

Legislative Series, 1920—Neth. 8.

NETHERLANDS.

DECREE: EMPLOYMENT OF WOMEN AND YOUNG PERSONS.

Besluit van den 10den Augustus 1920, tot vaststelling van een Algemeenen Maatregel van Bestuur als bedoeld bij Artikel 10, eerste lid, der Arbeidswet 1919. (Staatsblad 1920, No. 694.)

Decree issuing public administrative regulations under Section 10, Sub-section (1), of the Labour Act, 1919.* Dated 10th August, 1920.†

CHAPTER I.—PROHIBITIONS OF THE WORK OF YOUNG PERSONS AND WOMEN IN GENERAL.

1. A young person or a woman shall not be employed in lifting, pulling, pushing, carrying or in any other way moving loads, if the said employment either obviously or in the opinion of the chief of the district :—

- (a) demands too great an exertion of his or her strength ;
- (b) is dangerous to his or her health for any other reason.

2. A young person shall not be employed in dangerous performances, or participate in any performances in so far as this gives rise to danger.

3. A young person shall not be employed :—

- A. in the manufacture or treatment of explosive substances ;
- B. in the repairing, renewal, extension, cleaning or maintenance of electrical mains, machines or apparatus appertaining wholly or in part to electrical installations at work—

- (i) for lighting or power distribution ;
- (ii) which may have a tension of 50 volts or more,

unless the chief of the district has expressed the opinion that the operations in the case in question are not dangerous ;

* Legislative Series, 1919, Neth. 1—Section 10, sub-section (1), provides for the issue of regulations for the employment of women and young persons in occupations dangerous to health, morality or life.

† Amendments of Sections 16, 56 and 64 made by the Decree of 22nd October, 1920 (*Staatsblad*, No. 795), are inserted at the appropriate points and the original readings indicated in footnotes.

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- C. in proximity to bare live parts of the electrical mains, machines or apparatus mentioned under B, unless the said parts are set up or fenced in such a way that they cannot be accidentally touched ;
- D. in attending to or cleaning acetylene generating apparatus ;
- E. in minding winches or cranes ;
- F. in sawing with circular saws, unless the chief of the district has expressed the opinion that the said work in the case in question involves no danger ;
- G. as engineer or stoker for power machines and steam boilers, unless he has attained the age of 16 years, and the work is performed in the presence and under the adequate supervision of a person who has attained the age of 20 years ;
- H. in a windmill, except in the presence and under the adequate supervision of a person who has attained the age of 20 years ;
- J. in small enclosed places, such as tanks, false bottoms, wing passages, and boilers, if use is made therein of means of lighting giving off vapours, or if injurious fumes are present therein.

4. A person below 16 years of age shall not be employed :—

- A. in unpacking, looking over, sorting or marking soiled linen ;
- B. in the treatment of rags or refuse ;
- C. in the propulsion of a carrier tricycle by means of pedalling.

5.—(1) A person below 15 years of age shall not be employed :—

- A. in any place where he runs the risk of falling more than 4 metres—
 - (a) in or on ships, buildings, or other structures in the course of construction, demolition or repair ;
 - (b) on roofs, roof gutters and similar places ;
 - (c) on ladders ;
- B. in peat works, in the moving of loaded wheelbarrows, and likewise in the digging, trampling small or mixing of peat for the preparation of turves ;
- C. in making pits or excavations more than 1½ metres deep ;
- D. in work in which his wages are determined otherwise than by a time rate, unless in the opinion of the chief of the district the work in the circumstances in question does not involve injury to health or danger.

(2) The provisions of Sub-section (1) under A shall not apply to persons having attained the age of 14 years, who were already employed as there specified at the date of the coming into operation of this Decree.

6. A young person who has attained the age of 15 years shall not be employed in work in which his wages are determined otherwise than by a time rate, if in the opinion of the chief of the district the work in the circumstances in question involves injury to health or danger.

7. A young person or a woman shall not be employed :—

A. about (aan) transmission gear in motion, except in taking off or putting on driving belts which are less than 4 centimetres broad and run at a rate of less than 2 metres per second, provided that the taking off and putting on can be done without the person engaged therein leaving the floor ;

B. about machinery in motion, if—

(1) the young person or woman wears wide or loosely hanging sleeves, or clothing with skirts or other parts hanging loosely, or hair not adequately fastened up, or in case of failure to comply with the requirements of the chief of the district respecting hair-dressing, head covering and clothing ;

(2) the work consists in :

- (a) oiling, examining or repairing ;
- (b) operations of which the danger is obvious or has been sufficiently proved by experience ;
- (c) operations which have been designated by the chief of the district as dangerous ;

C. in cleaning machinery in motion or the floor under it, with the exception of the operations designated by Our Minister, provided that these are performed in the manner specified by him ;

D. about or under machinery at rest, the transmission gear of which is still in motion, in so far as the said employment consists in :

- (a) oiling, examining or repairing ;
- (b) operations of which the danger is obvious or has been sufficiently proved by experience ;
- (c) operations which have been designated by the chief of the district as dangerous ;
- (d) cleaning, with the exception of the operations designated by Our Minister, provided that these are performed in the manner specified by him ;

provided that this prohibition shall not apply if the machinery is thrown out of gear or stopped in accordance with the requirements of the chief of the district, or, where no such requirements have been issued, if the machinery is thrown out of gear or stopped in such a manner that it cannot be set in motion otherwise than of set purpose ;

E. in work which must be carried on so quickly, in conjunction with connected work in the undertaking,

e.g., in conjunction with other operations or with the working of a machine or apparatus, that in the opinion of the chief of the district it involves injury to health or danger.

8. A young person or a woman shall not be employed :—

- A. where transmission gear or a machine is installed which can be set in motion from a place more than 20 metres away or from a place which is not plainly visible from the position of the transmission gear or machine, unless on every occasion, immediately before the transmission gear or machine is set in motion from the place in question, a signal is given which is clearly perceptible at the place where the transmission gear or machine is situated ;
- B. where a vertical distance of less than 1·8 metres measured upwards separates from floors, galleries, gantries, standing places, stairs, etc., dangerous parts of :
- (1) power machinery, such as fly-wheels, cranks, driving rods, axles, pins, belts, chains, ropes, pulleys, cog wheels, projecting pistons, governors, water wheels, and mill sails ;
 - (2) transmission gear, such as cranks, axles, chains, ropes, belts, pulleys, pins, bolts, couplings and travelling screws ;
 - (3) machinery driven by power apparatus, such as fly-wheels, wheel gear, cranks, axles, pins, travelling screws, bolts, couplings, ropes, belts, chains and pulleys ;
 - (4) machinery not driven by power apparatus, *e.g.*, fly-wheels of printing presses, punching machines, metal shaping machines, girder bending machines, gearing of borers, lathes, centrifugal machines, winches and lifting cranes, and levers of punching machines, metal cutting machines, or screw presses ;
if the said parts are not fenced or are imperfectly fenced ;
- C. where a vertical distance of 1·8 metres or more measured upwards separates from floors, galleries, gantries, standing places, stairs, etc., any transmission gear consisting of driving belts more than 15 centimetres wide or running at a rate of more than 14 metres a second, or of heavy chains, cables or ropes which may be dangerous if they fall, in cases where the driving belts, chains, cables or ropes are not fenced or are imperfectly fenced.
- D.—(1) on staging, scaffolding and the like, where there is a risk of falling more than 2½ metres, and on gantries, galleries and the like, unless a protection against the danger of falling therefrom is provided in every case

- by means of footboards at least 12 centimetres high and a rail 90 centimetres high, or two rails of which the upper is 90 centimetres and the lower 30 centimetres high, or in any other manner approved in writing by the chief of the district ;
- (2) in proximity to openings in the floor or wall unless these are guarded adequately so as to remove the danger of workers' falling through or out of them ;
 - (3) where a staircase is in use which is not provided on at least one side with a suitable and strong banister or hand-rope ;
 - (4) where use is made of a ladder which is not suitably constructed or guarded against slipping, falling or bending inwards suddenly, or of a ladder, the rungs of which do not rest in the wood of the uprights, but are fastened merely by nails or screws ;
 - (5) at any place where a lift arrives, descends or passes, or where there is danger from falling objects or objects which are let down, unless suitable fencing or other means of protection are installed and made use of ;
 - (6) where passenger lifts are in use which are working while not in a state of good repair, are not provided with suitable safety apparatus, and are not protected against danger from falling objects or from catching ;
- E. about fixed tanks or troughs containing boiling, hot, or corrosive fluids, or red-hot or molten metal, about uncovered sunk tanks, reservoirs and wells, in so far as these may give rise to danger, unless they are protected by a rail 90 centimetres high or in some other suitable manner, except in the case of the uncovered sunk tanks in respect of which the chief of the district has expressed his opinion that the work would be seriously impeded by the fencing and that the danger to which the tanks give rise is negligible ;
- F. in work performed under conditions which are likely to injure the eyes, unless adequate means of protection are available for his or her use, and care is taken that the said means of protection are used for the work in question ;
- G. in work which in the opinion of the chief of the district exposes the young person or woman to serious eye disease or deterioration of eyesight, unless a certificate in respect of the young person or woman is furnished by an oculist designated by the chief of the district in agreement with the medical adviser of the labour inspection service, testifying that the work in question is not specially dangerous to the eyesight of the young person or woman in question, provided that use is made by him or her of the means

of protection or assistance placed at his or her disposal, or unless the requirements of the chief of the district respecting the protection of the eyes are complied with in connection with this work.

