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NETHERLANDS 4

Decree: Employment of Women and Young Persons

Besluit van den 25sten September 1933, houdende bekendmaking van den tekst van het Arbeidsbesluit 1920, zooals dit besluit laatstelijk bij Koninklijk besluit van 12 Juli 1933, Staatsblad no. 363, is gewijzigd. (Staatsblad, 1933, no. 488.)

Decree to promulgate the text of the Labour Decree, 1920¹, as last amended by the Royal Decree of 12th July, 1933 (Staatsblad no. 363). Dated 25th September, 1933.

We hereby approve and authorise the promulgation of the text of the Labour Decree, 1920, as last amended by Our Decree of 12th July, 1933 (Staatsblad no. 363), by the appending of the said amended text in its entirety to this Decree.

Our Minister of Social Affairs shall be responsible for the administration of this Decree, which shall be inserted in the *Staatsblad*.

TEXT OF THE LABOUR DECREE, 1920.

CHAPTER I. PROHIBITION OF CERTAIN EMPLOYMENT OF YOUNG PERSONS AND WOMEN IN GENERAL.

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

- (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 perform work consisting in dangerous performances or participation in performances which give rise to danger.

3. A young person shall not perform work:—

- A. consisting in the manufacture, adaptation or treatment of explosive substances;
- B. consisting in the fitting, extension, renewal, altering, repairing or maintenance of machinery, apparatus or conductors appertaining to electrical installations under tension where a tension of 42 volts or more may occur between two conductors, unless he is aged sixteen years or more and the operations are performed on disconnected parts of low-tension installations and under the continuous direct supervision of a skilled person who has attained the age of twenty years and who shall be bound to take steps to ensure that the work can be performed without danger;
- C. in the vicinity of bare live parts of electrical machinery, apparatus or conductors as provided under B which are insufficiently insulated or screened, unless he is aged sixteen years or more

¹ Legislative Series, 1920 (Neth. 8).

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and the operations are performed in the vicinity of disconnected parts of low-tension installations and under the continuous direct supervision of a skilled person who has attained the age of twenty years and who shall be bound to take steps to ensure that the work can be performed without danger;

- D. consisting in the minding or cleaning of acetylene generating apparatus;
- E. consisting in the minding of winches or cranes;
- F. consisting in sawing with circular saws, except in any particular case where the district chief labour inspector has expressed the opinion that the said work involves no danger;
- G. as engineer or fireman for power machinery and steam boilers, unless he is aged sixteen years or more and the work is performed in the presence and under the adequate supervision of a skilled person who has attained the age of twenty years;
- H. in a windmill, except in the presence and under the adequate supervision of a skilled person who has attained the age of twenty years;
- I.J. in small enclosed places such as tanks, double bottoms, wing passages and boilers, if use is made therein of smoky lighting apparatus or if injurious fumes are present therein;
- K. in starting a motor with a crank, unless it is so constructed that it is automatically thrown out of gear if the motor backfires or unless the motor is provided with an automatic device which ensures that on the starting of the motor the spark is not produced before the dead point is reached;
- L. in pile-driving and in the setting up, removal or repairing of a pile-driver.

3 bis. (1) A young person shall not perform work on board a vessel engaged in maritime navigation:—

- A. as a trimmer or stoker;
- B. unless the following provisions are complied with:—
 - 1. A valid certificate shall be held in respect of the young person, stating that the work does not expose him to any special risk to life or health.
 - 2. The certificate mentioned under no. 1 shall be issued by a medical officer of the labour inspectorate or a medical practitioner appointed by the district chief labour inspector, after he has medically examined the young person.
 - 3. The certificate shall be dated and signed by the medical practitioner who made the examination, and shall not be more than a year old, unless the period of validity thereof expires during a voyage, in which case the certificate shall remain valid until the end of the said voyage.
 - 4. The certificate shall be issued in the form prescribed by Our Minister.
 - 5. The medical certificate shall be properly preserved and produced for inspection immediately on the request of any of the officials

specified in subsection (1) of section 84 of the Labour Act, 1919².

- 6. Marks shall not be made on the certificate, and entries made thereon by the examining medical practitioner or by an official as provided under no. 5 shall not be rendered illegible.
- 7. On the termination of the employment relation between the head or manager of the undertaking and the person in respect of whom he holds a medical certificate, the certificate shall be given to the said person or placed at his disposal without delay on his first request.
 - (2) The provisions laid down in subsection (1) under A shall not apply to vessels mainly propelled by other means than steam.
 - (3) The provisions laid down in subsection (1) under B shall not apply to vessels in which only members of the same family are employed.
 - (4) For the purposes of this section "vessel" (schip) shall include dredgers and other floating structures.
 - 4. A person under the age of sixteen years shall not perform work:—
 - A. in unpacking, looking over, sorting or marking soiled linen;
 - B. in the treatment of rags or refuse;
 - C. consisting in the propulsion by pedalling of a carrier cycle with more than two wheels or a cycle with a trailer;
 - D. in the slaughtering of animals.
 - 5. A person under the age of fifteen years shall not perform work:—
 - A. in any place where he runs the risk of falling more than 4 metres:—
 - (a) in or on vessels, buildings or other structures in course of construction, demolition or repair;
 - (b) on roofs, roof gutters and similar places;
 - (c) on ladders;
 - B. in the peat industry, consisting 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 which his wages are fixed otherwise than at a time rate, unless in the opinion of the district chief labour inspector the work does not involve injury to health or danger in the circumstances in question.
 - 6. A young person aged fifteen years or more shall not perform work in which his wages are fixed otherwise than at a time rate if in the opinion of the district chief labour inspector the work involves injury to health or danger in the circumstances in question.
 - 7. A young person or a woman shall not perform work:—
 - A. about transmission machinery in motion, except in taking off or putting on driving belts which are less than 4 centimetres wide or ropes which are less than 2 centimetres in diameter, if the said driving belts or ropes run at a rate less than 2 metres per second and taking off or putting on can be effected without the person engaged therein leaving the floor;

² Consolidated text, Legislative Series, 1930 (Neth. 2, B); amendments, 1933 (Neth. 1, § 23, and Neth. 7).

- B. about or in the vicinity of machines in motion and (without prejudice to the provision under A) about or in the vicinity of transmission machinery in motion, if:—
1. the young person or woman wears clothing with wide or loosely hanging sleeves, loosely hanging skirts or other parts hanging loosely, or hair dressed in such a manner that it is liable to be caught in the moving parts of machines or transmission machinery;
 2. the district chief labour inspector has given instructions that adequate measures be taken to prevent danger to such young person or woman on account of his or her clothing, headgear or hairdressing, and such instructions have not been complied with;
 3. the work consists of:—
 - (a) lubricating, examining or repairing;
 - (b) operations of which the danger is obvious or has been sufficiently proved by experience;
 - (c) operations which have been specified by the district chief labour inspector as dangerous;
- C. consisting in the cleaning of machines in motion or the floor under them;
- D. about or under machines at rest, the transmission machinery of which is still in motion, in so far as the work consists in:—
- (a) lubricating, examining or repairing;
 - (b) operations of which the danger is obvious or has been sufficiently proved by experience;
 - (c) operations which have been specified by the district chief labour inspector as dangerous;
 - (d) cleaning;
- provided that this prohibition shall not apply if the machines are thrown out of gear or stopped in a suitable manner;
- E. 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 district chief labour inspector it involves injury to health or danger;
- F. consisting in the removal of objects from the table of a circular saw in motion, unless the machine in question is suitably protected;
- G. consisting in the minding of points and the coupling or uncoupling of vehicles which run on rails.
8. A young person or a woman shall not perform work:—
- A. where transmission machinery or a machine is installed which can be set in motion from a place at a distance of more than 20 metres or from a place which is not plainly visible from the position of the transmission machinery or machine in question, unless on every occasion immediately before the transmission machinery or the machine is set in motion from the place in question a signal is given which is clearly perceptible at the place where the said transmission machinery or machine is situated;

