

International Labour Office  
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## BELGIUM

## 9. Order: Night Work (Women and Young Persons)

*Arrêté royal du 22 janvier 1924 autorisant, en application de l'article 10 de la loi sur le travail des femmes et des enfants, les dirigeants des émailleries et des papeteries à occuper des garçons de plus de 16 ans, après 10 heures du soir et avant 5 heures du matin, à des travaux qui, en raison de leur nature, ne peuvent être interrompus. (Revue du Travail, 1924, no. 1, p. 207; Moniteur belge, 26 janvier 1924, p. 416.)*

**Royal Order in pursuance of section 10 of the Act concerning the employment of women and children, authorising heads of enamelling and paper works to employ boys over 16 years of age after 10 p.m. and before 5 a.m. on work which, by reason of the nature of the process, cannot be interrupted. Dated 22nd January, 1924.**

In consideration of the Act concerning the employment of women and children<sup>1</sup>, especially sections 7 and 10 thereof as amended by section 31 of the Act of 14th June, 1921<sup>2</sup>, and reading as follows:—

“7. It shall not be lawful to employ women, without distinction of age, and boys under the age of 18, during the night, without prejudice to any resolutions which may be adopted by the International Labour Conference, 1921, for the carrying out of the resolutions of the Washington Conference.”

“10. The King may authorise the employment of boys over the age of 16 years after 10 p.m. and before 5 a.m., either unconditionally or subject to certain conditions, in the undertakings hereinafter enumerated in processes which, by reason of their nature, must of necessity be continued day and night:—

“Manufacture of iron and steel (processes in which reverberatory or regenerative furnaces are used, and galvanizing of sheet metal and iron wire, except the pickling process);

“Glass works;

“Manufacture of paper;

“Manufacture of raw sugar;

“Establishments for the reduction of gold ore.”

In consideration of the requests put forward, especially by various manufacturers' associations, seeking authorisation, in conformity with the provisions of section 10 above mentioned, to employ boys over 16 years of age after 10 p.m. and before 5 a.m. on work which, by reason of the nature of the process, must of necessity be continued day and night;

In consideration of the opinions given by:

- (1) the competent sections of the industrial and labour councils;
- (2) the Superior Public Health Council;
- (3) the Superior Labour Council.

<sup>1</sup> Act of 28th February 1919; Legislative Series, 1919 (Bel. 2 and 4).

<sup>2</sup> Eight-hour Day Act; Legislative Series, 1921 (Bel. 1).

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In view of the fact that the difficulty of recruiting workers and the need for training skilled workers justify the inclusion of boys between 16 and 18 years of age in shifts employed on night work.

And in view of the fact that there is nevertheless no sufficient reason for authorising the employment at night of the persons in question beyond the extent to which the alternation of shifts necessitates the employment of boys between 10 p.m. and 5 a.m. during every third week;

The following Order is issued on the recommendation of Our Minister of Industry and Labour:—

1. In enamelling and paper works young male persons over 16 years of age may be employed after 10 p.m. and before 5 a.m. on work which, by reason of the nature of the process, must of necessity be carried on continuously day and night.

The benefit of this relaxation shall be granted only on condition that the young persons in question shall not be employed on the said work at night for more than one week in every three weeks.

2. Our Minister of Industry and Labour shall be responsible for the administration of this Order.

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