```
C83 Labour Standards (Non-Metropolitan Territories) Convention, 1947
Description: Convention concerning the Application of International Labour Standards to Non-
               Metropolitan Territories (Note: Date of coming into force: 15:06:1974.)
                                                          Convention: C083
                                                          Place:Geneva
                                                          Session of the Conference:30
                                                          Date of adoption:11:07:1947
                                                          Subject classification: Workers in Non-Metropolitan Territories
                                                          Subject: Specific Categories of Workers
                                                          The General Conference of the International Labour Organisation,
                                                          Having been convened at Geneva by the Governing Body of the International Labour Office,
                                                          and having met in its Thirtieth Session on 19 June 1947, and
                                                          Having decided upon the adoption of certain proposals concerning the application of
                                                          international labour standards in non-metropolitan territories, which is included in the third
                                                          item on the agenda of the Session, and
                                                          Having determined that these proposals shall take the form of an international Convention,
                                                          adopts this eleventh day of July of the year one thousand nine hundred and forty-seven the
                                                          following Convention, which may be cited as the Labour Standards (Non-Metropolitan
                                                          Territories) Convention, 1947:
                                                          Article 1
                                                          1. Each Member of the International Labour Organisation which ratifies this Convention shall
                                                          communicate to the Director-General of the International Labour Office with its ratification a
                                                          declaration stating, in respect of the territories referred to in Article 35 of the Constitution of
                                                          the International Labour Organisation as amended by the Constitution of the International
                                                          Labour Organisation Instrument of Amendment, 1946, other than the territories referred to in
                                                          paragraphs 4 and 5 of the said Article as so amended, the extent to which it undertakes that
                                                          the provisions of the Conventions set forth in the Schedule to this Convention shall be applied
                                                          in respect of the said territories.
                                                          2. The aforesaid declaration shall state in respect of each of the Conventions set forth in the
                                                          Schedule to this Convention--
                                                          (a) the territories in respect of which the Member undertakes that the provisions of the
                                                          Convention shall be applied without modification
                                                          (b) the territories in respect of which the Member undertakes that the provisions of the
                                                          Convention shall be applied subject to modifications, together with details of the said
                                                          modifications.
                                                          (c) the territories in respect of which the Convention is inapplicable and in such cases the
                                                          grounds on which it is inapplicable
                                                          (d) the territories in respect of which the Member reserves its decision.
                                                          3. The undertakings referred to in subparagraphs (a) and (b) of paragraph 2 of this Article
                                                          shall be deemed to be an integral part of the ratification and shall have the force of ratification.
                                                          4. Any Member may at any time by a subsequent declaration cancel in whole or in part any
                                                          reservations made in its original declaration in virtue of subparagraphs (b), (c) or (d) of
                                                          paragraph 2 of this Article.
                                                          5. Any Member may, at any time at which this Convention is subject to denunciation in
                                                          accordance with the provisions of Article 8, communicate to the Director-General a declaration
                                                          modifying in any other respect the terms of any former declaration and stating the present
                                                          position in respect of such territories as it may specify.
                                                          Article 2
                                                          1. A declaration accepting the obligations of this Convention in respect of any non-
                                                          metropolitan territory where the subject matter of the Conventions set forth in the Schedule to
                                                          this Convention is within the self-governing powers of the territory may be communicated to
                                                          the Director-General of the International Labour Office by the Member responsible for the
                                                          international relations of the territory in agreement with the Government of the territory.
                                                          2. A declaration accepting the obligations of this Convention may be communicated to the
                                                          Director-General of the International Labour Office--
                                                          (a) by two or more Members of the Organisation in respect of any territory which is under their
                                                          (b) by any international authority responsible for the administration of any territory, in virtue of
                                                          the Charter of the United Nations or otherwise, in respect of any such territory.