- B. where there are dangerous parts of:—
1. power machinery, such as flywheels, cranks, connecting rods, shafting, cotters, belts, chains, ropes, pulleys, cogwheels, projecting piston rods, governor balls, water-wheels and mill sails;
 2. transmission machinery, such as cranks, shafting, chains, ropes, belts, pulleys, cotters, bolts, couplings and travelling screws;
 3. machinery driven by a power engine, such as flywheels, gear wheels, cranks, shafting, cotters, travelling screws, bolts, couplings, ropes, belts, chains and pulleys;
 4. machinery not driven by a power engine, e.g. flywheels of printing presses, punching machines, metal shearing machines, girder bending machines, gear wheels of boring machines, lathes, centrifuges, winches and hoisting cranes, and levers of punching machines, metal cutting machines or screw presses, if the said parts are not suitably fenced;
- C. where there is transmission machinery consisting of driving belts, cables, ropes or chains which may give rise to danger if they fall or break, in cases where they are not suitably fenced;
- D. 1. on staging, scaffolding and the like where there is a risk of falling more than 2.5 metres, and on gantries, stairways and the like, unless protection against the danger of falling therefrom is provided in every case by means of toeboards at least 12 centimetres high and a rail at a height of 90 centimetres or two rails of which the upper is at a height of 90 centimetres and the lower at a height of 30 centimetres, or in any other manner approved by the district chief labour inspector;
2. in the vicinity of openings in the floor or walls, unless these are fenced adequately so as to avert the risk of falls through or out of them;
 3. where there is a fixed staircase which is not provided on at least one side with a suitable and strong banister or hand-rope;
 4. where there is a ladder which is not suitably constructed or suitably guarded against slipping outwards, falling or bending too far inwards, or a ladder the rungs of which are not housed in the wood of the uprights, but are merely fastened against them by nails or screws;
 5. where there is a stepladder which is not provided with devices such as to ensure a sufficient degree of safety in stepping on or off it and against its slipping;
 6. 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;
 7. where passenger lifts (including lifts where a person travels in the cage for the purpose of transporting goods or attending to the lift) are in use which are working while not in good repair, are not provided with suitable safety devices and are

not protected against the risk of blows from falling objects in transit or of being caught;

- E. about fixed tanks or troughs containing boiling, hot or corrosive fluid or red-hot or molten metal, or about uncovered sunk tanks, reservoirs and wells, in so far as these may give rise to danger, unless they are protected by a railing 90 centimetres high or in some other suitable manner, except in the case of uncovered sunk tanks in respect of which the district chief labour inspector has expressed the opinion that the work would be seriously impeded by the fencing and that the danger to which the tanks give rise is negligible;
- F. performed under conditions which involve considerable risk of injuries to the eyes, unless suitable means of protection are available for his or her use and care is taken that the said means of protection for the eyes are used for the work in question;
- G. which in the opinion of the district chief labour inspector 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 district chief labour inspector in agreement with the medical adviser of the labour inspectorate, stating that the work in question is not specially dangerous to the eyesight of the young person or woman in question provided that he or she uses the means of protection or assistance placed at his or her disposal, and unless means of protection or assistance are available or other adequate measures for the protection of the eyes are taken in respect of the work in question.
The oculist's certificate shall be drawn up in the form prescribed by Our Minister, and shall be submitted immediately on request to any of the officials mentioned in subsection (1) of section 84 of the Labour Act, 1919;
- H. which in the opinion of the district chief labour inspector exposes the young person or woman to decay of the teeth, unless adequate measures are taken to prevent injury to the teeth;
- I.J. in which hydrochloric acid, sulphuric acid, nitric acid, carbolic acid or any other dangerous corrosive fluid is used or transported:—
 - 1. in bottles, cans, jars, pots, tins or barrels, unless these bear a conspicuous label stating what fluid they contain;
 - 2. in bottles or jars containing more than five litres, unless the said bottles or jars are properly enclosed in crates or otherwise suitably protected and suitable safety measures 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. where bottles, cans, jars, pots, tins or barrels are used which contain pigments, lacquers, varnishes or lubricants which contain poisonous lead compounds or poisonous volatile organic solvents, unless these bear a conspicuous label stating that they contain a poisonous substance;

- L. which exposes the young person or woman to flying sparks or splinters or to splashes of a fluid which thus gives rise to danger, unless suitable protective devices are provided or are available for the use of the said young person or woman;
- M. in the painting of the interior of buildings or vehicles where white lead, sulphate of lead or products containing either of these pigments are used, unless the said white pigments in a dry state contain not more than 2 per cent. by weight of lead.

8 bis. A young person or a woman shall not perform work at or in the vicinity of machines, the parts of which may give rise to danger by their cutting, nipping or flattening movements or by their high speed or in any other manner, such as bread slicing machines, mincing machines, sewing machines, French bean cutting machines, meat slicing machines, unless the said machines have suitable guards.

9. A young person or a woman shall not perform work:—

- A. in any room which in the opinion of the district chief labour inspector is not kept free from discomfort and danger 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 industry prevents this;
- B. in a room where the generation and dissemination of dangerous or obnoxious gases or vapours or dust is not prevented or provided against, or, in cases where this is impossible or cannot be done adequately, where adequate measures are not taken for the extraction of the said gases, vapours or dust from the room.

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

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

this prohibition shall not apply if owing to the nature of the industry the young person or woman is exposed only intermittently during very short periods to a temperature above 32° C., unless the district chief labour inspector has informed the head or manager of the undertaking that he considers work in these circumstances injurious to him or her;

- B. to a temperature of 25°—32° C. if the district chief labour inspector has given instructions that suitable means be made use of to lower the temperature or to minimise the harmful effects thereof on the workers and these instructions have not been complied with;
- C. to obnoxious radiation of heat if the district chief labour inspector has given instructions that this be provided against in a suitable manner and these instructions have not been complied with.

11. A young person or a woman shall not perform work:—
- A. in a room which, being enclosed by metal walls or having a tile or metal roof, is not properly wainscoted up to a height of at least 4 metres from the floor;

this provision shall not apply:—

 1. if the nature of the industry is an obstacle to wainscoting 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 rise to a height of not less than $3\frac{1}{2}$ metres from the floor, unless the district chief labour inspector has stated that in his opinion circumstances are present which render it necessary that the room should be wainscoted;
 3. if the district chief labour inspector has stated that in his opinion it is not necessary to wainscot the room;
 - B. in a room where the roof consists wholly or partly of glass, if the district chief labour inspector has given instructions that adequate measures be taken for the ensuring of a tolerable temperature and these instructions have not been complied with;
 - C. which involves remaining in a particular place where there is neither a wooden floor nor a wooden grating, if in consequence thereof the young person or woman would in the opinion of the district chief labour inspector be subject to injurious influences if he or she performed work in the said place;
 - D. in any room not sufficiently protected against the effects of the weather on all sides, if the district chief labour inspector is of opinion that the health of the young person or woman is liable to be injured by the performance of any work specified by him in the open air or in a room which is not sufficiently protected.
12. A young person or a woman shall not perform work:—
- A. in places where a large quantity of water is used for work, unless the floor is constructed so that the water can drain off properly;
 - B. in a workroom where suitable spittoons are not provided or where the workers specified by the district chief labour inspector are not provided with a suitable flask or any other suitable receptacle for their sputum, if the district chief labour inspector is of opinion that the health of the young person or woman is liable to be injured by the lack of such spittoons or flasks or other suitable receptacles;
 - C. in a workroom which is not kept clean and as far as possible free from dust and moisture.
13. A young person or a woman shall not perform work in any room at a place where direct sunlight cannot be excluded, or at a place where he, or she is exposed to the harmful influences of glare (fel licht), if the district chief labour inspector is of opinion that this is liable to be injurious to the young person or woman.
14. A young person or a woman shall not perform work in any workroom unless it is ensured that good drinking water or other suitable non-alcoholic beverage, free of charge and in sufficient quantity, is

provided for the young person or woman in a suitable manner in cases where the district chief labour inspector gives instructions for this.

15. (1) A young person or a woman shall not perform work in any enclosed place as provided in section 4, subsection (2), (b), of the Labour Act, 1919², unless the provisions of chapter IV of this Decree in respect of the prohibition of certain 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 certain 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 and the provision of latrines and urinals, shall not apply to the places mentioned in subsection (1).

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

Division 1. Factories and workplaces in general.