The certificate of the oculist shall be drawn up in the form prescribed by Our Minister, and shall be immediately submitted on request to any of the officials mentioned in Section 84, Sub-section (1), of the Labour Act, 1919;

H. in work which, in the opinion of the chief of the district, exposes the young person or woman to influences producing decay of the teeth, unless the regulations prescribed by the chief of the district for the prevention of injury to the teeth are observed;

J. in work in which hydrochloric acid, sulphuric acid, nitric acid, carbolic acid or any other dangerous corrosive fluid is used or handled:

- (1) in bottles, cans, jars, pots, barrels or casks, unless these are provided with a conspicuous label stating what fluid they contain;
- (2) in bottles or jars containing more than 5 litres, unless bottles or jars are properly enclosed in crates or otherwise suitably protected and suitable safety regulations are adopted for their transportation;
- (3) if suitable measures are not taken for the prevention of spilling and splashing in pouring out the said fluids;

K. in work where bottles, cans, jars, pots, barrels or casks are used which contain dyestuffs, lakes, varnishes or lubricants which contain poisonous lead compounds or poisonous volatile organic solvents, unless these are provided with a conspicuous label showing that they contain a poisonous substance;

L. in work which exposes the young person or woman to flying splinters or to splashes of a fluid which thus gives rise to danger, unless suitable measures of protection are provided or are available for the use of the said young person or woman.

Special requirements may be made by the chief of the district in respect of the protections, fencing and safety measures provided for in this section, the manner in which the signal under A shall be given, and the labels, mode of transportation and pouring out of the substances referred to under J and K. In case of failure to comply with the requirements, or to comply with them fully, the precautions, fencing or safety measures or labels therein provided for shall be deemed not to be used or not to be available, the aforesaid signal shall be deemed not to be sufficiently perceptible at the place where the machine or transmission gear is installed, and there shall be held to be failure to adopt suitable safety regulations for the transportation of the

fluids referred to under J or suitable means for the prevention of spilling and splashes in the pouring out of the said fluids.

9. A young person or a woman shall not be employed:—

A. in any room which in the opinion of the chief of the district is not kept free from discomforts and from dangers to health due to the presence of underground water, a sewer, a sanitary convenience, a manure or refuse heap or pit, a stable, or similar arrangements, or to the presence in the room of refuse liable to putrefaction, unless the nature of the work prevents the same;

B. in a room where the development and dissemination of dangerous or objectionable gases or vapours or dust is not prevented or provided against, or in cases where this is impossible or cannot be done adequately, where sufficient measures are not adopted for the carrying off of the gases, vapours or dust.

The chief of the district may make special requirements in respect of the prevention, or provision against the development and dissemination, of dangerous or objectionable gases or vapours or of dust, and the adoption of sufficient measures for the carrying off thereof; in case of failure to comply with the requirements, or to comply with them fully, the conditions referred to under B shall be deemed to be present in the room.

10. A young person or a woman shall not be employed in any room at a place where he or she is exposed:—

A. to a temperature of more than 32° Celsius, if the temperature outdoors in the shade is below 29° Celsius, or a temperature of more than 3° Celsius above the temperature outdoors in the shade, if the latter is 29° Celsius or more.

This prohibition shall not apply if, owing to the nature of the work, the young person or woman is exposed only intermittently during very short periods to a temperature of more than 32° Celsius, unless the chief of the district has informed the head or manager of the undertaking in writing that he considers work in these circumstances injurious to him or her;

B. to a temperature of 25° to 32° Celsius, if the chief of the district has required that the means prescribed by him shall be made use of to lower the temperature or to minimise the harmful effects thereof on the workers, and if this requirement has not been satisfied;

C. to objectionable radiation of heat, if the chief of the district has required that this shall be provided against in the manner prescribed by him either by covering the objects radiating heat or by screens protecting from the heat, and if this requirement has not been satisfied.

11. A young person or a woman shall not be employed :—

- A. in a room which, being enclosed by metal walls or having a tile or metal roof, is not made sufficiently weather-proof up to a height of at least 4 metres from the floor. This provision shall not apply :
- (1) if the nature of the work is an obstacle to making the room weatherproof or if the room is an open shed or a wooden structure of which more than one-sixth of the wall surface is open ;
 - (2) if the walls enclosing the room are made of wood or stone and are of a height of not less than $3\frac{1}{2}$ metres from the floor, unless the chief of the district has stated in writing that in his opinion circumstances are present which render it necessary that the room should be made weatherproof ;
 - (3) if the chief of the district has stated in writing that in his opinion it is not necessary to make the room weatherproof ;
- B. in a room where the roof consists wholly or partly of glass, and where the regulations prescribed by the chief of the district for the ensuring of a tolerable temperature have not been complied with ;
- C. in any particular place lacking a wooden floor or wooden grating, if in consequence thereof the young person or woman employed in the said place would in the opinion of the chief of the district be subject to injurious influences ;
- D. in any room not sufficiently guarded against the effects of the weather on all sides, if the chief of the district is of opinion that the health of the young person or woman may be injured by employment in any work specified by him in the open air or in a room which is insufficiently protected.

12. A young person or a woman shall not be employed :—

- A. in places where a large quantity of water is used for the work, unless the floor is so constructed that the water can drain off properly ;
- B. in a workroom where suitable spittoons are not provided, if these are considered necessary by the chief of the district, or where the workers specified by the chief of the district are not provided with a suitable flask or any other suitable receptacle for sputum ;
- C. in a workroom which is not kept clean and as far as possible free from dust and moisture.

Special requirements may be made by the chief of the district in respect of the provisions of this section ; if these are not complied with, or not complied with

fully, it shall be deemed that adequate provision is not made for the draining off of water, that the appliances specified under B are not provided or not available for the workers, or that the workroom is not kept clean and as far as possible free from dust and moisture.

13. A young person or a woman shall not be employed in any room in a situation where direct sunlight cannot be excluded, or in a place where he or she is exposed to the harmful influences of glare (fel licht), if the chief of the district is of opinion that the circumstances may be injurious to the young person or woman.

14. A young person or a woman shall not be employed in any workroom unless it is provided that good drinking water or other suitable non-alcoholic beverage, free of charge and in sufficient quantity, shall be made available for the young person or woman in a suitable manner in cases where the chief of the district requires the same.

15.—(1) A young person or a woman shall not be employed in any enclosed place mentioned in Section 4, Sub-section (2) (b), of the Labour Act, 1919,* unless the provisions of Chapter IV in respect of the prohibition of employment of young persons and women in offices are observed there.

(2) The provisions of Chapters II and III of this Decree in respect of the prohibition of employment of young persons and women in factories or workplaces and in shops and pharmacies with reference to lighting, ventilation, the prevention of objectionable draughts, the temperature, the free air space for each worker, and the provision of sanitary conveniences, shall not apply to the places mentioned in Sub-section (1).

CHAPTER II.—PROHIBITION OF THE EMPLOYMENT OF YOUNG PERSONS AND WOMEN IN FACTORIES AND WORKPLACES.

Division I.—Factories and Workplaces in general.

16.—(1) A young person or a woman shall not be employed in a factory or workplace which has not a free air space of at least 6 cubic metres for each worker, of which at least 2·4 cubic metres shall be above a height of 1·8 metres.

(2) In calculating the free air space both for a workroom as a whole and for the part thereof above the height of 1·8 metres, parts shall be excluded from the calculation in the application of this section, the height of which is *less than 2 metres, and also parts situated above the height of 5 metres.*†

(3) In the application of these provisions, rooms connected with a workroom in such a manner that communication cannot be

* Section 4, Sub-section (2) (b) mentions offices attached to factories or workplaces, pharmacies, cafés, hotels, and nursing institutions, which are treated as parts of such places and not as offices.

† The original text read " less than 2 metres or more than 5 metres " ; amended by the Decree of 22nd October, 1920.

shut off; shall be deemed to constitute a single whole with the said workroom, provided that the opening for communication is not less than 1·8 square metres.

(4) Without prejudice to the provisions of the foregoing sub-section, not more persons shall be present in a workroom which is deemed to constitute a single whole with one or more other rooms than $1\frac{1}{2}$ times the number of persons who might be present there if communication did not exist, provided that not more persons shall remain in the rooms altogether than might remain there if communication did not exist.

17. A young person or a woman shall not be employed in a factory or workplace in any workroom which is also used as sleeping room.

18. A young person or a woman shall not be employed in a factory or workplace unless, if the chief of the district has so required, the prescribed seating facilities are available for him or her and he or she may make use thereof during work.

19.—(1) A young person or a woman shall not be employed in a factory or workplace :—

- A. in a workroom which is not sufficiently lighted during working hours ;
- B. in a place where artificial light is required during the period between 9 a.m. and 3 p.m. in order to ensure sufficient lighting, unless the abnormal conditions of the weather necessitate the use of artificial light.

(2) A room shall be regarded as insufficiently lighted by daylight if it lacks openings for light above the surrounding ground level which admit direct daylight and have a total area of not less than one-tenth of the floor area of the workroom, unless the nature of the work prevents this, or special circumstances or installations, in the opinion of the chief of the district, ensure sufficient lighting by daylight at the places where work is done.

Door openings and other openings which may be closed against daylight shall not be included in the calculation of the area of the openings for light unless they admit direct daylight during working hours.