                                                          3. Declarations communicated to the Director-General of the International Labour Office in
                                                          accordance with the preceding paragraph of this Article shall include an undertaking that the
                                                          provisions of the Conventions set forth in the Schedule to this Convention shall be applied in
                                                          the territory concerned either without modification or subject to modifications
                                                          4. The Member, Members or international authority concerned may at any time by a
                                                          subsequent declaration renounce in whole or in part the right to have recourse to any
                                                          modification indicated in any former declaration.
                                                          5. The Member, Members or international authority concerned may, at any time at which the
                                                          Convention is subject to denunciation in accordance with the provisions of Article 8,
                                                          communicate to the Director-General a declaration modifying in any other respect the terms of
                                                          any former declaration and stating the present position in respect of any one or more of the
                                                          Conventions set forth in the Schedule.
                                                          Article 3
                                                          The competent authority may, by regulations published beforehand, exclude from the
                                                          application of any provisions giving effect to any of the Conventions set forth in the Schedule
                                                          undertakings or vessels in respect of which, from their nature and size, adequate supervision
                                                          may be impracticable.
                                                          Article 4
                                                          In respect of each territory for which there is in force a declaration specifying modifications of
                                                          the provisions of one or more of the Conventions set forth in the Schedule, the annual reports
                                                          on the application of this Convention shall indicate the extent to which any progress has been
                                                          made with a view to making it possible to renounce the right to have recourse to the said
                                                          modifications.
                                                          Article 5
                                                          1. The International Labour Conference may, at any session at which the matter is included in
                                                          its agenda, adopt by a two-thirds majority amendments to the Schedule to this Convention
                                                          including the provisions of further Conventions in the Schedule or substituting for the
                                                          provisions of any Convention set forth in the Schedule the provisions of any Convention
                                                          revising that Convention which may have been adopted by the Conference.
                                                          2. Each Member for which this Convention is in force and each territory for which a
                                                          declaration accepting the obligations of this Convention in pursuance of Article 2 is in force
                                                          shall, within the period of one year, or, in exceptional circumstances, of eighteen months, from
                                                          the closing of the session of the Conference, submit any such amendment to the authority or
                                                          authorities within whose competence the matter lies, for the enactment of legislation or other
                                                          3. Any such amendment shall become effective for each Member for which this Convention is
                                                          in force on acceptance by the said Member and for each territory in respect of which a
                                                          declaration accepting the obligations of the Convention in pursuance of Article 2 is in force on
                                                          acceptance in respect of the said territory.
                                                          4. When any such amendment becomes effective for any Member or for any territory in
                                                          respect of which the obligations of this Convention have been accepted in pursuance of
                                                          Article 2, the Member, Members or international authority concerned shall communicate to the
                                                          Director-General of the International Labour Office a declaration giving, in respect of the
                                                          Convention or Conventions the provisions of which have been included in the Schedule by the
                                                          amendment, the particulars required by paragraph 2 of Article 1 or paragraph 3 of Article 2 as
                                                          the case may be.
                                                          5. Any Member which ratifies this Convention after the date of the adoption of any such
                                                          amendment by the Conference shall be deemed to have ratified the Convention as amended
                                                          and any territory in respect of which the obligations of the Convention are accepted after that
                                                          date in pursuance of Article 2 shall be deemed to have accepted the obligations of the
                                                          Convention as amended.
                                                          Article 6
                                                          The formal ratifications of this Convention shall be communicated to the Director-General of
                                                          the International Labour Office for registration.
                                                          1. This Convention shall be binding only upon those Members of the International Labour
                                                          Organisation whose ratifications have been registered with the Director-General.
                                                          2. It shall come into force twelve months after the date on which the ratifications of two
                                                          Members have been registered with the Director-General.
                                                          3. Thereafter, this Convention shall come into force for any Member twelve months after the
                                                          date on which its ratification has been registered.
                                                          Article 8
                                                          1. A Member which has ratified this Convention may denounce it after the expiration of ten
                                                          years from the date on which the Convention first comes into force, by an act communicated
                                                          to the Director-General of the International Labour Office for registration. Such denunciation
                                                          shall not take effect until one year after the date on which it is registered.