16. (1) A young person or a woman shall not perform work in a factory or workplace in any workroom which has not a free air space of at least 6 cubic metres for each person employed in the said workroom, 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 a height of 1.8 metres, parts the height of which is less than 2 metres, and also parts situated above a height of 5 metres, shall not be taken into account for the purposes of this section.

(3) For the purposes of these provisions, rooms opening out of a workroom situated on the same floor, in such a manner that communication cannot be shut off, shall be deemed in conjunction with the said workroom to constitute a single whole, provided that the opening for communication measures not less than 1.8 square metres.

(4) Without prejudice to the provisions of the preceding subsection, in any workroom which is deemed in conjunction with another room or other rooms to constitute a single whole not more persons shall be present 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 perform work in a factory or workplace in any workroom which is also used as a sleeping room.

18. A young person or a woman shall not perform work in a factory or workplace unless (if the district chief labour inspector has given instructions to this effect) a suitable seat is 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 perform work in a factory or workplace:—

- A. in a workroom which is not sufficiently lighted during the hours of work;

B. in a place where artificial light must be used during the period between 9 a. m. and 3 p. m. in order to ensure adequate illumination, unless abnormal weather conditions necessitate the use of artificial light.

(2) A room shall not be deemed to be adequately illuminated by daylight if it has not openings for light situated above the level of the surrounding ground 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 industry prevents this or special circumstances or installations in the opinion of the district chief labour inspector ensure adequate natural lighting at the place 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 work.

(3) The provisions of subsection (1) shall not apply to work performed by a young person or a woman in a workroom where the nature of the industry carried on therein prevents the admission of daylight or of any other sufficient light as specified under A, provided that:—

(a) work shall not be performed by the young person or woman in such a room at any other hours than those fixed by the head or manager in a timetable of the hours of work set forth in writing;

(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 timetable of the hours of work mentioned under (a), after having been sent to the district chief labour inspector and approved by him, shall be affixed in a conspicuous place in the workroom.

(4) The approval referred to in subsection (3) under (c) shall be entered on the timetable of the hours of work.

(5) The approval referred to in subsection (3) under (c) may at any time be withdrawn by the district chief labour inspector if it appears to him that the approved timetable is unsatisfactory.

Approval granted by Our Minister in pursuance of section 68 or 69 shall not be withdrawn without his authorisation.

20. (1) A young person or a woman shall not perform work 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 ventilating devices.

(2) The introduction of fresh air and escape of foul air in a workroom where adequate renewal of the air is not ensured by means of mechanical appliances shall not be deemed to be adequate unless the total area of the openings which can give direct communication with the open air amounts to at least 5 square decimetres per person and at least 40 square decimetres in all, provided that in this calculation the door openings which serve as entrances shall not be taken into account.

21. (1) A young person or a woman shall not perform work in a factory or workplace in which owing to the nature of the industry the clothes and hair of the workers are liable to be soiled with or absorb dust or filth, if the district chief labour inspector has given instructions that an overall and if necessary a head covering (marked, properly washed and dried and kept for the exclusive use of the young person or woman), which must be worn by him or her during work, be supplied for the young person or woman, and these instructions have not been complied with.

If the district chief labour inspector has issued instructions:—

(a) respecting the days on which a clean overall or a clean head covering must be issued,

(b) respecting the pattern and mode of marking of overalls and head coverings,

(c) respecting the issue and the wearing of head coverings, these instructions shall also be complied with.

(2) A young person or woman shall not perform work in a factory or workplace in which owing to the nature of the industry the workers are liable to the soiling of their heads or hands, if the district chief labour inspector has given instructions that suitably installed wash-places be made available indoors and these instructions have not been complied with. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

(a) the number of nailbrushes prescribed by him shall be provided at each wash-place;

(b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him;

(c) an adequate supply of warm water shall be laid on to the wash-place.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

22. A young person or a woman shall not perform work in a factory or workplace unless suitable sanitary accommodation (kept clean) is provided in connection with the factory or workplace, with proper facilities for access and use; the said accommodation shall be adequately ventilated, lighted and roofed and afford proper privacy during its use.

23. (1) A young person or a woman shall not perform work in a factory or workplace 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° C. or to any higher temperature which the district chief labour inspector may consider necessary for proper and sufficient warmth.

This prohibition shall not apply if the nature of the industry prevents the above-mentioned heating, provided that a young person or woman shall not remain in the workroom continuously for a longer period than that permitted by the district chief labour inspector and that

the permit shall be published by the affixing in the workroom of a signed statement from the district chief labour inspector.

(2) A young person shall not perform work in a refrigerator where the temperature is below 7° C.

24. A young person shall not perform work in a factory or workplace:—

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

except in any particular case where the district chief labour inspector has certified that in his opinion the work gives rise to no danger.

25. A young person or a woman shall not perform work in a factory or workplace:—

1. in a room where machines are installed, the parts of which may give rise to danger by their cutting, nipping or flattening movements or by their high speed or in any other manner, such as circular, frame, band and cylinder saws, shaping, punching, planing and cutting machines and bark mills, cake breakers, chaff cutting machines, rag cutting machines, paper cutting machines, paper stitching machines, chopping machines, metal shears, stamping machines, platen presses, centrifuges, wringing and ironing machines, sewing machines, calenders or rolls, coke, stone and coal crushing machines, mixing, kneading and mincing machines, unless the said machines have suitable guards;
2. about looms, the shuttles of which make more than 80 picks a minute, or more than 60 picks a minute if the reed is more than 1.5 metres wide, unless a suitable guard has been provided to prevent the risk of the shuttle's flying out.

26. The provisions of this division shall apply also to the factories and workplaces mentioned in divisions 2—6, in so far as the said divisions do not provide for exceptions thereto.

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 perform work in a factory or workplace:—

A. consisting in:—

1. embroidering;
2. weaving damask, silk or coloured cotton;
3. cutting diamonds or other precious stones;
4. glass-grinding;
5. engraving or making woodcuts;
6. instrument-making;
7. lacemaking;
8. bead-threading;
9. typesetting;
10. machine knitting;
11. making gold or silver articles;

12. making hair articles;

13. sewing, burling or mending;

14. quilting;

15. drawing;

16. watchmaking or watch-repairing,

unless at the place where the said work is performed the illumination is of a power of at least 50 international lux for the work mentioned under nos. 3, 5, 11 and 16, and of at least 30 international lux for the other kinds of work;

B. consisting in any kind of work not mentioned under A which needs good light, unless at the place where the work is performed the illumination is of a power of at least 20 international lux.

28. A young person or a woman shall not perform work in a factory or workplace:—

A. in a workroom where ether, naphtha, benzine or any other volatile liquid is present, the fumes of which may form an explosive mixture with air, unless the said liquids are kept in tightly closed metallic vessels and are not present in the workroom in greater quantity than is necessary for the proper carrying on of work, and such quantity does not in any 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 affords sufficient guarantee of safety;

B. when liquids as provided under A are present and:—

- (a) the said liquids, if present outside the workroom but in the factory or workplace, are not stored safely;
- (b) no suitable portable fire-extinguishing appliances in good working order are available in or near the workroom;
- (c) no suitable means of escape in case of fire are provided.

29. A young person or a woman shall not perform work in a 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 suitable 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 portable fire-extinguishing appliances in good working order are available in or near the workroom.

30. A young person or a woman shall not perform work in a factory or workplace in a workroom in the vicinity of which explosive substances are present on the premises of the undertaking, unless the said substances are stored or transported safely.

31. (1) A young person or a woman shall not perform work in a factory or workplace in a workroom where there is an acetylene apparatus, unless it is a movable apparatus which is being used temporarily

in a workroom for the autogenous welding, cutting or heating of objects which are fixed or cannot easily be moved, or an apparatus which cannot be charged with more than one kilogram of carbide and the gas from which is used without the addition of oxygen.