(3) The provisions in Sub-section (1) shall not apply to the employment of a young person or a woman in a workroom where the nature of the work being carried on prevents the admission of daylight or of any other sufficient light mentioned under A provided that :—

- (a) the young person or woman shall not be employed in such a room at any other hours than those fixed by the head or manager in written regulations for the hours of work ;
- (b) the hours of work are so fixed that the young person or woman is afforded an opportunity every day to remain in the daylight for the number of hours deemed to be necessary for health ;

(c) the regulations for the hours of work mentioned under (a), after having been sent to the chief of the district and approved in writing by him, or approved by Our Minister under Sub-section (4), shall be affixed in a conspicuous place in the workroom.

(4) If the chief of the district refuses to grant the approval mentioned in the foregoing Sub-section, the head or manager of the undertaking may apply to Our Minister.

The latter shall decide after enquiry.

If the regulations for the hours of work are approved, whether after modification or not, he shall attach his approval to the written regulations and send them to the head or manager of the undertaking. He shall also send a copy to the chief of the district in question.

If the regulations for the hours of work are not approved, he shall notify the head or manager of the undertaking of this decision. He shall at the same time send a copy to the chief of the district.

(5) The written approval referred to in Sub-section (3) (c) and Sub-section (4) may at any time be withdrawn by the chief of the district if it appears to him that the approved regulations are unsatisfactory.

Notwithstanding, an approval granted in pursuance of Sub-section (4) shall not be withdrawn except by authority obtained from Our Minister.

20.—(1) A young person or a woman shall not be employed in a factory or workplace in a workroom :—

- A. where provision is not made in a suitable manner for the adequate introduction of fresh air and escape of foul air during the hours of work ;
- B. where objectionable draughts are not prevented ;
- C. where the introduction of fresh air is not ensured as far as possible during rest periods by the opening of the ventilators.

(2) If the chief of the district has issued instructions in respect of any room as to the manner in which the renewal of air or the prevention of draughts shall be achieved, and if these things have not been done in accordance with his instructions, a young person or a woman shall not be employed in the said room.

(3) In default of instructions from the chief of the district, the introduction of fresh air and escape of foul air, in a room in which an adequate renewal of the air is not provided for by means of mechanical appliances, shall be deemed to be insufficient unless the total area of the openings which may afford direct communication with the open air amounts to at least 40 square decimetres, in which calculation the door openings which serve as entrances shall not be taken into account.

(4) An objectionable draught shall be deemed not to be prevented unless at least one-third of the area of the openings required under the foregoing Sub-section is situated more than

1·8 metres above the floor, or, where this is impossible, in or as close as possible to the top of the room, and unless these openings can be opened and closed easily from the floor, independently of lower openings.

21. A young person or a woman shall not be employed in a factory or workplace in operations whereby he or she is exposed to dust or filth, unless the requirements of the chief of the district in respect of the supply and wearing of overalls and head coverings, and the provision of facilities for washing, are complied with.

22. A young person or a woman shall not be employed in a factory or workplace unless adequate and suitable sanitary conveniences are provided in connection with the factory or workplace, with proper facilities for access and use.

23.—A young person or a woman shall not be employed in a factory or workplace, in any work which requires little movement on the part of the young person or woman, in a workroom which is not heated in cold weather up to at least 10° Celsius or to any higher temperature which the chief of the district may consider necessary for proper and sufficient warmth.

This prohibition shall not apply if the nature of the work prevents the requisite heating, provided that no young person or woman shall remain in the workroom continuously for a longer period than that authorised by the chief of the district, and that the authorisation shall be published by the affixing in the workroom of a signed statement from the chief of the district.

(2) A young person shall not be employed in a refrigerator where the temperature is below 7° Celsius.

24. A young person shall not be employed in a factory or workplace :

- (1) in the shaping by machine of wood or leather ;
- (2) in feeding heated calender rolls ;
- (3) in connection with the smoothing rolls (karrewalsen), leather rolls and glazing rolls ;
- (4) in connection with hot ironing machines,

unless the chief of the district has given a written declaration that in his opinion the work in the particular case gives rise to no danger.

25. A young person or a woman shall not be employed in a factory or workplace :—

- (1) in a room where machines are installed, the under parts of which may give rise to danger by their cutting, nipping or crushing movements, or by their high speed, and likewise circular, frame, band and cylinder saws, shaping, punching, planing and cutting machines and bark mills, oilcake crushers, straw cutters, rag cutters, paper cutters, stitching machines, chopping machines, metal shears, stamping machines, plate

presses, centrifugal machines, wringing and ironing machines, calenders or rolls, coke, stone and coal crushing machines, mixing, kneading and mincing machines, unless the said machines are protected as far as may be necessary.

- (2) in connection with looms, the shuttles of which make more than 80 journeys per minute across the loom, or more than 60 journeys per minute if the harness is more than 1·5 metres wide, if no protection or insufficient protection against the danger of the shuttle's flying out has been provided.

26. The provisions of this Division shall apply also to the factories and workplaces referred to in Divisions 2-6, except as the said Divisions may provide for deviations therefrom.

Division 2.—Factories and Workplaces in which Particular Operations are carried on or Particular Substances or Conditions are Present.

27. A young person or a woman shall not be employed in a factory or workplace in :—

- A. (1) embroidery ;
- (2) weaving damask, silk or coloured cotton ;
- (3) the treatment of diamonds or other precious stones ;
- (4) glass grinding ;
- (5) engraving or woodcutting ;
- (6) instrument making ;
- (7) lace-making ;
- (8) bead threading ;
- (9) type-setting ;
- (10) machine-knitting ;
- (11) making gold or silver articles ;
- (12) making hair articles ;
- (13) sewing, burling, and fine mending ;
- (14) quilting (stikken) ;
- (15) drawing ;
- (16) watchmaking or watch-repairing,

unless in the places where the said work is done the illumination is of a power of at least 50 Hefner units at a distance of one metre in respect of the work mentioned under (3), (5), (11) and (16), and of at least 30 Hefner units at a distance of one metre in respect of the other kinds of work.

- B. any kind of work not mentioned under A which requires good light unless in the places where the work is done the illumination is of a power of at least 20 Hefner units at a distance of one metre.

28. A young person or a woman shall not be employed in a factory or workplace :—

- A. in a workroom where ether, naphtha, benzine or other

volatile fluids are present, the fumes of which may form an explosive mixture with air, unless the said fluids are kept in properly closed metallic vessels and are not present in the workroom in greater quantity than is required for the proper carrying on of work, and such quantity shall in no case amount to more than is necessary for one day's use, or unless the said liquids are kept and transported in closed pipes and vessels in a manner which in the opinion of the chief of the district affords sufficient guarantee of safety ;

B. when the liquids referred to under A are present, and :

- (a) the fluids, if present outside the workroom but in the factory or workplace, are not stored safely in accordance with the requirements of the chief of the district ;
- (b) no suitable fire extinguishing appliances in good working condition are available in or near the workroom ;
- (c) no adequate means of escape in case of fire are provided.

29. A young person or a woman shall not be employed in any factory or workplace in a workroom where explosive substances are manufactured, treated or handled, unless :—

- (a) in that workroom there is at least one door which opens outward, which can at any time be opened easily from inside, and which affords adequate means of escape in case of fire ;
- (b) the windows admit diffused sunlight only ;
- (c) iron or steel implements are used only where their use for the carrying out of the work is unavoidable ;
- (d) the quantity of explosive substances present in the workroom is not greater than is necessary for the proper carrying on of the work ;
- (e) suitable fire extinguishing appliances in good working condition are available in or near the workroom.

30. A young person or a woman shall not be employed in a factory or workplace in a workroom in the neighbourhood of explosive substances present on the premises of the undertaking, unless the said substances are stored or transported safely in a manner conforming to the requirements of the chief of the district.

31. A young person or a woman shall not be employed in a factory or workplace in a workroom containing an acetylene generating apparatus unless it is a moveable apparatus which is used temporarily in the factory or workplace for the autogenous welding of fixed or not easily moveable articles.

32. A young person or a woman shall not be employed in a factory or workplace in a workroom where there is risk of an explosion owing to the work carried on there, or in places which

are or may be in direct communication with the said workroom, unless :—

- (a) all artificial light in the said workroom or in the said places is completely insulated, and the fires and imperfectly insulated artificial light elsewhere are at such a distance that there is no danger of explosion therefrom ;
- (b) suitable fire extinguishing appliances in good working condition are available in or near the workroom ;
- (c) adequate means of escape in case of fire are provided.

33. With regard to the application of the provisions hereinafter contained in this Division, work shall be divided into classes A, B, C, D, E, F, G, H, J and K, according to its nature or to the conditions under which it is performed.