                                                          2. Each Member which has ratified this Convention and which does not, within the year
                                                          following the expiration of the period of ten years mentioned in the preceding paragraph,
                                                          exercise the right of denunciation provided for in this Article, will be bound for another period
                                                          of ten years and, thereafter, may denounce this Convention at the expiration of each period of
                                                          ten years under the terms provided for in this Article.
                                                          Article 9
                                                          1. The Director-General of the International Labour Office shall notify all Members of the
                                                          International Labour Organisation of the registration of all ratifications, declarations and
                                                          denunciations communicated to him by the Members of the Organisation.
                                                          2. When notifying the Members of the Organisation of the registration of the second
                                                          ratification communicated to him, the Director-General shall draw the attention of the
                                                          Members of the Organisation to the date upon which the Convention will come into force.
                                                          Article 10
                                                          The Director-General of the International Labour Office shall communicate to the Secretary-
                                                          General of the United Nations for registration in accordance with Article 102 of the Charter of
                                                          the United Nations full particulars of all ratifications, declarations and acts of denunciation
                                                          registered by him in accordance with the provisions of the preceding articles.
                                                          Article 11
                                                          At such times as it may consider necessary the Governing Body of the International Labour
                                                          Office shall present to the General Conference a report on the working of this Convention and
                                                          shall examine the desirability of placing on the agenda of the Conference the question of its
                                                          revision in whole or in part.
                                                          Article 12
                                                          1. Should the Conference adopt a new Convention revising this Convention in whole or in
                                                          part, then, unless the new Convention otherwise provides:
                                                          a) the ratification by a Member of the new revising Convention shall ipso jure involve the
                                                          immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above.
                                                          if and when the new revising Convention shall have come into force
                                                          b) as from the date when the new revising Convention comes into force this Convention shall
                                                          cease to be open to ratification by the Members.
                                                          2. This Convention shall in any case remain in force in its actual form and content for those
                                                          Members which have ratified it but have not ratified the revising Convention.
                                                          The English and French versions of the text of this Convention are equally authoritative.
                                                          ANNEX
                                                          SCHEDULE (Note: As revised in 1948.)
                                                          MINIMUM AGE (INDUSTRY) CONVENTION (REVISED), 1937

    For the purpose of this Convention, the term industrial undertaking includes particularly--

                                                          (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
                                                          (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, gas work,
                                                          waterwork, or other work of construction, as well as the preparation for or laying the
                                                          foundations of any such work or structure
                                                          (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.
                                                          2. The competent authority in each country shall define the line of division which separates
                                                          industry from commerce and agriculture.
                                                          Article 2
                                                          1. Children under the age of fifteen years shall not be employed or work in any public or
                                                          private industrial undertaking, or in any branch thereof.
                                                          2. Provided that, except in the case of employments which, by their nature or the
                                                          circumstances in which they are carried on, are dangerous to the life, health or morals of the
                                                          persons employed therein, national laws or regulations may permit such children to be
                                                          employed in undertakings in which only members of the employer's family are employed.
                                                          The provisions of this Convention shall not apply to work done by children in technical
                                                          schools, provided that such work is approved and supervised by public authority.
                                                          In order to facilitate the enforcement of the provisions of this Convention, every employer in
                                                          an industrial undertaking shall be required to keep a register of all persons under the age of
                                                          eighteen years employed by him, and of the dates of their births.
                                                          Article 5
                                                          1. In respect of employments which, by their nature or the circumstances in which they are
                                                          carried on, are dangerous to the life, health or morals of the persons employed therein,
                                                          national laws shall either--
                                                          (a) prescribe a higher age or ages than fifteen years for the admission thereto of young
                                                          persons or adolescents
                                                          (b) empower an appropriate authority to prescribe a higher age or ages than fifteen years for
                                                          the admission thereto of young persons or adolescents.