(2) A young person or a woman shall not perform work in a factory or workplace:—

- (a) where acetylene is generated in an apparatus which is so installed that the decomposition of the carbide takes place in a gasholder under a movable gas bell;
- (b) where an acetylene apparatus is used in which the gas may be present at a higher additional pressure than 0.5 kilogram per square centimetre;
- (c) where an acetylene apparatus is used in which the gas is at a higher additional pressure than 0.1 kilogram per square centimetre and which is not provided with a manometer in good working order and a safety valve in good working order of such dimensions and so fitted that the pressure cannot rise beyond 0.5 kilogram per square centimetre, unless it is an apparatus in which owing to the nature of its construction an additional pressure of more than 0.5 kilogram per square centimetre cannot occur;
- (d) where a water seal or other device is not fitted between every cutting or welding flame and an apparatus or pipe in which inflammable gas is present, such as to prevent a flash-back of the flame and the penetration of air or oxygen into the apparatus, and in which the water seal or other device is not so fitted that it can easily be opened and examined internally.

32. A young person or a woman shall not perform work in a factory or workplace in a workroom where there is risk of an explosion owing to the industry carried on there, or in places which are or may be placed in direct communication with the said workroom, unless:—

- (a) all artificial light in the said workroom or in the said places is sufficiently 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 portable fire-extinguishing appliances in good working order are available in or near the workroom;
- (c) suitable means of escape in case of fire are provided.

33. For the purposes of the provisions of this division here following, work shall be divided into classes A, B, C, D, E, F, G, H, I, 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 operations are carried on:—

1. the manufacture of lead compounds;
2. the manufacture of chromates;
3. the manufacture or treatment of mercury or of mercury compounds;
4. operations in which poisonous cyanogen compounds are generated, manufactured or treated;
5. the manufacture of verdigris;
6. the manufacture or treatment of arsenic or arsenical compounds;

7. the manufacture of zinc white;
8. the further manipulation of the substances mentioned under nos. 1—7 in order to prepare them for delivery or use, unless the district chief labour inspector has certified that in his opinion the work in the workroom does not give rise to any risk of injury to health from the said substances;
9. the preparation or treatment of enamels for the manufacture of enamelled goods, if the said enamels contain lead to the extent of more than one-half per cent. of their weight in a dry state;
10. the manufacture, grinding or packing of chloride of lime;
11. the manufacture, further manipulation or treatment of white phosphorus;
12. work in which the following substances are liable to be disseminated in the air to an extent which in the opinion of the district chief labour inspector must be deemed to be injurious, viz., aniline and its homologues, arseniuretted hydrogen, benzene and its homologues, hydrocyanic acid, chlorine, chromic acid, dimethyl sulphate, nitrobenzene and its homologues, hydrofluoric acid and other halogens of the hydroxyl series, phosgene, phosphuretted hydrogen, oxides of nitrogen, tetrachlorethane, sulphurous acid, sulphuric anhydride, carbon bisulphide;
13. work where the air is contaminated by dust generated or disseminated in the crushing, grinding, mixing, sifting or packing of artificial manure or ingredients for artificial manure or of cement, lime, chalk, cinders, slag, magnesite, gypsum, stone, glass, shells, trass, or in the dry grinding of glass, unless the district chief labour inspector has certified that in his opinion the work in the workroom does not give rise to any risk of injury to health from dust;
14. the manufacture of briquettes with pitch;
15. the treatment of carcasses of animals which suffered from an infectious disease or for other reasons were condemned as unfit for human consumption;
16. the manufacture or repair of lead electrical accumulators;
17. the extraction of lead or zinc from ores;
18. the treatment of objects or substances with the sand-blast, unless the district chief labour inspector has certified that in his opinion the work in the workroom does not give rise to any risk of injury to health from dust;
19. the creosoting of wood or other substances;
20. the refining or distillation of petroleum.

Class B shall include work in workrooms:—

1. where the air is liable to be contaminated by poisonous dust which is disseminated in bronzing;
 2. where as a rule poisonous colours are mixed, treated or used;
 3. where polishing is done with powder containing lead;
- in each case so far as in the opinion of the district chief labour inspector there is serious risk of an injurious effect on health due to the poisonous substances in question at the place where the work is performed.

Class C shall include work in workrooms where the following substances are usually disseminated in the air to an extent which in the opinion of the district chief labour inspector must be deemed to be injurious, viz., acetone and other volatile ketones, acrolein and other volatile aldehydes, ethers, ammonia, amyl acetate and other volatile esters, acetic acid and other volatile fatty acids, benzine, ethyl bromide and other organic halogen compounds, products of tar distillation (except benzene and its homologues), carbon monoxide, carbon dioxide, methyl alcohol and other volatile alcohols, nitro compounds, zinc oxide and sulphuretted hydrogen.

Class D shall include work in workrooms where, or where as a rule:—

1. raw hides are handled or are present;
2. raw wool or other uncleansed animal hair is sorted or handled;
3. the air is contaminated by dust from animal hair in brushmaking or paintbrush-making establishments;
4. rags or waste paper are sorted or ground or the air is contaminated by dust from rags or waste paper;
5. bones are sorted or handled;
6. gut is washed, scraped, sorted or slimed;
7. refuse is sorted, treated or burnt.

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

1. weight adjusting workshops;
2. capsule factories;
3. printing works;
4. lead light works;
5. shot foundries;
6. type foundries;
7. typesetting works, including works where typesetting machines are used;
8. lead pipe factories;
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;
16. instrument-making works not covered by no. 12,

unless the district chief labour inspector has certified that in his opinion the work in the said workrooms does not give rise to any risk 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 is liable to be contaminated by dust generated or disseminated in:—

1. the dry grinding or scouring of metal (with the exception of tools used in the factory or workplace) or of substances other than glass;
2. the freeing of castings from sand or loam;

3. work in lime slaking works other than that mentioned in class A, no. 13;
4. machine woodworking;
5. the sawing or turning of horn, bone or vegetable ivory;
6. the manufacture of peat moss litter;
7. the manufacture of briquettes without 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 in any other industry where poisonous bronze is not used;
11. the manufacture of cotton-wool;
12. the cleaning of kapok or feathers;
13. the weaving or braiding of coconut fibre;
14. the making or polishing 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 district chief labour inspector has certified that in his opinion the work in the said workroom does not give rise to any risk 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 or worked up.

Class IJ shall include work in workrooms where flax or hemp is broken, beaten, swingled or hackled without the use of a power machine.

Class K shall include work in workrooms where:—

1. automatic weaving is carried on or yarn is subjected to treatment preparatory to weaving;
2. automatic spinning is carried on;
3. cotton or jute is subjected to treatment preparatory to spinning;
4. fibres not mentioned under no. 3 are carded or willowed;
5. woven or knitted fabrics are napped while dry;
6. flax or hemp is broken, beaten, swingled or hackled by means of a power machine;
7. fibres are used for the stuffing of mattresses, padded coverlets or pillows.

34. A young person or a woman shall not perform any work specified in class A of section 33 in a factory or workplace.

35. (1) A young person shall not perform any work specified in any of the classes B, C, D, E, F, G, H, IJ or K of section 33 in a factory or workplace unless the provisions of subsections (3)—(10) below are observed.

(2) A woman shall not perform any work specified in class B, class E no. 3, 6, 7 or 14, or class IJ of section 33 in a factory or workplace unless the provisions of subsections (3)—(10) below are observed.

(3) A valid certificate 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 certificate mentioned in the preceding subsection shall be issued by a medical officer of the labour inspectorate or a medical practitioner designated by the district chief labour inspector, after he has medically examined the young person or woman.

(5) The certificate shall be dated 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 certificate shall be issued in the form prescribed by Our Minister. Different forms may be prescribed for different kinds of work or work under different conditions and for different classes of persons.

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

(8) Marks shall not be made on the certificate, and entries made thereon by the examining medical practitioner or any official of the labour inspectorate shall not be rendered illegible.

(9) On the termination of the employment relation between the head or manager of the undertaking and the person in respect of whom he holds a medical certificate, the certificate shall be given to the said person or placed at his or her disposal without delay on the first request.

(10) If the district chief labour inspector gives instructions to that effect, 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 district chief labour inspector in agreement with the medical practitioner who has examined a young person or a woman under subsection (4) has given instructions that in order to minimise the danger to the life or health of such young person or woman adequate measures shall be taken, which must be observed in the performance of certain kinds of work or of work under certain conditions, the young person or woman shall not perform the said work unless these instructions are complied with.