Class A shall include work in workrooms where, or where as a rule, the following processes are carried on :—

- (I) the preparation of white lead ;
- (2) the preparation of sugar of lead ; lead oxide ; (massicot, litharge) or red lead ;
- (3) the calcining (reduction) of lead ash ;
- (4) the preparation of chromates ;
- (5) the preparation of colours containing mercury ;
- (6) the preparation of poisonous cyanogen compounds ;
- (7) the preparation of verdigris ;
- (8) the preparation or treatment of white phosphorus ;
- (9) the preparation or treatment of bichloride of mercury ;
- (10) the preparation or treatment of mercury or mercury foil ;
- (11) the preparation or treatment of arsenic or arsenic compounds ;
- (12) the preparation of zinc white ;
- (13) the further manipulation of the substances mentioned under (1)-(12) in order to prepare them for delivery or use ;
- (14) the manufacture or repair of electrical accumulators ;
- (15) the preparation of zinc from ore ;
- (16) the preparation or treatment of enamels for the manufacture of enamelled goods, if the enamel contains lead to the extent of more than one-half per cent. of its weight in a dry state ;
- (17) work where the air is contaminated by dust generated or disseminated in the crushing, grinding, mixing or sifting of artificial manure, phosphates or other minerals for artificial manure, cement, lime, chalk, cinders, slag, magnesite, plaster, stone, glass, shells, water lime (tras), in the dry grinding of metals, (exclusive of the implements used in the factory or workplace), or of glass, or the treatment of goods or substances with the sand blast ;

- (18) the preparation, grinding or packing of chloride of lime ;
- (19) the manufacture of briquettes with the use of pitch ;
- (20) work where there is risk of poisoning by aniline and its homologues and derivatives, arseniuretted hydrogen, chlorine, hydroflurine, nitrous compounds, phosphoretted hydrogen, hydrochloric acid, sulphuric acid, sulphurous acid, nitric acid, prussic acid, sulphuretted hydrogen, benzol and its homologues and derivatives, in so far as such risk, in the opinion of the chief of the district, may be deemed to be injurious ;
- (21) the creosoting of wood or other substances ;
- (22) the refining or distillation of petroleum.

Class B shall include work in workrooms :—

- (1) where the air may be contaminated by poisonous dust which is disseminated in bronzing, *e.g.*, in a printing works, a frame-making works ;
- (2) where as a rule poisonous colours are mixed, treated, or used ;
- (3) where, or where as a rule, poisonous cyanogen compounds are treated or produced ;

(4) where polishing is done with powder containing lead ; in each case so far as in the opinion of the chief of the district there is serious danger of an injurious influence on health from the poisonous substances in places where work is carried on.

Class C shall include work in workrooms where there are usually disseminated, to an extent which in the opinion of the chief of the district may be deemed to be injurious, substances or vapours which may from their nature cause poisoning, such as acrolein, ether, ammonia, amyl acetate, acetic acid, benzine, methyl bromide, carbolic acid, creosote, formalin, wood spirit, carbon monoxide, carbon dioxide, mercury, naphthaline, phosgene, picric acid, tetrachlorethane, tetrachloride of carbon, zinc oxide, carbon bisulphide.

Class D shall include work :—

- (1) in the handling of raw hides, and work in rooms where raw hides are present ;
- (2) in the sorting or handling of raw wool or other uncleaned animal hair, and work in rooms where raw wool or other uncleaned animal hair is present ;
- (3) in workrooms where the work may be contaminated by dust from brushmaking or paint-brush making ;
- (4) in rag sorting establishments or in workrooms where the air may be contaminated by dust from rags, waste paper, or refuse ;
- (5) in the sorting or handling of bones ;
- (6) in washing, scraping, sorting or removing the mucous membrane of gut ;
- (7) in the sorting and treatment of refuse.

Class E shall include work in workrooms where lead, lead alloys, or lead compounds are as a rule used in :—

- (1) the adjusting of weights ;
- (2) capsule factories ;
- (3) printing works ;
- (4) lead glass works ;
- (5) shot foundries ;
- (6) type foundries ;
- (7) type-setting works, including works where type-setting machines are used ;
- (8) lead pipe works ;
- (9) lead rolling works ;
- (10) lead smelting works ;
- (11) metal goods factories ;
- (12) musical instrument factories ;
- (13) organ pipe factories ;
- (14) stereotyping establishments ;
- (15) file-cutting works ;

unless the chief of the district has given a written declaration that in his opinion the work in the said workplace gives rise to no danger of lead poisoning.

Class F shall include work in workrooms in diamond cutting and polishing works where lead, lead compounds or lead alloys are as a rule used in the work.

Class G shall include work in workrooms where the air may be contaminated by the dust produced or disseminated in :—

- (1) the dry grinding or scouring of substances other than metal or glass ;
- (2) the cleaning of castings from sand or loam ;
- (3) work in lime slaking works other than that mentioned in Class A, No. (17) ;
- (4) wood sawing ;
- (5) the sawing or turning of horn, bone or vegetable ivory ;
- (6) the manufacture of moss litter ;
- (7) the manufacture of briquettes without the use of pitch, or the preparation of coke ;
- (8) the grinding of bark and tanning materials ;
- (9) the grinding or sifting of spices ;
- (10) bronzing in a printing works, or any other establishment where a non-poisonous bronze is used ;
- (11) the manufacture of cotton wool ;
- (12) the cleaning of kapok or feathers ;
- (13) the weaving or braiding of coco-nut fibre ;
- (14) the making or grinding of felt ;
- (15) the sifting or cleaning of grain or seed ;
- (16) the manufacture of straw casings ;
- (17) chaff cutting ;
- (18) besom tying ;

unless the chief of the district has given a written declaration that, in his opinion, the work in such a workroom gives rise to no danger of injury to health from dust.

Class H shall include work in workrooms where cigars or cigarettes are manufactured or tobacco in a dry condition is treated.

Class J shall include work in workrooms where flax or hemp is broken, beaten, swingled or heckled, without the use of a power machine ;

Class K shall include work in workrooms where :—

- (1) mechanical weaving is carried on or yarn is subjected to treatment preparatory to weaving ;
- (2) mechanical spinning is carried on ;
- (3) cotton or jute is subjected to treatment preparatory to spinning ;
- (4) fibres not referred to under No. (3) are carded or willowed ;
- (5) woven or knitted fabrics are napped ;
- (6) flax or hemp is broken, beaten, swingled or heckled with the use of a power machine.

34. A young person or a woman shall not be employed in a factory or workplace in the cases specified in Class A of Section 33.

35.—(1) A young person shall not be employed in a factory or workplace in any case specified in any of the Classes B, C, D, E, F, G, H, J or K, of Section 33, unless the provisions of Sub-sections (3)–(10) below are observed.

(2) A woman shall not be employed in a factory or workplace referred to in Class B Class E Nos. (3), (6), (7) or (14), or Class J of Section 33, unless the provisions of Sub-sections (3)–(10) below are observed.

(3) A valid declaration respecting each young person or woman shall be available, showing that the work gives rise to no special danger to his or her health or life.

(4) The declaration referred to in the foregoing Sub-section shall be given by a medical officer of the labour inspection service or a medical practitioner designated by the chief of the district, after he has examined the young person or woman.

(5) The declaration shall be drawn up and signed by the medical practitioner who has made the examination. It shall state the length of the period for which it is valid, which shall not be fixed at more than two years.

(6) The declaration shall be made in the form prescribed by Our Minister. Different forms may be prescribed in the case of different kinds of work, or work under different conditions, and for different groups of persons.

(7) The medical declarations shall be properly preserved and shall be produced immediately for inspection on the request of any of the officials specified in Section 84, Sub-section (1), of the Labour Act, 1919.

(8) No marks shall be made on the declaration, and notes made thereon by the examining medical practitioner or any official of the Labour inspection service shall not be rendered illegible.

(9) On the termination of the contract of service between the head or manager of the undertaking and the person in respect of

whom he holds a medical declaration, the declaration shall, without delay, be handed to the person in question on the first request, or placed at his or her disposal.

(10) If the chief of the district so requires, a room shall be made available for the medical examination which is suitable, heated if necessary, and in his opinion fit for the purpose.

(11) If the chief of the district, in agreement with the medical practitioner who has examined a young person or a woman under Sub-section (4), has laid down conditions to be observed in respect of the employment of the said young person or woman in certain kinds of work or in certain instances, in order to minimise danger to his or her life or health, the young person or woman shall not be employed unless the conditions so laid down are observed.

36. The chief of the district may require that within a period fixed by him a valid declaration, issued after the date of the requisition, shall be procured in respect of all or certain young persons or women who are employed in a factory or workplace in a certain undertaking, showing that the employment of the young person or woman in the factory or workplace in question gives rise to no special danger to life or health. A young person or a woman in respect of whom such a requisition is made shall not be employed in the factory or workplace after the specified period unless the requirement is complied with. The provisions of Section 35, Sub-sections (4)–(8), (10) and (11), shall apply correspondingly.

37.—(1) A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class B, Class D Nos. (4), (5), (6) or (7), Class G Nos. (1), (2), (5), (6), (8), (10), (11), (12) or (13), or Class K Nos. (1) to (5), unless the workroom in which the young person or woman is employed contains a free air space for each worker of not less than 10 cubic metres, of which not less than 4 cubic metres shall be above a height of 1·8 metres.

If the workroom was in use as such before 1st October, 1920, the parts of which the height is less than 2 metres shall not be included in the calculation of the free air space either of the workroom as a whole or of the part thereof above 1·8 metres, for the purpose of the application of this provision. In all other cases parts of which the height is less than 2·5 metres shall not be included.

(2) A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class C, or Class G Nos. (3), (7) or (14), unless the workroom in which the young person or woman is employed contains a free air space for each worker of not less than 20 cubic metres, of which not less than 10 cubic metres shall be above a height of 1·8 metres.

If the workroom was in use as such before 1st October, 1920, parts of which the height is less than 2 metres shall not be included in the calculation of the free air space either of the workroom as

a whole or of the part thereof above 1·8 metres. In all other cases parts of which the height is less than 3 metres shall not be included.

(3) A young person or a woman shall not be employed in a factory or a workplace in any work specified in Section 33, Class H, unless the room in which the young person or woman is employed contains a free air space for each worker of not less than 8 cubic metres, of which not less than 3·2 cubic metres shall be above a height of 1·8 metres.

