fancy paper ;
 Perfumery ;
 Bookbinding ;
 Urgent repairing work on ships, power engines and agricultural
 machinery ;

5. The heads of establishments authorised to extend the hours of work until 10 p. m. under section 1, or to utilise temporary exceptions to the provisions concerning night work in virtue of section 2, shall notify the inspector on each occasion on which they propose to make use of such authorisation.

The notice shall be given before work is begun under the exception, by means of a postcard, a letter without an envelope or a telegram, so that the postmark affords proof of the date of the notice.

A copy of the notice shall at once be affixed in a conspicuous place in the workshop, and shall remain there for the whole duration of the exception.

In the case mentioned in section 4 a copy of the permit shall also be affixed. Nevertheless, when the permit has been granted for a fixed number of days and no mention has been made of the dates of such days, the head of the undertaking shall also send and affix notices as laid down in the second and third paragraphs of this section.

6. Heads of establishments desirous of availing themselves of the right to utilise temporary exceptions to the provisions of section 10 of the Decree of 13th July, 1926 (2 moharrem 1345), in virtue of section 14 of the said Decree, shall send a notice to the inspector in the manner

prescribed in the second paragraph of section 5 of this Order before work is begun under the exception, stating the nature of the interruption due to an accident or *force majeure* which caused the stoppage of work, the number and date of the days lost, the number and the date of the nights during which the exception is to be utilised and the number of adult women and of children of both sexes affected by this exception.

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