36. The district chief labour inspector may give instructions that from a date fixed by him a valid certificate issued after the date of the instructions shall be held in respect of all or certain young persons or women who perform work in a factory or workplace in a certain undertaking, showing that the work performed by the young person or woman in the said factory or workplace gives rise to no special danger to life or health. A young person or a woman in respect of whom such instructions are given shall not perform work in the factory or workplace after the date fixed in the said instructions unless they are complied with. The provisions of subsections (4)—(8), (10) and (11) of section 35 shall apply, *mutatis mutandis*.

37. (1) A young person or a woman shall not perform any work specified in section 33, class B, class D no. 4, 5, 6 or 7, class G no. 1, 2, 5, 6, 8, 10, 11, 12 or 13, or class K no. 1, 2, 3, 4, 5 or 7, in a factory or workplace unless the workroom in which the young person or woman performs work contains a free air space of at least 10 cubic metres for each person employed in the workroom, of which at least 4 cubic metres shall be above a height of 1.8 metres.

If the workroom was in use as such before 1st October, 1920, for the purposes of this provision any parts thereof the height of which is less than 2 metres shall not be taken into account in the calculation of the free air space either of the workroom as a whole or of the part thereof above a height of 1.8 metres. In all other cases any parts the height of which is less than 2.5 metres shall not be taken into account.

(2) A young person or a woman shall not perform any work specified in section 33, class C or class G no. 3, 7, or 14, in a factory or workplace unless the workroom in which the young person or woman performs work contains a free air space of at least 20 cubic metres for each person employed in the workroom, of which at least 10 cubic metres shall be above a height of 1.8 metres.

If the workroom was in use as such before 1st October, 1920, for the purposes of this provision any parts thereof the height of which is less than 2 metres shall not be taken into account in the calculation of the free air space either of the workroom as a whole or of the part thereof above a height of 1.8 metres. In all other cases any parts the height of which is less than 3 metres shall not be taken into account.

(3) A young person or a woman shall not perform any work specified in section 33, class H, in a factory or workplace unless the room in which the young person or woman performs work contains a free air space of at least 8 cubic metres for each person employed in the workroom, of which at least 3.2 cubic metres shall be above a height of 1.8 metres.

The provisions of the second paragraph of subsection (1) shall apply.

(4) A young person or a woman shall not perform any work specified in section 33, class D no. 1, 2 or 3, class E, class F, class G no. 4, 9, 15, 16, 17 or 18, class IJ or class K no. 6, in a factory or workplace unless the workroom in which the young person or woman performs work contains a free air space of at least 7 cubic metres for each person employed in the workroom, of which at least 2.8 cubic metres shall be above a height of 1.8 metres.

The provisions of the second paragraph of subsection (1) shall 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 a height of 1.8 metres, parts above a height of 5 metres shall not be included.
- (b) Rooms opening out of a workroom situated on the same floor, in such a manner that communication cannot be shut off, shall be deemed in conjunction with the said workroom to form a single whole, provided that the opening for communication measures not less than 1.8 square metres.
- (c) Without prejudice to the provisions under (b), in any workroom which is deemed in conjunction with another room or other rooms to constitute a single whole not more persons shall be present 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 perform any work specified in section 33, class B, in a factory or workplace unless the following provisions are observed:—

1. Adequate precautions shall be taken against the risk of poisoning.
2. An overall and if necessary a head covering, which must be worn at work during the week, shall be issued to each young person or woman on the first working day of each week, marked and properly washed and dried and kept exclusively for his or her use.

If the district chief labour inspector has issued instructions:—

- (a) respecting the issue of a clean overall or a clean head covering on other days in addition to the first working day of the week;
- (b) respecting the pattern and mode of marking of overalls and head coverings;
- (c) respecting the issue and wearing of head coverings,

these instructions also shall be complied with.

3. A suitable place shall be provided for depositing the clothing which such young person or woman must remove before beginning work.
4. Food shall not be kept in the workroom by or for such young person or woman, and food shall not be consumed or meal-times spent there by such young person or woman, unless the district chief labour inspector has expressed the opinion that this gives rise to no special danger to life or health.

If the district chief labour inspector gives instructions to that effect, satisfactory arrangements for meals shall be provided for the young person or woman.

5. Suitably installed wash-places situated indoors shall be made available in the factory or workplace. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

- (a) the number of nailbrushes prescribed by him shall be provided at each wash-place;
- (b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him;
- (c) an adequate supply of warm water shall be laid on to the wash-place.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

6. The floor of the workroom shall be suitably constructed and arranged so 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 fifteen months. If the district chief labour inspector gives instruc-

tions to that effect, the whitewashing, washing down or cleaning shall take place within the time limit prescribed therein.

40. A young person or a woman shall not perform any work specified in section 33, class C, in a factory or workplace unless the following provisions are observed:—

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

If the district chief labour inspector gives instructions to that effect, satisfactory arrangements for meals shall be provided for the young person or woman.

3. Suitably installed wash-places situated indoors shall be made available in the factory or workplace. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

- (a) the number of nailbrushes prescribed by him shall be provided at each wash-place;
- (b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him;
- (c) an adequate supply of warm water shall be laid on to the wash-place.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

4. The walls and ceiling of the workroom shall be properly whitewashed, washed down or otherwise cleaned at least once every fifteen months. If the district chief labour inspector gives instructions to that effect, the whitewashing, washing down or cleaning shall take place within the time limit prescribed therein.

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

1. Adequate precautions shall be taken against the risk of poisoning or infection.
2. An overall and if necessary a head covering, which must be worn at work during the week, shall be issued to each young person or woman on the first working day of each week, marked and properly washed and dried and kept exclusively for his or her use.

If the district chief labour inspector has issued instructions:—

- (a) respecting the issue of a clean overall or head covering on other days in addition to the first working day of the week;

(b) respecting the pattern and mode of marking of overalls and head coverings;

(c) respecting the issue and wearing of head coverings; these instructions also shall be complied with.

3. A suitable place shall be provided 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 such young person or woman, and food shall not be consumed or meal-times spent there by such young person or woman, unless the district chief labour inspector has expressed the opinion that this gives rise to no special danger to life or health.

If the district chief labour inspector gives instructions to that effect, satisfactory arrangements for meals shall be provided for the young person or woman.

5. Suitably installed wash-places situated indoors shall be made available in the factory or workplace. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

(a) the number of nailbrushes prescribed by him shall be provided at each wash-place;

(b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

6. The floor of the workroom shall be suitably constructed and arranged so 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 white-washed, washed down or otherwise cleaned at least once every fifteen months. If the district chief labour inspector gives instructions to that effect, the whitewashing, washing down or cleaning shall take place within the time limit prescribed therein.
8. Further, a young person or a woman shall not perform any work specified in section 33, class D no. 4, 5, 6 or 7, in a factory or workplace unless the walls are plastered or covered with glazed tiles up to a height of at least 1.2 metres, and in the case of work consisting in rag-sorting care shall be taken that the said work shall be carried on in a workroom which is separate from the storage-place for the rags, waste paper or refuse, and is not used at the same time for this purpose.

42. A young person or a woman shall not perform any work specified in section 33, class E, in a factory or workplace unless the following provisions are observed:—

1. An overall and if necessary a head covering, which must be worn at work during the week, shall be issued to each young person or woman on the first working day of each week, marked and properly washed and dried and kept exclusively for his or her use.

If the district chief labour inspector has issued instructions:—

(a) respecting the supply of a clean overall or a clean head covering on other days in addition to the first working day of the week;

(b) respecting the pattern and mode of marking of overalls and head coverings;

(c) respecting the issue and wearing of head coverings; these instructions also shall be complied with.

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

If the district chief labour inspector gives instructions to that effect, satisfactory arrangements for meals shall be provided for the young person or woman.

3. Suitably installed wash-places situated indoors shall be made available in the factory or workplace. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

(a) the number of nailbrushes prescribed by him shall be provided at each wash-place;

(b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

4. The floor of the workroom shall be suitably constructed and arranged so 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 district chief labour inspector as adequate and there are no cracks in it.
6. The walls and ceiling of the workroom shall be properly white-washed, washed down or otherwise cleaned at least once every fifteen months. If the district chief labour inspector gives instructions to that effect, the whitewashing, washing down or cleaning shall take place within the time limit prescribed therein.