The provisions of Sub-section (2), second paragraph, shall also apply.

(4) A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class D Nos. (1) to (3), Class E, Class F, Class G Nos. (4), (9), (15), (16), (17) or (18), Class J, or Class K No. (6), unless the workroom in which the young person or woman is employed contains a free air space for each worker of not less than 7 cubic metres, of which not less than 2·8 cubic metres shall be above a height of 1·8 metres.

The provisions of Sub-section (2), second paragraph, shall also apply.

38. The following rules shall govern the application of the provisions of Section 37 :—

- (a) In the calculation of the free air space either of a workroom as a whole or of the part thereof above the height of 1·8 metres, parts above a height of 5 metres shall not be included.
- (b) Rooms which are directly connected with the workroom, in such a manner that communication cannot be shut off, shall be deemed to form part of the said workroom if the opening by which communication takes place has an area of not less than 1·8 square metres.
- (c) Without prejudice to the provisions under (b), not more persons shall be present in a workroom which is deemed to constitute a single whole with one or more other rooms, than $1\frac{1}{2}$ times the number of persons who might be present there if communication did not exist, provided that not more persons shall remain in the rooms altogether than might remain there if communication did not exist.

39. A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class B, unless the following provisions are observed :—

- (1) Adequate precautions against the danger of poisoning shall be taken in conformity with the requirements of the chief of the district ;
- (2) An overall, and if necessary a head covering, for compulsory wear at work during the week, shall be supplied to each young person or woman on the first working day of each week, marked and properly washed and dried, exclusively for his or her use.

If the chief of the district has issued requirements :—

- (a) concerning the supply of a clean overall or head covering on other days than the first working day of the week ;
 - (b) respecting the pattern and mode of marking of the overalls and head coverings ;
 - (c) in respect of the supply and wearing of head coverings, the said requirements shall be complied with.
- (3) A suitable place, fitted up in accordance with the instructions issued by the chief of the district, shall be available for depositing the clothing which the young person or woman must remove before beginning work.
 - (4) Food shall not be kept in the workroom by or for the young person or woman, and food shall not be consumed or meal times spent there, unless the chief of the district has expressed the opinion that this gives rise to no special danger to life or health.

If the chief of the district so requires, satisfactory arrangements for meals shall be provided for the young person or woman.

- (5) Suitably installed washing conveniences, situated indoors, shall be available in the factory or workplace. Soap and a sufficient number of towels shall be available with each washing convenience, and arrangements shall be made for drawing off the waste water and applying a sufficient quantity of clean water.

If the chief of the district so requires ;

- (a) the number of nail-brushes specified by him shall be provided with each washing convenience ;
- (b) the specified number of towels shall be supplied in such manner and at such times as are specified by him ;
- (c) an adequate supply of warm water shall be provided in the washing conveniences.

The washing conveniences shall in all other respects be installed in accordance with the instructions of the chief of the district.

Sufficient time shall be allowed to the persons in question, at the end of each period of work, for making use of a washing convenience.

- (6) The floor of the workroom shall be suitably constructed and so arranged that it can be kept clean.
- (7) The floor of the workroom shall be scrubbed or swabbed at least once a week.
- (8) The walls and ceiling of the workroom shall be properly whitewashed, washed down, or otherwise cleaned at least once every 15 months. If the chief of the district so requires, the whitewashing, washing down or cleaning shall take place at the intervals and in the manner prescribed by him.

40. A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class C, unless the following provisions are observed :—

- (1) Adequate precautions shall be taken against the danger of poisoning, in conformity with the requirements of the chief of the district.
- (2) Food shall not be kept in the workroom by or for the young person or woman, and food shall not be consumed or meal times spent there, unless the chief of the district has expressed the opinion that this gives rise to no danger to life or health.

If the chief of the district so requires, satisfactory arrangements for meals shall be provided for the young person or woman.

- (3) The walls and ceiling of the workroom shall be properly whitewashed, washed down or otherwise cleaned at least once every 15 months. If the chief of the district so requires, the whitewashing, washing down, or cleaning, shall take place at the intervals and in the manner prescribed by him.

41. Without prejudice to the provisions of Section 4 B, a young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class D, unless the following provisions are observed :—

- (1) Adequate precautions shall be taken against the danger of poisoning or infection, in conformity with the requirements of the chief of the district.
- (2) An overall, and if necessary a head covering, for compulsory wear at work during the week, shall be supplied to each young person or woman on the first working day of each week, marked and properly washed and dried, exclusively for his or her use.

If the chief of the district has issued requirements :—

- (a) concerning the supply of a clean overall or head covering on other days than the first working day of the week ;
 - (b) respecting the pattern and mode of marking of the overalls and head coverings ;
 - (c) in respect of the supply and wearing of head coverings ;
- these requirements shall be complied with.
- (3) A suitable place shall be available for depositing the clothing which the young person or woman must remove before beginning work, fitted up in accordance with the instructions of the chief of the district.
 - (4) Food shall not be kept in the workroom by or for the young person or woman, and food shall not be consumed or meal times spent there, unless the chief of the district has expressed the opinion that this gives rise to no danger to life or health.

If the chief of the district so requires, satisfactory arrangements for meals shall be provided for the young person or woman.

- (5) Suitably installed washing conveniences, situated indoors, shall be available in the factory or workplace. Soap and a sufficient number of towels shall be available in each washing convenience, and arrangements shall be made for drawing off waste water and supplying a sufficient quantity of clean water.

If the chief of the district so requires :—

- (a) The number of nail-brushes specified by him shall be provided with each washing convenience.
- (b) The specified number of towels shall be supplied in such manner and at such times as are specified by him.

The washing conveniences shall in all other respects be installed in accordance with the instructions of the chief of the district.

Sufficient time shall be allowed to the persons in question, at the end of each period of work, for making use of a washing convenience.

- (6) The floor of the workroom shall be suitably constructed and so arranged that it can be kept clean and disinfected.
- (7) The floor of the workroom shall be scrubbed or swabbed at least once a week.
- (8) The walls and ceiling of the workroom shall be properly whitewashed, washed down, or otherwise cleaned, at least once every 15 months. If the chief of the district so requires, the whitewashing, washing down, or cleaning shall take place at the intervals and in the manner prescribed by him.
- (9) Further, in the case of work consisting in rag sorting, the provisions shall be observed that the said work shall be carried on in a workroom which is separate from the place where the rags, waste-paper or refuse are stored, and shall not be carried on at the same time as this work.

42. A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class C, unless the following provisions are observed :—

- (1) An overall, and if necessary a head covering, for compulsory wear at work during the week, shall be supplied to each young person or woman on the first working day of each week, marked and properly washed and dried, exclusively for his or her use.

If the chief of the district has issued requirements :—

- (a) concerning the supply of a clean overall or head covering on other days than the first working day of the week ;
 - (b) respecting the pattern and mode of marking of the overalls and head coverings ;
 - (c) in respect of the supply and wearing of head coverings ;
- these requirements also shall be complied with.

- (2) Food shall not be kept in the workroom by or for the young person or woman, and food shall not be consumed or meal times spent there, unless the chief of the district has expressed the opinion that this gives rise to no danger to life or health.

If the chief of the district so requires, satisfactory arrangements for meals shall be provided for the young person or woman.

- (3) Suitably installed washing conveniences, situated indoors, shall be available in the factory or workplace. Soap and a sufficient number of towels shall be available in each washing convenience, and arrangements shall be made for drawing off waste water and supplying a sufficient quantity of clean water.

If the chief of the district so requires :

- (a) the number of nail-brushes specified by him shall be provided with each washing convenience ;
 (b) the specified number of towels shall be supplied in the manner and at the times prescribed by him.

The washing conveniences shall in all other respects be installed in accordance with the instructions of the chief of the district.

Sufficient time shall be allowed to the persons in question, at the end of each period of work, for making use of a washing convenience.

- (4) The floor of the workroom shall be suitably constructed and so arranged that it can be kept clean.
 (5) The floor of the workroom shall be scrubbed or swabbed at least once a week, unless it is treated with dust-absorbing oil in a manner regarded by the chief of the district as adequate, or unless there are no cracks in the floor.
 (6) The walls and ceiling of the workroom shall be properly whitewashed, washed down or otherwise cleaned at least once every 15 months. If the chief of the district so requires, the whitewashing, washing down or cleaning shall take place at the intervals and in the manner prescribed by him.

43. A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class F, unless the following provisions are observed :—

- (1) Lead makeweights shall be adequately covered.
 (2) Food shall not be kept in the workroom by or for the young person or woman, and food shall not be consumed or meal times spent there, unless the chief of the district has expressed the opinion that this gives rise to no special danger to life or health.

If the chief of the district so requires, satisfactory arrangements for meals shall be provided for the young person or woman.

- (3) Suitably installed washing conveniences, situated indoors, shall be available in the factory or workplace.

Soap and a sufficient number of towels shall be made available in each washing convenience, and arrangements shall be made for drawing off waste water and supplying a sufficient quantity of clean water.

If the chief of the district so requires :—

- (a) the number of nail-brushes specified by him shall be provided with each washing convenience ;
 (b) the specified number of towels shall be supplied in the manner and at the times prescribed by him.

The washing conveniences shall in all other respects be installed in accordance with the instructions of the chief of the district.

Sufficient time shall be allowed to the persons in question, at the end of each period of work, for making use of a washing convenience.

