

International Labour Office  
Geneva, Switzerland

Legislative Series  
1932 — Rum. 6

## RUMANIA 6

Act and Decree: Employment of Women and Children, Hours of Work  
(Amendment)

A) *Lege pentru modificarea unor articole din legea pentru ocrotirea muncii minorilor și femeilor și pentru durata muncii, publicată în Monitorul Oficial Nr. 85 din 13 Aprilie 1928. 10 Octombrie 1932. (Monitorul Oficial, 11 Octombrie 1932, nr. 238, p. 5895.)*

**Act to amend certain sections of the Act<sup>1</sup> respecting the employment of women and young persons and respecting hours of work, published in the Monitorul Oficial no. 85 of 13th April, 1928. Dated 10th October, 1932.**

1. In section 37 of the Act, the word "nine" shall be substituted for the word "ten".

2. The following words shall be substituted for the first paragraph of section 34 of the Act:—

"In industrial undertakings of every kind and in the branches, sections, departments or dependencies thereof the hours of work shall not exceed eight hours in the day and forty-eight hours in the week."

3. The following words shall be substituted for sub-paragraph (c) of section 42 of the Act:—

"(c) the temporary exceptions that may be allowed so that establishments may deal with exceptional cases of pressure of work;" and a new paragraph shall be inserted at the end of the section, to read as follows:—

"The heads of undertakings shall be bound to keep a register drawn up in accordance with the model prescribed by the Ministry of Labour, in which shall be entered all overtime worked in pursuance of sections 41 and 42 of this Act."

4. Sub-paragraph (b) of section 8, the third paragraph of section 15 and the last paragraph of section 9 of the Act are hereby repealed.

5. A new paragraph shall be added to section 5 of the Act, to read as follows:—

"The heads of undertakings to which the preceding paragraph applies shall be bound to keep a register drawn up in accordance with the model prescribed by the Ministry of Labour, in which shall be entered all persons under the age of sixteen years employed by them, with particulars of the dates and places of their birth."

B) *Decret regal nr. 3.540: Modificarea unor articole din regulamentul legii pentru ocrotirea muncii minorilor și femeilor și durata muncii, publicat în Monitorul Oficial Nr. 28 din 5 Februarie 1929. 19 Decembrie 1932. (Monitorul Oficial, 23 Decembrie 1932, nr. 301, p. 7948.)*

**Royal Decree no. 3,540: amendments of certain sections of the Regulations<sup>2</sup> under the Act<sup>1</sup> respecting the employment of women**

<sup>1</sup> Act of 9th April, 1928. Legislative Series, 1928 (Rum. 1).

<sup>2</sup> Regulations of 30th January, 1929. Legislative Series, 1929 (Rum. 1).

Price 1<sup>1</sup>/<sub>2</sub>d. (3 cents)

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**and young persons and respecting hours of work, published in the Monitorul Oficial no. 28 of 5th February, 1929. Dated 19th December, 1932.**

11. The heads of undertakings to which section 7 of these Regulations applies shall be bound to keep a register in accordance with the model prescribed by the Ministry of Labour by means of a Ministerial Order published in the *Monitorul Oficial*, in which shall be entered all persons under the age of sixteen years employed by them, with particulars of the dates and places of their birth.

12. Boys under eighteen years of age shall not be employed at night.

The night's rest shall not be less than eleven consecutive hours.

This rest period shall be bound to include the interval between 10 p.m. and 6 a.m. for boys under sixteen years of age, and the interval between 10 p.m. and 5 a.m. for boys over sixteen years of age.

An employer shall not employ a young person in work of any kind whatever during the night's rest.

18. Girls and women, without distinction of age, shall not be employed during the night.

The nightly rest shall not be less than eleven consecutive hours, and shall include the interval between 10 p.m. and 6 a.m.

The Ministry of Labour on the advice of the Superior Labour Council may authorise the prolongation of the hours of work beyond 10 p.m. under certain conditions in the case of women employed in certain commercial undertakings, e.g. restaurants, cafés, pastrycooks' and confectioners' establishments, hotels, theatres and cinemas.

"Restaurants" shall mean only those establishments in which meals are usually served.

The permits mentioned in the third paragraph shall not be granted otherwise than for all establishments of the same category in a locality or region.

28. Young persons under the age of eighteen years shall not be employed on vessels as trimmers or stokers.

This provision shall not apply:—

(a) to work done by young persons on training ships, provided that such work is approved and supervised by public authority;

(b) to employment on board vessels mainly propelled by other means than steam.

When a trimmer or stoker is required in a port where it is impossible to find workers of this kind not less than eighteen years of age, the post may be filled by young persons under eighteen years of age and over sixteen years of age; in that case it shall be necessary to engage two young persons in place of the trimmer or stoker required.

The master or skipper of every vessel specified in section 26 shall be bound to keep a register or list of the crew, in which shall be entered all persons under the age of eighteen years employed on board his vessel, with the dates of their birth.

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42. In industrial undertakings of every kind and in the branches, sections, departments or dependencies thereof the hours of work shall not exceed eight hours in the day and forty-eight hours in the week.

The provisions of this Part may be extended to commercial undertakings, subject to the provisions of the second paragraph of section 2 of these Regulations.

Disputes respecting the nature or classification of undertakings shall be settled in accordance with section 6 of these Regulations.

45. Where by local custom or agreement between the parties the hours of work in an undertaking on one or more days of the week are less than eight or work ceases entirely, the limit of eight hours may be exceeded on the remaining days of the week, provided that the weekly limit of hours of work shall not be exceeded and that the hours of work shall not exceed nine hours in the day.

The employer shall be bound to communicate to the regional labour inspectorate the time-table drawn up in accordance with this section and all changes made in the said time-table.

51. The limit of the hours of work laid down in section 42 shall not apply to:—

(a) preparatory or complementary work which can only be carried out before or after the ordinary hours of work.

This class of work shall include the heating of boilers, the cleaning of workrooms, the preparation of machinery for beginning operations in the factory at the hour for starting work, and other similar work;

(b) classes of occupations in which work is essentially intermittent, e.g. railway station or market porters, messengers, raftsmen, watchmen, coachmen and other similar occupations;

(c) the temporary exceptions that may be allowed so that undertakings may deal with exceptional cases of pressure of work.

For the above work an application for a special authorisation shall be made to the Ministry of Labour.

The authorisation shall not be granted unless it is shown in a report of a labour inspector, stating the reasons, that the increase of production is required on account of unforeseen events of public importance and that the organisations of employers and employees concerned have been consulted in cases where such organisations exist.

The authorisation shall not be granted for a period exceeding three months during one and the same year, and the hours of work shall not exceed nine hours a day.

Overtime worked under the conditions laid down in sub-paragraphs (a) and (c) of this section shall give the employee a right to an addition of not less than 25 per cent. to the normal rate of wages.

57. Employers covered by Part II of these Regulations shall be bound to take measures to ensure that the hours of beginning and ending work and of the rest periods are affixed permanently and conspicuously inside the workplaces.



Every change in the time-table shall be communicated to the employees in the same manner twenty-four hours before being put into operation.

Further, these heads of undertakings shall be bound to keep a register drawn up in accordance with the model prescribed by the Ministry of Labour by means of a Ministerial Order published in the *Monitorul Oficial*, in which shall be entered all overtime worked in pursuance of sections 50 and 51 of these Regulations.

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