                                                          2. The annual reports to be submitted under Article 22 of the Constitution of the International
                                                          Labour Organisation shall include full information concerning the age or ages prescribed by
                                                          national laws in pursuance of subparagraph (a) of the preceding paragraph or concerning the
                                                          action taken by the appropriate authority in exercise of the powers conferred upon it in
                                                          pursuance of subparagraph (b) of the preceding paragraph, as the case may be.
                                                          MINIMUM AGE (SEA) CONVENTION (REVISED), 1936
                                                          Article 1
                                                          For the purpose of this Convention, the term vessel includes all ships and boats, of any nature
                                                          whatsoever, engaged in maritime navigation, whether publicly or privately owned
                                                          1. Children under the age of fifteen years shall not be employed or work on vessels, other
                                                          than vessels upon which only members of the same family are employed.
                                                          2. Provided that national laws or regulations may provide for the issue in respect of children of
                                                          not less than fourteen years of age of certificates permitting them to be employed in cases in
                                                          which an educational or other appropriate authority designated by such laws or regulations is
                                                          satisfied, after having due regard to the health and physical condition of the child and to the
                                                          prospective as well as to the immediate benefit to the child of the employment proposed, that
                                                          such employment will be beneficial to the child.
                                                          Article 3
                                                          The provisions of Article 2 shall not apply to work done by children on school-ships or training-
                                                          ships, provided that such work is approved and supervised by public authority.
                                                          Article 4
                                                          In order to facilitate the enforcement of the provisions of this Convention, every shipmaster
                                                          shall be required to keep a register of all persons under the age of sixteen years employed on
                                                          board his vessel, or a list of them in the articles of agreement, and of the dates of their births.
                                                          MINIMUM AGE (TRIMMERS AND STOKERS) CONVENTION, 1921
                                                          Article 1
                                                          For the purpose of this Convention, the term vessel includes all ships and boats, of any nature
                                                          whatsoever, engaged in maritime navigation, whether publicly or privately owned
                                                          Article 2
                                                          Young persons under the age of eighteen years shall not be employed or work on vessels as
                                                          trimmers or stokers.
                                                          Article 3
                                                          The provisions of Article 2 shall not apply--
                                                          (a) to work done by young persons on school-ships or training-ships, provided that such work
                                                          is approved and supervised by public authority
                                                          (b) to the employment of young persons on vessels mainly propelled by other means than
                                                          steam
                                                          (c) to young persons of not less than sixteen years of age, who, if found physically fit after
                                                          medical examination, may be employed as trimmers or stokers on vessels exclusively
                                                          engaged in the coastal trade of India and of Japan, subject to regulations made after
                                                          consultation with the most representative organisations of employers and workers in those
                                                          countries.
                                                          Article 4
                                                          When a trimmer or stoker is required in a port where young persons of less than eighteen
                                                          years of age only are available, such young persons may be employed and in that case it
                                                          shall be necessary to engage two young persons in place of the trimmer or stoker required.
                                                          Such young persons shall be at least sixteen years of age.
                                                          Article 5
                                                          In order to facilitate the enforcement of the provisions of this Convention, every shipmaster
                                                          shall be required to keep a register of all persons under the age of eighteen years employed
                                                          on board his vessel, or a list of them in the articles of agreement, and of the dates of their
                                                          births.
                                                          Article 6
                                                          Articles of agreement shall contain a brief summary of the provisions of this Convention.
                                                          MEDICAL EXAMINATION OF YOUNG PERSONS (INDUSTRY) CONVENTION, 1946
                                                          PART I. GENERAL PROVISIONS
                                                          Article 1
                                                          1. This Convention applies to children and young persons employed or working in, or in
                                                          connection with, industrial undertakings, whether public or private.
                                                          2. For the purpose of this Convention, the term industrial undertaking includes particularly:
                                                          (a) mines, quarries, and other works for the extraction of minerals from the earth
                                                          (b) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented,
                                                          finished, adapted for sale, broken up or demolished, or in which materials are transformed,
                                                          including undertakings engaged in shipbuilding or in the generation, transformation or
                                                          transmission of electricity or motive power of any kind
                                                          (c) undertakings engaged in building and civil engineering work, including constructional,
                                                          repair, maintenance, alteration and demolition work
                                                          (d) undertakings engaged in the transport of passengers or goods by road, rail, inland
                                                          waterway or air, including the handling of goods at docks, quays, wharves, warehouses or
                                                          airports.