- (4) The floor of the workroom shall be suitably constructed, and so arranged that it can be kept clean.
 (5) The floor of the workroom shall be scrubbed or swabbed at least once a week.
 (6) The walls and ceiling of the workroom shall be properly whitewashed, washed down or otherwise cleaned at least once every fifteen months.

If the chief of the district so requires, the white-washing, washing down or cleaning shall take place at the intervals and in the manner prescribed by him.

44. A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class H, unless the following provisions are observed :—

- (1) Food shall not be kept in the workroom by or for the young person or woman, and food shall not be consumed or meal times spent there, unless the chief of the district has expressed the opinion that this gives rise to no special danger to life or health.

If the chief of the district so requires, satisfactory arrangements for meals shall be provided for the young person or woman.

- (2) Suitably installed washing conveniences, situated indoors, shall be available in the factory or workplace. Soap and a sufficient number of towels shall be available with each washing convenience, and arrangements shall be made for drawing off waste water and supplying a sufficient quantity of clean water.

If the chief of the district so requires :—

- (a) the number of nail-brushes specified by him shall be provided with each washing convenience ;
- (b) the specified number of towels shall be supplied in the manner and at the times prescribed by him.

The washing conveniences shall in all other respects be installed in accordance with the instructions of the chief of the district.

Sufficient time shall be allowed to the persons in question, at the end of each period of work, for making use of a washing convenience.

- (3) The floor of the workroom shall be suitably constructed and so arranged that it can be kept clean.
- (4) The floor of the workroom shall be scrubbed or swabbed at least once a week.
- (5) A heating apparatus shall not be used in the workroom for the drying of tobacco or cigars or for the preparation or warming of food.
- (6) The walls and ceiling of the workroom shall be properly whitewashed, washed down or otherwise cleaned at least once every 15 months. If the chief of the district so requires, the whitewashing, washing down or cleaning shall take place at the intervals and in the manner prescribed by him.

45. A young female person shall not be employed in a factory or workplace in the work specified in Section 33, Class J.

46. A young person or a woman shall not be employed in a factory or workplace in any work specified in Section 33, Class K, Nos. (1), (2) or (3), if the air is artificially humidified, unless the following provisions are observed :—

- (1) A thermometer in good working order, with a wet bulb such as is contained in a psychrometer, shall be hung both in the middle of the workroom and on or near one of the side walls thereof, in positions which may be more precisely designated by the chief of the district.

Half-degrees Celsius shall be clearly marked on this thermometer, and quarter-degrees Celsius shall be sufficiently distinguishable.

- (2) The temperature indicated by this thermometer shall not be more than 25° Celsius, unless the temperature outdoors in the shade exceeds 32° Celsius, in which case the temperature indicated by the thermometer may exceed 25° Celsius by the same number of degrees as the temperature outdoors in the shade exceeds 32° Celsius.
- (3) If the humidity of the air in the workroom is maintained by the injection of air saturated or nearly saturated with water vapour, the water used for this purpose

shall be clean or thoroughly purified in accordance with the requirements of the chief of the district, and the pipes for the introduction of the air shall be kept clean.

- (4) If the humidity of the air in the workroom is maintained by the introduction of steam, the steam pipes used for this purpose shall be covered with a material which does not conduct heat, if the chief of the district so requires.

Division III.—Establishments for the Manufacture of Bricks from Clay or Earth, Roof Tile, Floor Tile (Dutch Tile), Wall Tile and Earthenware Pipe Works.

47. The provisions of this Division shall apply to work in :

- (1) Establishments for the manufacture of bricks from clay or earth, and brick kilns, consisting in :—

- (a) driving a horse ;
- (b) treading clay, preparing earth or mud and putting clay on the moulding tables ;
- (c) filling moulds by hand ;
- (d) turning bricks out of moulds containing more than one brick or out of moulds containing only one brick but having a greater capacity than 2·2 cubic decimetres.
- (e) moving loaded trucks ;
- (f) filling the kilns ;
- (g) drawing from the kilns baked bricks which are not yet quite cold.

- (2) Roof tile, floor tile (Dutch tile), and earthenware pipe works, consisting in :

- (a) treading clay ;
- (b) working clay by hand ;
- (c) filling moulds by hand ;
- (d) moving loaded trucks ;
- (e) filling the kilns ;
- (f) drawing from the kilns baked roof or floor tiles or earthenware pipes which are not quite cold.

- (3) Wall tile works, consisting in the drawing from the kilns of tiles which are not yet quite cold.

48. A person below 15 years of age shall not be employed in the work specified in Section 47 under (1) (a).

49. A person below 16 years of age, or a woman of 16 years and upwards, shall not be employed in the work specified in Section 47 under (1) (b)–(g), (2) or (3).

This prohibition shall not apply :—

- (a) in respect of an unmarried woman above the age of 16 years, to the work specified in Section 47 (1) (e) ;

(b) in respect of a woman of 16 years and upwards, to the arranging and stacking of bricks in the kilns where they are to be baked,

provided that in both cases the provisions of Section 35, Subsections (3)-(10), shall be observed in respect of her.

Division IV.—Factories and Workplaces in which Ceramic Industries are Carried on.

50. The provisions of this Division shall apply to work performed in factories and workplaces where ceramic industries are carried on, in so far as lead compounds are prepared, used, or treated in this work which contain more lead than one-half per cent. of their weight in a dry condition in any other form than sulphide of lead (galena, lead ore) or in so far as objects are handled therein to which such lead compounds are applied.

This work shall be divided into Classes I, II, III, IV, V, VI, VII, VIII.

Class I shall comprise work in rooms where, or where as a rule, the preparation of the glaze takes place, including grinding, sifting, mixing and vitrification.

Class II shall comprise glazing (dipping into the glaze-tub or applying the glaze otherwise, e.g., by spraying).

Class III shall comprise work other than that belonging to the foregoing class, which is performed in connection with the application of glaze to articles, namely :

- (1) putting up (the regular handing of articles to the dipper) ;
- (2) taking off (the receiving of dipped articles) ;
- (3) touching up the coat of glaze or removing superfluous glaze in so far as this is not done in glost placing ;
- (4) carrying away (taking dipped articles to the glost placing shop) ;
- (5) washing boards and cleaning tubs.
- (6) taking saggars with dipped or glost articles to the oven.

Class IV shall comprise work which is performed in connection with glost placing (placing dipped articles in saggars), or, when saggars are not used, which consists in placing the dipped articles in the ovens.

Class V shall comprise work consisting in the preparation, grinding and mixing of ceramic colours.

Class VI shall comprise work consisting in :—

- (1) the decoration of glazed articles ;
- (2) the application of ceramic colours to articles by dry spraying or dusting,
when either is done in a manner which is considered dangerous by the chief of the district in consultation with a medical officer of the labour inspection service.

Class VII shall comprise work consisting in :—

- (1) the application of ceramic colours to biscuit or glost ware by printing or painting ;
- (2) the decoration of dipped articles or the application of ceramic colours to articles by dry spraying or dusting,
when either is done in a manner which is considered dangerous by the chief of the district in consultation with a medical officer of the labour inspection service.

Class VIII shall comprise work not mentioned in the foregoing classes, which is carried on in rooms where work belonging to one or more of the foregoing classes is done, and in circumstances in which there is danger of poisoning in the opinion of the chief of the district, in consultation with a medical officer of the labour inspection service.

In this Division there shall be understood :—

- by *biscuit*, the baked ware not covered with glaze ;
- by *glaze*, the substance which produces a vitreous coating on the ware when heated ;
- by *glost ware*, the ware on which the glaze has been transformed into a vitreous coating by heating.

51. A person below 16 years of age or a woman of 16 years of age and upwards shall not be employed in work belonging to any of the Classes I, II, V or VI of Section 50.

52. A person below 16 years of age, or a married woman, shall not be employed in work belonging to Class III of Section 50.

An unmarried woman of 16 years and upwards shall not be employed in the said work unless the following provisions are observed in respect of her :—

- (1) the glaze to be used shall contain no lead compounds which have not been vitrified by fusion ;
- (2) the glaze to be used, when treated with an aqueous solution of hydrochloric acid containing 0.25 per cent. of the acid in accordance with the method prescribed below, shall not yield more than 2½ per cent. of monoxide of lead in solution.

The prescribed method is as follows :—

One part by weight (if possible one gram) of the substance, dried at 100° Celsius to a constant weight, is shaken for one hour with 1,000 parts by weight of an aqueous solution of hydrochloric acid containing 0.25 per cent. of the acid. The mixture is then allowed to settle for one hour, after which the liquid, which is settled as much as possible, is syphoned off and completely clarified by filtration. In a known part of the clear filtrate, which must, however, contain not less than $\frac{3}{4}$ of the original quantity of liquid, the lead is precipitated as lead

sulphide by means of sulphuretted hydrogen. The lead sulphide is next dissolved by heating with dilute nitric acid (Sp. Gr. 1.2). After removing the excess of nitric acid by evaporation over a water bath, the lead is precipitated as lead sulphate by means of an excess of dilute sulphuric acid with the addition of double the volume of alcohol. If, in addition to the lead sulphate, other salts precipitable by alcohol are present in the solution, no alcohol is added. After at least 12 hours the lead sulphate is separated by filtration, and if precipitated with alcohol it is washed with this liquid, or if no alcohol was added for precipitation, it is washed first with dilute sulphuric acid and afterwards with alcohol. The weight of the precipitate is next ascertained, after heating it to a dull red heat and cooling it in the dessicator. Finally the weight of monoxide of lead is calculated from the ascertained weight of lead sulphate.