43. A young person or woman shall not perform any work specified in section 33, class F, in a factory or workplace 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 such young person or woman, and food shall not be consumed or meal-times

spent there by such young person or woman, unless the district chief labour inspector has expressed the opinion that this gives rise to no special danger to life or health.

If the district chief labour inspector gives instructions to that effect, satisfactory arrangements for meals shall be provided for the young person or woman.

3. Suitably installed wash-places situated indoors shall be made available in the factory or workplace.

At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

- (a) the number of nailbrushes prescribed by him shall be provided at each wash-place;
- (b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

4. The floor of the workroom shall be suitably constructed and arranged so 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 white-washed, washed down or otherwise cleaned at least once every fifteen months. If the district chief labour inspector gives instructions to that effect, the whitewashing, washing down or cleaning shall take place within the time limit prescribed therein.

43bis. A young person or a woman shall not perform any work specified in section 33, class G no. 1, 3, 7 or 14, in a factory or workplace unless suitably installed wash-places situated indoors are made available therein. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

- (a) the number of nailbrushes prescribed by him shall be provided at each wash-place;
- (b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him;
- (c) an adequate supply of warm water shall be laid on to the wash-place.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

44. A young person or a woman shall not perform any work specified in section 33, class H, in a factory or workplace unless the following provisions are observed:—

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

If the district chief labour inspector gives instructions to that effect, satisfactory arrangements for meals shall be provided for the young person or woman.

2. Suitably installed wash-places situated indoors shall be made available in the factory or workplace. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

- (a) the number of nailbrushes prescribed by him shall be provided at each wash-place;
- (b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

3. The floor of the workroom shall be suitably constructed and arranged so 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 white-washed, washed down or otherwise cleaned at least once every fifteen months. If the district chief labour inspector gives instructions to that effect, the whitewashing, washing down or cleaning shall take place within the time limit prescribed therein.
45. A young female person shall not perform any work specified in section 33, class I J, in a factory or workshop.
46. A young person or a woman shall not perform any work specified in section 33, class K no. 1, 2 or 3, in a factory or workplace 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 in the middle of the workroom and on or near one of the side walls thereof, at points which may be more precisely designated by the district chief labour inspector.

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

2. The temperature indicated by this thermometer shall not be more than 25° C. unless the temperature outdoors in the shade exceeds 32° C., in which case the temperature indicated by the

thermometer may exceed 25° C. by the number of degrees by which the temperature outdoors in the shade exceeds 32° C.

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 sufficiently purified, 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 district chief labour inspector gives instructions to this effect.
5. Further, a young person or woman shall not perform any work specified in section 33, class K no. 2, 3, 4 or 7, in a factory or workplace unless suitably installed wash-places situated indoors are made available therein. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water, and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect:—

- (a) the number of nailbrushes prescribed by him shall be provided at each wash-place;
- (b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

Division 3. Establishments for the making of bricks from clay or earth; brick, roofing pantile, flooring tile (flag), wall tile and earthenware pipe kilns.

47. The provisions of this division shall apply to work in:—
 1. establishments for the making of bricks from clay or earth, and brick kilns, consisting in:—
 - (a) driving a horse;
 - (b) treading clay, preparing earth or slurry and bringing clay to the moulding bench;
 - (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 burnt bricks which are not yet quite cold;
 2. roofing pantile, flooring tile (flag) and earthenware pipe kilns, consisting in:—
 - (a) treading clay;

- (b) kneading clay by hand;
- (c) filling moulds by hand;
- (d) moving loaded trucks;
- (e) filling the kilns;
- (f) drawing from the kilns burnt roofing or flooring tiles or earthenware pipes which are not yet quite cold;

3. wall tile kilns, consisting in the drawing from the kilns of tiles which are not yet quite cold.

48. A person under fifteen years of age shall not perform the work specified in section 47 under no. 1 (a).

49. A person under sixteen years of age or a female person aged sixteen years or more shall not be employed in any work specified in section 47 under no. 1 (b)—(g), 2 or 3.

This prohibition shall not apply:—

- (a) in respect of an unmarried female person above the age of sixteen years, to the work specified in section 47 under no. 1 (e);
- (b) in respect of a female person aged sixteen years or more, to the arranging and stacking of bricks in the kilns where they are to be burnt,

provided that in both cases the provisions of section 35, subsections (3)—(10), shall be observed in respect of her.

Division 4. Factories and workplaces in which ceramic industries are carried on.

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

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

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 preceding class which is performed in connection with the application of glaze to articles, viz.:—

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, work 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 aerographing or dusting,

when either is done in a manner which is considered dangerous by the district chief labour inspector in consultation with a medical officer of the labour inspectorate.

Class VII shall comprise work consisting in:—

1. the application of ceramic colours to biscuit or glost ware by transferring or painting;
2. the decoration of dipped articles or the application of ceramic colours to articles by aerographing or dusting,

when either is done in a manner which is not considered particularly dangerous by the district chief labour inspector in consultation with a medical officer of the labour inspectorate.

Class VIII shall comprise work not mentioned above which is performed in rooms where work belonging to one or more of the preceding classes is done, and in circumstances in which there is danger of poisoning in the opinion of the district chief labour inspector in consultation with a medical officer of the labour inspectorate.

In this division the following expressions shall have the meanings given below:—

biscuit (biscuit): the baked ware not covered with glaze;

glaze (vernis): the mixture which produces a vitreous coating on the ware when heated;

glost ware (geglazuurde waar): ware on which the glaze has been transformed into a vitreous coating by heating.

51. A person under sixteen years of age or a female person aged sixteen years or more shall not perform work belonging to class I, II, V or VI of section 50.

52. A person under sixteen years of age or a married female person shall not perform work belonging to class III of section 50.

An unmarried female person aged sixteen years or more shall not perform such work unless the following provisions are observed in respect of her:—

1. The glaze to be used shall contain no unfritted lead compounds.
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 $2\frac{1}{2}$ per cent. of lead monoxide in solution.

The prescribed method is as follows:—

One gram of the substance, dried at 100°C . to a constant weight, is to be shaken for one hour with one litre of an aqueous solution of hydrochloric acid containing 0.25 per cent. of the acid, or with one litre of an aqueous solution of nitric acid containing 0.43 per cent. of the acid. If nitric acid is used, 0.2 gram

of pure sodium nitrite per litre must be added immediately before use. The mixture is then to be allowed to stand for one hour, so that the undissolved part of the substance may settle, after which the liquid is to be syphoned off or decanted from the precipitate and further completely freed by filtration from any undissolved substance. The quantity of lead in a measured portion of the clear filtrate is to be ascertained by one of the methods used in analytical chemistry, and the quantity of lead compounds (calculated as lead monoxide) which is in solution in the diluted acid shall then be calculated.

If this quantity is found to be between 2.3 and 2.7 per cent. of the dried substance, the method described below shall be applied and its result shall be decisive.

One gram of the substance dried at 100°C . to a constant weight is to be shaken for one hour with one litre of an aqueous solution of hydrochloric acid containing 0.25 per cent. of the acid. After the separation of the liquid from the undissolved substance in the manner described above, a measured portion of the clear filtrate (not less than 750 cubic centimetres thereof) is to be evaporated over a water bath. The residue after evaporation is to be moistened with one cubic centimetre of concentrated hydrochloric acid (specific gravity 1.19). After this hydrochloric acid has acted upon it for fifteen minutes, 100 cubic centimetres of water are to be added; the liquid is to be brought to the boil and separated by filtration from any silicic acid which may be formed. This last is to be thoroughly washed with warm water, and the filtrate (including the water used for washing) is to be made up to approximately 200 cubic centimetres. In this solution the lead is to be precipitated as lead sulphide by means of sulphuretted hydrogen. After settling, the sulphide is to be separated by filtration, washed with an aqueous solution of hydrochloric acid containing sulphuretted hydrogen and 0.25 per cent. of the acid, and afterwards with water, after which the sulphide is to be dissolved by dripping 20 cubic centimetres of warm nitric acid (specific gravity 1.2) over the filter and afterwards washing the filter with hot water. The nitric acid solution is next to be evaporated over a water bath and the residue taken up in 25 cubic centimetres of warm water. The lead is to be precipitated from this solution as lead sulphate by the addition of five cubic centimetres of sulphuric acid of twice the normal strength. After at least twelve hours the lead sulphate is to be separated by filtration, washed (first with an aqueous solution of sulphuric acid containing 2 per cent. of the acid, then with alcohol at 60 per cent. and finally with alcohol at 96 per cent.) and dried at 100°C . After as much as possible of the lead sulphate has been placed in a porcelain crucible, the filter is to be burnt and the ashes also placed in the crucible. Any traces of metallic lead which may appear in the burning of the filter are to be converted into lead sulphate by evaporation with a few drops of nitric acid (specific gravity 1.2) and afterwards with a few drops of concentrated sulphuric acid.