                                                          3. The competent authority shall define the line of division which separates industry from
                                                          agriculture, commerce and other non-industrial occupations.
                                                          Article 2
                                                          1. Children and young persons under eighteen years of age shall not be admitted to
                                                          employment by an industrial undertaking unless they have been found fit for the work on
                                                          which they are to be employed by a thorough medical examination.
                                                          2. The medical examination for fitness for employment shall be carried out by a qualified
                                                          physician approved by the competent authority and shall be certified either by a medical
                                                          certificate or by an endorsement on the work permit or in the workbook.
                                                          3. The document certifying fitness for employment may be issued--
                                                          (a) subject to specified conditions of employment
                                                          (b) for a specified job or for a group of jobs or occupations involving similar health risks which
                                                          have been classified as a group by the authority responsible for the enforcement of the laws
                                                          and regulations concerning medical examinations for fitness for employment.
                                                          4. National laws or regulations shall specify the authority competent to issue the document
                                                          certifying fitness for employment and shall define the conditions to be observed in drawing up
                                                          and issuing the document.
                                                          Article 3
                                                          1. The fitness of a child or young person for the employment in which he is engaged shall be
                                                          subject to medical supervision until he has attained the age of eighteen years.
                                                          2. The continued employment of a child or young person under eighteen years of age shall be
                                                          subject to the repetition of medical examinations at intervals of not more than one year.
                                                          3. National laws or regulations shall--
                                                          (a) make provision for the special circumstances in which a medical re-examination shall be
                                                          required in addition to the annual examination or at more frequent intervals in order to ensure
                                                          effective supervision in respect of the risks involved in the occupation and of the state of
                                                          health of the child or young person as shown by previous examinations
                                                          (b) empower the competent authority to require medical re-examinations in exceptional cases.
                                                          Article 4
                                                          1. In occupations which involve high health risks medical examination and re-examinations for
                                                          fitness for employment shall be required until at least the age of twenty-one years.
                                                          2. National laws or regulations shall either specify, or empower an appropriate authority to
                                                          specify, the occupations or categories of occupations in which medical examination and re-
                                                          examinations for fitness for employment shall be required until at least the age of twenty-one
                                                          years.
                                                          Article 5
                                                          The medical examination required by the preceding articles shall not involve the child or
                                                          young person, or his parents, in any expense.
                                                          Article 6
                                                          1. Appropriate measures shall be taken by the competent authority for vocational guidance
                                                          and physical and vocational rehabilitation of children and young persons found by medical
                                                          examination to be unsuited to certain types of work or to have physical handicaps or
                                                          2. The nature and extent of such measures shall be determined by the competent authority
                                                          3. National laws or regulations may provide for the issue to children and young persons
                                                          whose fitness for employment is not clearly determined--
                                                          (a) of temporary work permits or medical certificates valid for a limited period at the expiration
                                                          of which the young worker will be required to undergo re-examination
                                                          (b) of permits or certificates requiring special conditions of employment.
                                                          Article 7
                                                          1. The employer shall be required to file and keep available to labour inspectors either the
                                                          medical certificate for fitness for employment or the work permit or workbook showing that
                                                          there are no medical objections to the employment as may be prescribed by national laws or
                                                          regulations.
                                                          2. National laws or regulations shall determine the other methods of supervision to be adopted
                                                          for ensuring the strict enforcement of this Convention.
                                                          PART II. SPECIAL PROVISIONS FOR CERTAIN COUNTRIES
                                                          Article 8
                                                          1. In the case of a Member the territory of which includes large areas where, by reason of the
                                                          sparseness of the population or the stage of development of the area, the competent authority
                                                          considers it impracticable to enforce the provisions of this Convention, the authority may
                                                          exempt such areas from the application of the Convention either generally or with such
                                                          exceptions in respect of particular undertakings or occupations as it thinks fit.