- (3) An overall, and if necessary a head covering, for compulsory wear at work during the week, shall be supplied to each woman on the first working day of each week, marked and properly washed and dried, exclusively for her use.

If the chief of the district has issued requirements :—

- (a) concerning the supply of a clean overall or head covering on other days than the first working day of the week ;
 (b) respecting the pattern and mode of marking of the overalls and head coverings ;
 (c) in respect of the supply and wearing of head coverings ;
 these requirements shall be complied with.

- (4) A suitable place shall be available for depositing the clothing which the women must remove before beginning work, fitted up in accordance with the instructions of the chief of the district.
- (5) Suitably installed washing conveniences, situated indoors, shall be available in the factory or workplace. Soap and a sufficient number of towels shall be available with each washing convenience, and arrangements shall be made for drawing off waste water and supplying a sufficient quantity of clean water.

If the chief of the district so requires :—

- (a) the number of nail-brushes specified by him shall be provided with each washing convenience ;
 (b) the specified number of towels shall be supplied in the manner and at the times prescribed by him ;
 (c) warm water in sufficient quantity shall be supplied in the washing conveniences.

The washing conveniences shall in all other respects be installed in accordance with the instructions of the chief of the district.

Sufficient time shall be allowed to the persons in question, at the end of each period of work, to make use of a washing convenience.

- (6) The workroom shall contain a free air space of not less than 10 cubic metres for every person present therein, in the calculation of which only parts of the workroom shall be included of which the height is 3 metres or more, except in so far as the said parts are above a height of 5 metres.

- (7) A dated declaration shall be available in the factory or workplace in respect of each worker, showing that her physical condition is not such that the work gives rise to any special danger for her.

This declaration shall be made after examination by a medical officer of the labour inspection service or by any other medical practitioner designated by Our Minister, and shall be entered in a register of the form prescribed by Our Minister and kept in the manner prescribed by him.

The declaration shall be not more than three months old ; it may at any time be withdrawn by the medical practitioner designated under the foregoing paragraph.

The register shall be immediately produced for inspection on the request of any of the officials mentioned in Section 84, Sub-section (1), of the Labour Act, 1919.

A room shall be available for the medical examination, which in the opinion of the medical practitioner charged with the examination is suitable for the purpose.

- (8) Food shall not be consumed by the woman in the factory or workplace, or meal times spent there, except in a mess room fitted up in accordance with the requirements of the chief of the district.

53. A person below 16 years of age shall not be employed in work belonging to Class IV of Section 50.

A woman of 16 years and upwards shall not be employed in the said work unless the provisions of the foregoing section under Nos. (1)-(8) are observed in respect of her.

54. A person below 16 years of age, or a woman of 16 years and upwards, shall not be employed in any work belonging to Class VII of Section 50, unless the provisions of Section 52, Sub-section (5), are observed in respect of him or her.

55. A person below 16 years of age, or a woman of 16 years and upwards, shall not be employed in any work belonging to

Class VIII of Section 50, unless the provisions of Section 52, Sub-sections (3), (4), (5), (7) and (8) are observed in respect of him or her, in so far as the observance of the said provisions is considered necessary by the chief of the district.

Division V.—Factories and Workplaces where Linen is Ironed.

56. A young person or a woman shall not be employed in a factory or workplace in a workroom where linen is ironed unless the room contains a free air space for each worker of not less than 6 cubic metres, of which not less than 2·4 cubic metres shall be above a height of 1·8 metres.

If there is a stove in the room for the purpose of heating the irons, 15 cubic metres shall be deducted from the free air space of the room as a whole in making the calculation for the purpose of this section.

In calculating the free air space, parts of the room shall not be included for the purposes of this section, the height whereof is less than 2·5 metres, *nor parts situated above a height of 5 metres.**

For the purpose of these provisions, places directly connected with a workroom in such a way that the communication cannot be shut off, shall be deemed to constitute a single whole together with the workroom if the opening for communication is not less than 1·8 square metres.

Without prejudice to the provisions of the foregoing paragraph, not more persons shall be present in a workroom which is deemed to constitute a single whole with one or more other rooms than $1\frac{1}{2}$ times the number of persons who might be present there if communication did not exist, provided that not more persons shall remain in the rooms altogether than might remain there if communication did not exist.

Division VI.—Factories and Workplaces where Articles Dangerous to Morality are Manufactured, Manipulated or Packed.

57.—(1) A young person shall not be employed in a factory or workplace in a room where contraceptives are manufactured, manipulated, or packed.

(2) A woman shall not be employed in a factory or workplace in a workroom where the articles mentioned in Sub-section (1) are manufactured, manipulated or packed, if a man is simultaneously employed in the said workroom.

CHAPTER III.—PROHIBITION OF THE EMPLOYMENT OF YOUNG PERSONS AND WOMEN IN SHOPS AND PHARMACIES.

58. A young person or a woman shall not be employed in a shop or a pharmacy unless the following provisions are observed :—

(1) A number of suitable seats shall be provided in the shop or pharmacy, at least equal to the number of young persons and women who are simultaneously occupied there, and shall be reserved exclusively for them.

* Original read : " less than 2·5 metres or more than 5 metres " ; amended by Decree of 22nd October, 1920.

(2) The young persons and women occupied in the shop or pharmacy shall be afforded facilities for using the seats mentioned in Sub-section (1) during the time when they are not actually engaged in work in the shop or pharmacy, but are merely required to be in attendance there, and during the time when they are engaged in work there which can be done properly while sitting.

59.—(1) A young person or a woman shall not be employed in a shop or pharmacy :—

- A. where proper and adequate provision is not made for introduction of fresh air and the escape of foul air ;
- B. where objectionable draughts are not prevented ;
- C. where the requirements of the chief of the district respecting the heating of the shop or pharmacy are not observed ;
- D. where a thermometer in good working order is not hung in a place specified by the chief of the district, though he has required the same.

(2) If the chief of the district has required in respect of a shop or pharmacy that the renewal of the air supply and the prevention of draughts shall be achieved in a special manner, and if his instructions have not been followed in either case, a young person or a woman shall not be employed in the establishment.

60. A young person or a woman shall not be employed in a shop or pharmacy unless the following provisions are observed :—

(1) A sanitary convenience shall be available for him or her, so situated and installed that it can conveniently be reached and used by him or her during the time spent in the shop or pharmacy.

If 10 or more persons are employed in the shop or pharmacy, the sanitary conveniences shall be separate for the two sexes and provided with a suitable sign indicating the sex for which they are reserved. The approaches to the sanitary convenience reserved for the two sexes shall, if possible, not be situated in proximity to each other.

(2) If 10 or more persons are occupied in a shop or pharmacy, the number of sanitary conveniences available for them shall amount to :—

- (a) at least 1 for every 10 women or less, and at least 1 for every 50 male persons or less, provided that 1 or more persons are regularly present during the hours of work who are responsible for attending to the sanitary conveniences and keeping them clean ;
- (b) at least 1 for every 15 women or less, and at least 1 for every 25 male persons or less in default of the presence of the persons specified under (a).

- (3) Sanitary conveniences—except in the case of water closets, urinals with water flush, or equivalent installations which diffuse no smell—shall not be in direct communication with any sales-room or work-room. The lobbies or passages by which sanitary conveniences not included in the above exception are separated from sales-rooms or workrooms shall be ventilated so that no smell is perceptible in the rooms. A water closet shall mean a sanitary convenience provided with flushing apparatus in good working condition which supplies a stream of water sufficiently powerful to wash out the pan, and of which the waste pipe is so shaped that it always contains water which excludes smell.
- (4) If the chief of the district has issued requirements respecting the situation, fitting, lighting and ventilation of the sanitary conveniences, it shall be deemed, in the event of failure to comply with the requirements or to comply with them fully, that no sanitary convenience is available.

CHAPTER IV.—PROHIBITION OF THE EMPLOYMENT OF YOUNG PERSONS AND WOMEN IN OFFICES.

61.—(1) A young person or a woman shall not be employed in an office :

- (a) in a workroom which is not adequately lighted during working hours ;
- (b) at a place where artificial light must be used between 9 a.m. and 3 p.m. in order to ensure adequate illumination, unless the condition of the weather or other circumstances should render necessary the occasional use of artificial light to ensure adequate illumination or the person is only employed at the office in question for a short time.
- (2) A workroom shall not be regarded as adequately illuminated by daylight if the area of the openings for lighting which admit direct daylight is less than one-eighth of the area of the floor, unless special circumstances are present which in the opinion of the chief of the district guarantee adequate illumination.
- (3) A young person or a woman shall not be employed in reading, writing or arithmetical work in an office :—
- (a) in a place where the illumination is inadequate or unsuitable ;
- (b) in a place which cannot be screened from direct sunlight.
- (4) A place where reading, writing and arithmetical work is done shall not be regarded as adequately and suitably illuminated by artificial light unless the illuminating power at the writing or

reading surface amounts to at least 30 Hefner units at a distance of 1 metre and the source of light is placed or fitted so that the direct light does not shine in an objectionable manner into the eyes of the person in question.

62.—(1) A young person or a woman shall not be employed in an office or a workroom ;

- A. where proper and adequate provision is not made for the introduction of fresh air and the escape of foul air during the hours of work ;
- B. where objectionable draughts are not prevented ;
- C. where the introduction of fresh air is not ensured as far as possible by the opening of the ventilators during rest periods.