Finally, the lead sulphate is to be heated to a dull red heat and weighed, and the equivalent weight of lead monoxide is then to be calculated.

The lead sulphate may also be separated by filtration through a so-called Gooch crucible. The lead sulphate is then to be heated to a red heat by the placing of the Gooch crucible in an asbestos ring in a larger ordinary crucible with a cover, which is heated over the full flame of a Téclu burner.

3. An overall and if necessary a head covering, which must be worn at work during the week, shall be issued to the female person on the first working day of each week, marked and properly washed and dried and kept exclusively for her use.

If the district chief labour inspector has issued instructions:—

- (a) respecting the supply of a clean overall or a clean head covering on other days in addition to the first working day of the week;
 - (b) respecting the pattern and mode of marking of overalls and head coverings;
 - (c) respecting the issue and wearing of head coverings; these instructions also shall be complied with.
4. A suitable place shall be provided for depositing the clothing which the female person must remove before beginning work.
 5. Suitably installed wash-places situated indoors shall be made available in the factory or workplace. At every wash-place soap and a sufficient number of towels shall be available, arrangements shall be made for draining off the waste water and a sufficient supply of clean water shall be laid on.

If the district chief labour inspector has given instructions to this effect,

- (a) the number of nailbrushes prescribed by him shall be provided at each wash-place;
- (b) the number of towels prescribed by him shall be issued in the manner and at the times prescribed by him;
- (c) an adequate supply of warm water shall be laid on to the wash-place.

Sufficient time shall be allowed to the persons concerned at the end of each period of work to enable them to make use of a wash-place.

6. The workroom shall contain a free air space of not less than 10 cubic metres for each person employed in the workroom, in the calculation of which only those parts of the workroom shall be taken into account of which the height is 3 metres or more, exclusive of any fraction of the said parts above a height of 5 metres.
7. A dated certificate shall be available in the factory or workplace in respect of the female person, showing that her physical condition is not such that the work in question gives rise to any special danger for her.

This certificate shall be issued after examination by a medical officer of the labour inspectorate 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 certificate shall not be more than three months old; it may be withdrawn at any time by the medical practitioner designated under the preceding paragraph.

The register shall be produced for inspection immediately on the request of any of the officials mentioned in subsection (1) of section 84 of the Labour Act, 1919².

A room shall be made available for the medical examination which in the opinion of the district chief labour inspector is suitable for the purpose and which if necessary shall be adequately heated.

8. Food shall not be consumed or meal-times spent by the female person in the factory or workplace, except in a messroom suitably fitted up.

53. A person under sixteen years of age shall not perform work belonging to class IV of section 50.

A female person aged sixteen years or more shall not perform the said work unless the provisions of the preceding section under nos. 1, 2, 3, 4, 5, 6, 7 and 8 are observed in respect of her.

54. A person under sixteen years of age or a female person aged sixteen years or more shall not perform work belonging to class VII of section 50 unless the provisions of section 52, no. 5, are observed in respect of him or her.

55. A person under sixteen years of age or a female person aged sixteen years or more shall not perform work belonging to class VIII of section 50 unless the provisions of section 52, no. 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 district chief labour inspector.

Division 5. Factories and workplaces where linen is ironed.

56. A young person or a woman shall not perform work in a factory or workplace in a workroom where linen is ironed unless the room contains a free air space of at least 6 cubic metres for each person employed in the workroom, of which at least 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 of the free air space of the room as a whole shall be disregarded in the calculation of the said space for the purposes of this section.

In the calculation of the free air space, any parts of the room the height of which is less than 2.5 metres and any parts situated above a height of 5 metres shall not be taken into account for the purposes of this section.

For the purposes of these provisions, rooms opening out of a workroom on the same floor, in such a way that communication cannot be shut off, shall be deemed in conjunction with the said workroom to form a single whole, provided that the opening for communication measures not less than 1.8 square metres.

Without prejudice to the provisions of the preceding paragraph, in any workroom which is deemed in conjunction with another room or other rooms to form a single whole not more persons shall be present 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 6. Factories and workplaces where articles dangerous to morality are manufactured, treated or packed.

57. (1) A young person shall not perform work in a factory or workplace in a room where contraceptives are manufactured, treated or packed.

(2) A woman shall not perform work in a factory or workplace in a workroom where the articles mentioned in subsection (1) are manufactured, treated or packed if a man is simultaneously performing work in the said workroom.

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

58. A young person or a woman shall not perform work 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 at work there, and shall be reserved exclusively for them.
2. The young persons and women working in the shop or pharmacy shall be afforded facilities for using the seats mentioned under no. 1 during the time when they are not actually performing any operations in the shop or pharmacy, but are merely required to be in attendance there, and during the time when they are performing any operations there which they can carry out properly while seated.

59. A young person or a woman shall not perform work in a shop or pharmacy:—

- 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. if the shop or pharmacy is not heated to at least 10° C. in cold weather in cases where the district chief labour inspector has given instructions for this;
- D. if a thermometer in good working order is not hung in a place specified by the district chief labour inspector, in cases where he has given instructions for this;
- E. where it is not ensured that good drinking water or other suitable non-alcoholic beverage is available free of charge and in sufficient quantity for such young person or woman and is supplied in a suitable manner, if the district chief labour inspector has given instructions for this.

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

1. A latrine shall be available for him or her.
2. Latrines and urinals shall be so situated and maintained that they can conveniently be reached and used by the persons working in the shop or pharmacy, for whom they are intended during the time spent there by the said persons.
3. Every latrine 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 ten or more persons perform work in a shop or pharmacy, the latrines shall be separate for the two sexes and provided with a suitable sign indicating the sex for which they are reserved. Wherever possible the approaches to latrines reserved for opposite sexes shall not be situated in proximity to each other.
5. If ten or more persons are working in a shop or pharmacy, the number of latrines available for them shall amount to:—
 - (a) at least one for every thirty female persons or less, and at least one for every fifty male persons or less, provided that one or more persons are continuously present during the hours of work who are responsible for attending to the latrines and keeping them clean;
 - (b) at least one for every fifteen female persons or less, and at least one for every twenty-five male persons or less, in all cases other than that specified under (a).
6. Latrines and urines (other than closets, urinals with a water flush, or equivalent installations which diffuse no bad smell) shall not open directly out of any sales-room or workroom. The lobbies or passages by which latrines and urinals not included in the above exception are separated from sales-rooms or workrooms shall be ventilated so that no bad smell is perceptible in the said rooms.

“Water-closet” shall mean a latrine provided with flushing apparatus in good working order which supplies a stream of water sufficiently powerful to wash the fæcal matter out of the pan, and the waste pipe of which is so shaped that it always contains water which excludes bad smells.

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

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

- (a) in a workroom which is not adequately lighted during the hours of work;
- (b) in a place where artificial light must be used between 9 a.m. and 3 p.m. in order to ensure adequate illumination, unless weather conditions or other circumstances necessitate the temporary use of artificial light to ensure adequate illumination or the person only performs work at the place in question for a short time.

(2) A workroom shall not be deemed to be adequately illuminated by daylight if the area of the openings for light which admit direct daylight is less than one-eighth of the floor area, unless special circumstances are present which in the opinion of the district chief labour inspector ensure adequate illumination.

(3) A young person or a woman shall not perform 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 or arithmetical work is performed shall not be deemed to be adequately and suitably illuminated by artificial light unless the illumination at the writing or reading surface is of a power of at least 50 international lux and the source of light is placed or fitted so that the direct or indirect 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 perform work in an office 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 ventilating devices.

(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 not be deemed to be adequate unless the total area of the openings which can give direct communication with the open air amounts to at least 5 square decimetres per person and at least 40 square decimetres in all, exclusive of the door openings.