                                                          2. Each Member shall indicate in its first annual report upon the application of this Convention
                                                          submitted under Article 22 of the Constitution of the International Labour Organisation any
                                                          areas in respect of which it proposes to have recourse to the provisions of the present Article
                                                          and no Member shall, after the date of its first annual report, have recourse to the provisions
                                                          of the present Article except in respect of areas so indicated.
                                                          3. Each Member having recourse to the provisions of the present Article shall indicate in
                                                          subsequent annual reports any areas in respect of which it renounces the right to have
                                                          recourse to the provisions of the present Article.
                                                          MEDICAL EXAMINATION OF YOUNG PERSONS (SEA) CONVENTION, 1921
                                                          Article 1
                                                          For the purpose of this Convention, the term vessel includes all ships and boats, of any nature
                                                          whatsoever, engaged in maritime navigation, whether publicly or privately owned
                                                          Article 2
                                                          The employment of any child or young person under eighteen years of age on any vessel,
                                                          other than vessels upon which only members of the same family are employed, shall be
                                                          conditional on the production of a medical certificate attesting fitness for such work, signed by
                                                          a doctor who shall be approved by the competent authority.
                                                          Article 3
                                                          The continued employment at sea of any such child or young person shall be subject to the
                                                          repetition of such medical examination at intervals of not more than one year, and the
                                                          production, after each such examination, of a further medical certificate attesting fitness for
                                                          such work. Should a medical certificate expire in the course of a voyage, it shall remain in
                                                          force until the end of the said voyage.
                                                          Article 4
                                                          In urgent cases, the competent authority may allow a young person below the age of eighteen
                                                          years to embark without having undergone the examination provided for in Articles 2 and 3 of
                                                          this Convention, always provided that such an examination shall be undergone at the first port
                                                          at which the vessel calls.
                                                          NIGHT WORK OF YOUNG PERSONS (INDUSTRY) CONVENTION (REVISED), 1948
                                                          Part I. General Provisions
                                                          Article 1
                                                          1. For the purpose of this Convention, the term industrial undertaking includes particularly:
                                                          (a) mines, quarries, and other works for the extraction of minerals from the earth
                                                          (b) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented,
                                                          finished, adapted for sale, broken up or demolished, or in which materials are transformed,
                                                          including undertakings engaged in shipbuilding or in the generation, transformation or
                                                          transmission of electricity or motive power of any kind
                                                          (c) undertakings engaged in building and civil engineering work, including constructional,
                                                          repair, maintenance, alteration and demolition work
                                                          (d) undertakings engaged in the transport of passengers or goods by road or rail, including the
                                                          handling of goods at docks, quays, wharves, warehouses or airports.
                                                          2. The competent authority shall define the line of division which separates industry from
                                                          agriculture, commerce and other non-industrial occupations.
                                                          3. National laws or regulations may exempt from the application of this Convention
                                                          employment on work which is not deemed to be harmful, prejudicial, or dangerous to young
                                                          persons in family undertakings in which only parents and their children or wards are
                                                          employed.
                                                          Article 2
                                                          1. For the purpose of this Convention the term night signifies a period of at least twelve
                                                          consecutive hours.
                                                          2. In the case of young persons under sixteen years of age, this period shall include the
                                                          interval between ten o'clock in the evening and six o'clock in the morning.
                                                          3. In the case of young persons who have attained the age of sixteen years but are under the
                                                          age of eighteen years, this period shall include an interval prescribed by the competent
                                                          authority of at least seven consecutive hours falling between ten o'clock in the evening and
                                                          seven o'clock in the morning
                                                          Article 3

    Young persons under eighteen years of age shall not be employed or work during the night

                                                          in any public or private industrial undertaking or in any branch thereof except as hereinafter
                                                          provided for.