(2) The introduction of fresh air and escape of foul air, in a workroom where adequate renewal of the air is not provided for by means of mechanical appliances, shall be regarded as insufficient unless the outside area of the openings which may communicate direct with the open air amounts to not less than 5 square decimetres per person and not less than 40 square decimetres in all, exclusive of the door openings.

(3) Objectionable draughts shall be deemed not to be prevented unless at least one-third of the openings referred to in the foregoing sub-section is situated at a height of more than 1·8 metres above the floor, or, where this is impossible, in or as close as possible to the top of the workroom, and unless these openings can be easily opened and closed from the floor independently of the lower openings.

63. A young person or a woman shall not be employed in an office or a workroom which is not heated in cold weather to at least 15° Celsius, and where a thermometer in good working condition is not hung in a place specified by the chief of the district if he has required the same.

64. A young person or a woman shall not be employed in an office in a workroom which does not contain a free air space for each person of at least 7 cubic metres, of which at least 2·8 cubic metres shall be situated above a height of 1·8 metres.

In calculating the free air space for the purposes of this section, parts of the workroom shall not be included the height of which is *less than 2 metres, nor parts situated above a height of 5 metres.**

For the purpose of these provisions, rooms which communicate directly with a workroom in such a way that the communication cannot be shut off shall be deemed to constitute a single whole together with the said workroom provided that the opening for communication is not less than 1·8 square metres.

Without prejudice to the provisions of the foregoing paragraph, not more persons shall be present in a workroom which is deemed to constitute a single whole with one or more other rooms

* Originally "less than 2 metres or more than 5 metres" ; amended by Decree of 22nd October, 1920.

than $1\frac{1}{2}$ times the number of persons who might be present there if communication did not exist, provided that not more persons shall remain in the rooms altogether than might remain there if communication did not exist.

65. The chief of the district may conditionally or unconditionally authorise the employment of a young person or a woman in an office in a room which does not conform to the provisions of Sections 61-64, provided that the young person or woman shall be employed in such room only for a short time and that the authorisation shall be made known by a written communication from the chief of the district affixed in the room.

The authorisation may at any time be withdrawn by the chief of the district if the attached conditions are not observed.

66. A young person or a woman shall not be employed in an office unless the following provisions are observed :—

- (1) A sanitary convenience shall be available for the workers in connection with the office.
- (2) Sanitary conveniences shall be so situated and maintained that they can conveniently be reached and used by all the persons employed in the office for whom they are reserved during the time spent at the office.
- (3) Every sanitary convenience shall be suitably fitted, kept thoroughly clean, adequately ventilated and lighted. It shall be roofed and so enclosed that proper privacy is ensured during its use.
- (4) If 10 or more persons are employed in an office the sanitary conveniences shall be separate for the two sexes, and provided with a suitable sign indicating the sex for which they are reserved. The approaches to the sanitary conveniences reserved for the two sexes shall, if possible, not be situated in proximity to each other.
- (5) Sanitary conveniences—except in the case of water closets, urinals with water flush, or equivalent installations which diffuse no smell—shall not be in direct communication with any sales-room or workroom. The lobbies or passages by which sanitary conveniences not included in the above exception are separated from sales-rooms or workrooms shall be ventilated so that no smell is perceptible in the rooms.

A water closet shall mean a sanitary convenience provided with flushing apparatus in good working condition which supplies a stream of water sufficiently powerful to wash out the pan, and of which the waste pipe is so shaped that it always contains water which excludes smell.

- (2) If 10 or more persons are occupied in a shop or pharmacy, the number of sanitary conveniences available for them shall amount to :—

(a) at least 1 for every 10 women or less, and at least

1 for every 50 male persons or less, provided that 1 or more persons are regularly present during the hours of work who are responsible for attending to the sanitary conveniences and keeping them clean.

(b) at least 1 for every 15 women or less, and at least 1 for every 25 male persons or less in default of the presence of the persons specified in (a).

CHAPTER V.—PROHIBITION OF THE EMPLOYMENT OF YOUNG PERSONS AND WOMEN IN UNDERTAKINGS FOR THE PROVISION OF PERFORMANCES AND AMUSEMENTS.

67. A young person or a woman shall not be employed in an undertaking for the provision of performances or amusements, in a room used or fitted up exclusively or mainly for the carrying on of the said undertaking, unless the following provisions are observed :—

- A. if the carrying on of the undertaking necessitates the changing of clothes by the young person or woman, suitable dressing-rooms shall be available, separate for the two sexes ;
- B. the dressing-rooms shall be lighted and if necessary heated, and provided with seats and washing accommodation, in conformity with the requirements of the chief of the district ;
- C. suitably installed and situated sanitary conveniences, separate for the two sexes, shall be available.

CHAPTER VI.—APPEALS.

68. The requirements, instructions and opinions referred to in this Decree shall be issued by the chief of the district in writing.

He shall date the documents in question.

If the head or manager has any objection to a requirement, instruction or opinion of the chief of the district, or to a refusal of an application made to him in pursuance of any provision of this Decree, he may appeal to Our Minister against the same within 14 days after its date.

Our Minister shall decide after investigation.

A copy of the decision, with the reasons attached, shall be sent to the head or manager of the undertaking.

If the requirement or instruction is wholly or partly annulled by the decision, or if the opinion is declared to be wholly or partly inequitable, the decision given on appeal shall be substituted for the requirement, instruction, opinion or refusal against which the appeal was made.

No duty of any kind shall be incumbent on the head or manager in consequence of a requirement, instruction or opinion, so long as an appeal may be lodged against the same and so long as an appeal which has been lodged has not been decided upon.

69. If certain employment is permitted under this Decree only if and in so far as the chief of the district has given a decision in connection with the same, the head or manager may apply in writing for the said decision.

If he has not received any decision thereon after 14 days he may apply to Our Minister within one month from the expiry of this period.

Our Minister shall decide after investigation.

A copy of the decision, with the reasons attached, shall be sent to the head or manager of the undertaking.

If the decision grants authorisation for certain work or imposes a condition, this shall be substituted for the authorisation or condition which the chief of the district was empowered to give or impose.

Until a decision has been given on any application the work in question shall be held to be prohibited.

70. If a medical officer of the labour inspection service, or a medical practitioner who has been designated under this Decree to make an examination, is of opinion that the employment of a young person or a woman in certain work gives rise to special danger to life or health, he shall inform the examined person and the chief of the district thereof in writing.

The chief of the district shall inform the head or manager of the undertaking in which the examined person is employed or seeking employment.

The examined person or his legal representative may apply to Our Minister for a re-examination within 14 days after the date of the written notification. Our Minister shall appoint one or more medical practitioners for this purpose.

The declaration of these medical practitioners shall have the same legal force for the purposes of this Decree as that of the medical practitioner responsible for the first examination.

71. If the chief of the district, in pursuance of Section 35, Sub-section (II), in consultation with the medical practitioner who has examined a young person or a woman, has laid down conditions to be observed in respect of the employment of the said young person or woman in specified work or work in specified circumstances, he shall communicate the same in writing to the young person or woman and to the head or manager of the undertaking in which the young person or woman is employed or seeking employment.

The young person or woman, or his or her legal representative, may appeal to Our Minister within 14 days after the date of the written communication addressed to him or her.

Our Minister shall decide after investigation and after the young person or woman, if necessary, has been re-examined by one or more medical practitioners designated by him.

A copy of the decision shall be sent to the head or manager of the undertaking.

If the conditions referred to in paragraph 1 are amended the

amended conditions shall be substituted for those imposed by the chief of the district.

The head or manager shall not be bound to comply with the conditions imposed by the chief of the district so long as an appeal may be lodged against them, and so long as an appeal which has been lodged has not been decided upon.

CHAPTER VII.—FINAL PROVISIONS.

72.—(1) Exemption may be granted by Our Minister or by his authority, conditionally or unconditionally :—

- (a) from the provisions contained in Section 15, Sub-section (1), Sections 16, 19, 20, 37, 56, 59, 60, 61, 62, 64, 66 and 67, for a specified period, but not for more than 5 years after this Decree comes into operation ;
- (b) from the provisions contained in Section 3 under H, Nos. (11), (24), (34), (45) and (57), in respect of a person who has attained the age of 17 years in so far as the said person was already employed on the work specified in the said provisions at the date of the coming into operation of this Decree ;
- (c) from the provisions appended to Section 52, paragraph 2 under No. (2), provided that the glaze when treated in accordance with the instructions in that section shall not yield more than 5 per cent. of its weight of lead monoxide in solution.

(2) An exemption granted under Sub-section (1) (a) shall not be renewed more than once.

(3) An exemption may be withdrawn if the reason for which it is granted ceases to exist, or in the event of failure to observe one or more of the conditions on which it is granted.

73. This Decree may be referred to under the title of " Labour Decree " with the addition of the number of the *Staatsblad* in which it is published.

74. In this Decree the words " work," " factory or workplace," " office," " shop," " worker," " young person," " woman," " Our Minister," and " chief of the district " shall have the same meaning as in the Labour Act, 1919.

75.—(1) This Decree, with the exception of Section 35, shall come into operation on the date referred to in Section 101, Sub-section (4), of the Labour Act, 1919.

(2) The date or dates on which Section 35 shall come into operation in respect of the different classes of persons and work there mentioned shall be determined by Us.

Our Minister of Labour shall be responsible for the execution of this Decree, which shall be published in the *Staatsblad*, and of which a copy shall be sent to the Council of State.

