

**EMPLOYMENT OF WOMEN, YOUNG  
PERSONS AND CHILDREN ACT**

**CHAPTER 90:06**

**Act**  
**L.I. 5 of 1938**  
Amended by  
19 of 1939

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**Note  
on  
Subsidiary Legislation**

This Chapter contains no Subsidiary Legislation.

**CHAPTER 90:06****EMPLOYMENT OF WOMEN, YOUNG  
PERSONS AND CHILDREN ACT****ARRANGEMENT OF SECTIONS**

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## CHAPTER 90:06

EMPLOYMENT OF WOMEN, YOUNG  
PERSONS AND CHILDREN ACT

1961 Ed.  
Cap. 111.  
L.I. 5 of 1938.

**AN ACT relating to the employment of women, young persons and children.**

Commencement.

[1st February 1939]

Short title.

1. This Act may be cited as the –

EMPLOYMENT OF WOMEN, YOUNG  
PERSONS AND CHILDREN ACT.

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Interpretation.

2. In this Act –

“child” means a person under the age of fourteen years;

“guardian” includes any person who is liable to maintain or has the actual custody of a child or young person;

“industrial undertaking” includes –

- (a) mines, quarries and other works for the extraction of minerals from the earth;
- (b) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including shipbuilding, and the generation, transformation and transmission of electricity or motive power of any kind;
- (c) construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, ~~and any other work of construction, as well as the preparation for or laying the foundations of any such work or structure;~~

and, in relation to the employment of young persons and children, also includes –

(d) transport of passengers or goods by road or rail or inland waterway, including the handling of goods at docks, quays, wharves and warehouses, but excluding transport by hand;

“night” signifies a period of at least eleven consecutive hours including the interval between ten o’clock in the evening and five o’clock in the morning;

“ship” means any seagoing ship or boat of any description registered in the State;

“woman” includes all persons of the female sex without distinction of age;

“young person” means a person who has ceased to be a child and who is under the age of eighteen years.

3. The Minister may, by Order, define the line of division which separates industry from commerce and agriculture, and declare any class of undertaking to be an industrial undertaking for the purposes of this Act.

Determination of industrial undertaking.

4. (1) No child shall be employed or work in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed, and any person who employs any child or permits him to work in contravention of this section is guilty of an offence.

Prohibition of employment of children.

(2) This section shall not apply to the exercise of manual labour by any child under order of detention in a reformatory or industrial school, or by any child receiving instruction in manual labour in any school, provided that the work is approved and supervised by public authority.

Saving.

5. No child shall be employed or work on any ship other than a ship upon which only members of the same family are employed; and any person who employs any child or permits him to work in contravention of this section is guilty of an offence.

Prohibition of employment of children on ships.

6. Any parent or guardian of a child who, by wilful default, or by habitually neglecting to exercise due care, has conduced to the commission of the offence of taking a child into employment in contravention of this Act is guilty of an offence.

Liability of parent or guardian.

Restrictions on  
employment at  
night of young  
persons.

7. (1) Except as hereinafter provided, no young person shall be employed or work during the night in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed, and any person who employs any young person or permits him to work in contravention of this section is guilty of an offence.

Exemption of  
industries  
affected by  
exceptional  
circumstances.

(2) Young persons over the age of sixteen years may be employed or work during the night in the following industrial undertakings on work which, by reason of the nature of the process, is required to be carried on continuously day and night, that is to say –

(a) manufacture of raw sugar;

(b) any other undertaking which may be declared to come under the exception created by this subsection by Order of the Minister.

Exemption in  
case of emer-  
gency.

(3) The provisions of subsection (1) shall not apply to the night work of young persons over the age of sixteen years in cases of emergencies which could not have been controlled or foreseen, which are not of a periodical character, and which interfere with the normal working of the industrial undertaking.

Registers to be  
kept.

8. (1) Every employer in an industrial undertaking shall keep a register of all persons under the age of sixteen years employed by him, and every shipmaster shall keep a register, or a list in the articles of agreement, of all such persons employed on board his ship.

(2) The register or list, as the case may be, shall contain particulars of the names, addresses and dates of birth of all such persons, and of the dates on which they enter and leave the employment, and shall on request at any reasonable time be produced for inspection by any police officer.

(3) Any employer or shipmaster acting in contravention of this section is guilty of an offence and liable on summary conviction to a fine of one thousand dollars.

False certificate  
or representation  
as to age.

9. (1) Any person who causes a child or young person to be taken into employment in contravention of this Act on the production, by or with the privity of the parent or guardian, of a false or forged certificate, or on the false representation of his parent or guardian that the child or young person is of an age at which the employment is not in contravention of this Act, shall be guilty of an offence.

10. (1) Except as hereinafter provided, no woman shall be employed or work during the night in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed, and any person who employs any woman or permits her to work in contravention of this section is guilty of an offence.

Restrictions on  
employment at  
night of women.

(2) This section shall not apply –

Exemptions.

- (a) to women holding responsible positions of management who are not ordinarily engaged in manual work;
- (b) in cases of *force majeure*, when in any undertaking there occurs an interruption of work which it was impossible to foresee, and which is not of a recurring character;
- (c) in cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration, when night work is necessary to preserve the materials from certain loss.

11. (1) Where the offence of taking a woman or young person or child, as the case may be, into employment in contravention of this Act is committed by an agent or workman of the employer, the agent or workman shall be liable to a penalty as if he were the employer.

Liability of agent  
or workman.

(2) Where an employer is charged with any offence under this Act, he shall be entitled upon information duly laid by him to have any other person whom he charges as the actual offender brought before the Court at the time appointed for the hearing the charge; and if, after the commission of the offence has been proved, the Court is satisfied that the employer used due diligence to comply with this Act and that the other person committed the offence in question without the employer's knowledge, consent or connivance, the other person shall be summarily convicted of the offence, and the employer shall be exempt from any penalty.

12. In industrial undertakings which are influenced by the seasons of the year, and in all cases where exceptional circumstances demand it, the Minister may, by Order, declare that the prohibition of the night work of women shall extend to a period of ten hours only instead of eleven hours on sixty days of the year.

Reduction of  
night period.

Suspension of  
prohibition of  
night work.

**13.** When in case of serious emergency the public interest demands it, the Minister may, by Order, suspend the prohibition of night work in relation to young persons over the age of sixteen years as respects all industrial undertakings for such period as he may deem necessary.

Inspection of  
premises.

**14.** (1) Any police officer or other person authorised in that behalf by any general or special order of the Commissioner of Police or of a superintendent or assistant superintendent of police shall have power to enter any premises or place wherein any industrial undertaking is carried on, or to board any ship, for the purpose of ascertaining whether any woman, young person or child is employed in contravention of this Act, and to inspect such premises, place or ship, and examine any person therein touching the employment of any woman, young person or child.

(2) Any person refusing admission to or obstructing a duly authorised police officer or person in the execution of any duty under this Act is guilty of an offence and liable on summary conviction to a fine of one thousand dollars.

Rules.

**15.** The Minister may make Rules with respect to –

- (a) the cleanliness, freedom from effluvia, overcrowding, ventilation and general sanitary conditions of any premises or place wherein women, young persons or children are employed;
- (b) the maximum hours of employment of women, young persons or children and the times allowed for meals;
- (c) generally for the better carrying out of the provisions of this Act.

Penalty.

**16.** Any person guilty of an offence against this Act or any Rules made thereunder for which no penalty is expressly provided is liable on summary conviction to a fine of two hundred and fifty dollars and in the case of a second or subsequent offence to a fine of five hundred dollars.

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