63. A young person or a woman shall not perform work in an office in a workroom which is not heated in cold weather to at least 15° C., and where a thermometer in good working order is not hung in a place specified by the district chief labour inspector if he has given instructions for this.

64. A young person or a woman shall not perform work in an office in a workroom which does not contain a free air space of at least 7 cubic metres for each person employed in the workroom, of which at least 2.8 cubic metres shall be above a height of 1.8 metres.

In the calculation of the free air space, any parts of the room the height of which is less than 2 metres and any parts situated above a height of 5 metres shall not be taken into account for the purposes of this section.

For the purposes of these provisions, rooms opening out of a workroom on the same floor, in such a way that communication cannot be shut off, shall be deemed in conjunction with the said workroom to form a single whole, provided that the opening for communication measures not less than 1.8 square metres.

Without prejudice to the provisions of the preceding paragraph, in any workroom which is deemed in conjunction with another room or other rooms to form a single whole not more persons shall be present

than 1½ 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. (1) The district chief labour inspector may grant a permit conditionally or unconditionally for a young person or a woman to perform work in an office in a workroom which does not conform to the provisions of section 61, 62, 63 or 64, provided that the work of the young person or woman in such workroom lasts only for a short time.

(2) A young person or a woman may perform work in a workroom to which a permit as provided in subsection (1) applies only so long as the document containing the permit is affixed in the workroom.

(3) The permit may at any time be withdrawn by the district chief labour inspector if the conditions attached to it are not observed.

(4) A permit granted by Our Minister in pursuance of section 68 or 69 shall not be withdrawn without his authorisation.

66. (1) A young person or a woman shall not perform work in an office unless the following provisions are observed:—

1. A latrine shall be available for him or her in connection with the office.
2. Latrines and urinals shall be so situated and maintained that they can conveniently be reached and used by the persons working in the office for whom they are intended during the time spent there by the said persons.
3. Every latrine 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 ten or more persons perform work in an office, the latrines shall be separate for the two sexes, and provided with a suitable sign indicating the sex for which they are reserved. Wherever possible the approaches to the latrines reserved for opposite sexes shall not be situated in proximity to each other.
5. Latrines and urinals (other than water-closets, urinals with a water flush, or equivalent installations which diffuse no bad smell) shall not open directly out of a workroom. The lobbies or passages by which latrines and urinals not included in the above exception are separated from the workrooms shall be ventilated so that no bad smell is perceptible in the said rooms.

“Water-closet” shall mean a latrine provided with flushing apparatus in good working order which supplies a stream of water sufficiently powerful to wash the faecal matter out of the pan, and the waste pipe of which is so shaped that it always contains water which excludes bad smells.

6. If ten or more persons are working in an office, the number of latrines available for them shall amount to:—

- (a) at least one for every thirty female persons or less, and at least one for every fifty male persons or less, provided that one or more persons are continuously present during the hours of work who are responsible for attending to the latrines and keeping them clean;

- (b) at least one for every fifteen female persons or less, and at least one for every twenty-five male persons or less, in all cases other than that specified under (a).

CHAPTER V. PROHIBITION OF CERTAIN EMPLOYMENT OF YOUNG PERSONS AND WOMEN IN THE ENTERTAINMENT AND AMUSEMENT INDUSTRY.

67. A young person or a woman shall not perform work in the entertainment and amusement industry in a room fitted up or used exclusively or mainly for engagement in the said industry unless the following provisions are observed:—

- A. If engagement in the industry necessitates the changing of clothes by the young person or woman, suitable dressing rooms shall be provided, separate for the two sexes.
- B. The dressing-rooms shall be adequately lighted and if necessary properly heated and provided with suitable seats and washing conveniences.
- C. Latrines, separate for the two sexes, shall be provided for the workers. Every latrine shall be suitably situated and fitted, kept thoroughly clean and adequately ventilated and lighted. It shall be roofed and so enclosed that proper privacy is ensured during its use.

CHAPTER VI. GENERAL PROVISIONS.

67bis. The district chief labour inspector may issue instructions respecting the administration in particular cases of provisions contained in sections 7, 8, 8bis, 9, 10, 11, 12, 14, 18, 20, 21, 22, 25, 28, 29, 30, 32, 35, 36, 39, 40, 41, 42, 43, 43bis, 44, 46, 49, 52, 53, 54, 55, 58, 59, 60, 62, 66 and 67.

A young person or a woman as provided in these sections shall not perform the work specified therein to which the said instructions relate if these instructions are not complied with or are not fully complied with.

68. The instructions, designations, opinions and other decisions referred to in this Decree, including refusals of applications made to the district chief labour inspector in pursuance of any provision of this Decree, shall be issued by him in writing. He shall date the documents in question.

In the case of an instruction as provided in this Decree, a time limit shall be specified within which it must be complied with.

If the head or manager is aggrieved by a decision of the district chief labour inspector as provided in the first paragraph, he may appeal against it to Our Minister within a fortnight 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 decision of the district chief labour inspector is wholly or partly annulled or declared inequitable by the decision on appeal the decision given on appeal shall be substituted for the decision against which the appeal was made.

The head or manager shall not be under any obligation in pursuance of an instruction, designation or opinion so long as it is open to appeal or pending the decision on an appeal which has been lodged.

69. In cases where certain work is permitted under this Decree, if and in so far as the district chief labour inspector has given any decision in connection therewith, the head or manager may apply in writing for the said decision.

If he has not received any decision thereon after fourteen 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 application of the head or manager is granted wholly or in part by the decision given on appeal, the said decision shall be substituted for the corresponding decision which the district chief labour inspector was empowered to give.

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 inspectorate or a medical practitioner who has been designated under this Decree to make an examination is of opinion that the performance of certain work by a young person or a woman gives rise to special danger to life or health, he shall communicate this in writing to the examined person and the district chief labour inspector.

The district chief labour inspector shall communicate it to the head or manager of the undertaking in which the examined person performs or desires to perform work.

The examined person or his legal representative may apply to Our Minister for a re-examination within fourteen days of the date of the communication in writing. Our Minister shall appoint one or more medical practitioners for this purpose.

The certificate 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 district chief labour inspector has issued an instruction in pursuance of subsection (II) of section 35 or respecting the administration thereof in pursuance of section 67bis, he shall communicate it in writing to the young person or woman to whom the instruction relates as well as the head or manager of the undertaking in which the young person or woman performs or desires to perform work.

The young person or woman or his legal representative may appeal to Our Minister within fourteen days of the date of the communication in writing addressed to him or her.

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

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

If the instruction is wholly or partly annulled or declared inequitable by the decision on appeal, the said decision shall be substituted for the instruction against which the appeal was made.

The head or manager shall not be under any obligation in pursuance of an instruction so long as it is open to appeal or pending the decision on an appeal which has been lodged.

72. (1) Exemption may be granted by or in the name of Our Minister, conditionally or unconditionally:—

(a) from the provisions contained in sections 15 [subsection (1)], 16, 19, 20, 37, 56, 59, 60, 61, 62, 64, 66 and 67, for a specified period;

(b) from the provisions laid down in section 52, second paragraph, under no. 2, provided that the glaze when treated as prescribed in that section shall not yield more than 5 per cent. by weight of lead monoxide in solution.

(2) Further, conditional exemption may be granted by or in the name of Our Minister:—

(a) from the provisions contained in section 7 under C and D (d) with respect to the operations specified in the exemption;

(b) from the provisions contained in section 24 with respect to the operations specified in the exemption.

(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.

CHAPTER VII. CONCLUDING PROVISIONS.

73. This Decree may be cited as the "Labour Decree" with the addition of the year of the *Staatsblad* in which it is published.

74. In this Decree the words "work" (*arbeid*), "factory or workplace" (*fabriek of werkplaats*), "office" (*kantoor*), "shop" (*winkel*), "worker" (*arbeider*), "young person" (*jeugdige persoon*), "woman" (*vrouw*), "Our Minister" (*Onze Minister*) and "district chief labour inspector" (*districtshoofd*) shall have the meaning which they bear in pursuance of the Labour Act, 1919².

75. (1) This Decree, with the exception of section 35, shall come into operation on the date referred to in section 101, subsection (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 fixed by Us.

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