                                                          2. For purposes of apprenticeship or vocational training in specified industries or occupations
                                                          which are required to be carried on continuously, the competent authority may, after
                                                          consultation with the employers' and workers' organisations concerned, authorise the
                                                          employment in night work of young persons who have attained the age of sixteen years but
                                                          are under the age of eighteen years.
                                                          3. Young persons employed in night work in virtue of the preceding paragraph shall be
                                                          granted a rest period of at least thirteen consecutive hours between two working periods.
                                                          4. Where night work in the baking industry is prohibited for all workers, the interval between
                                                          nine o'clock in the evening and four o'clock in the morning may, for purposes of apprenticeship
                                                          or vocational training of young persons who have attained the age of sixteen years, be
                                                          substituted by the competent authority for the interval of at least seven consecutive hours
                                                          falling between ten o'clock in the evening and seven o'clock in the morning prescribed by the
                                                          authority in virtue of paragraph 3 of Article 2.
                                                          1. In countries where the climate renders work by day particularly trying, the night period and
                                                          barred interval may be shorter than that prescribed in the above articles if compensatory rest
                                                          is accorded during the day.
                                                          2. The provisions of Articles 2 and 3 shall not apply to the night work of young persons
                                                          between the ages of sixteen and eighteen years in case 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.
                                                          Article 5
                                                          The prohibition of night work may be suspended by the government, for young persons
                                                          between the ages of sixteen and eighteen years, when in case of serious emergency the
                                                          public interest demands it.
                                                          Article 6

    The laws or regulations giving effect to the provisions of this Convention shall:

                                                          (a) make appropriate provision for ensuring that they are known to the persons concerned
                                                          (b) define the persons responsible for compliance therewith
                                                          (c) prescribe adequate penalties for any violation thereof
                                                          (d) provide for the maintenance of a system of inspection adequate to ensure effective
                                                          enforcement
                                                          (e) require every employer in a public or private industrial undertaking to keep a register, or to
                                                          keep available official records, showing the names and dates of birth of all persons under
                                                          eighteen years of age employed by him and such other pertinent information as may be
                                                          required by the competent authority.
                                                          2. The annual reports submitted by Members under Article 22 of the Constitution of the
                                                          International Labour Organisation shall contain full information concerning such laws and
                                                          regulations and a general survey of the results of the inspections made in accordance
                                                          therewith.
                                                          Part II. Special Provisions for Certain Countries
                                                          Article 7
                                                          1. Any Member which, before the date of the adoption of the laws or regulations permitting the
                                                          ratification of this Convention, had laws or regulations restricting the night work of young
                                                          persons in industry which provide for an age-limit lower than eighteen years may, by a
                                                          declaration accompanying its ratification, substitute an age-limit lower than eighteen years,
                                                          but in no case lower than sixteen years, for the age-limit prescribed in paragraph 1 of Article
                                                          2. Any Member which has made such a declaration may at any time cancel that declaration by
                                                          a subsequent declaration.
                                                          3. Every Member for which a declaration made in virtue of paragraph 1 of this Article is in
                                                          force shall indicate each year in its annual report upon the application of this Convention the
                                                          extent to which any progress has been made with a view to the full application of the
                                                          provisions of the Convention.
                                                          MATERNITY PROTECTION CONVENTION, 1919
                                                          Article 1
                                                          1. For the purpose of this Convention, the term industrial undertaking includes particularly--
                                                          (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
                                                          (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, gas work,
                                                          water work, or other work of construction, as well as the preparation for or laying the
                                                          foundation of any such work or structure
                                                          (d) transport of passengers or goods by road, rail, sea, or inland waterway, including the
                                                          handling of goods at docks, quays, wharves, and warehouses, but excluding transport by
                                                          2. For the purpose of this Convention, the term commercial undertaking includes any place
                                                          where articles are sold or where commerce is carried on.
                                                          3. The competent authority in each country shall define the line of division which separates
                                                          industry and commerce from agriculture.
                                                          For the purpose of this Convention, the term woman signifies any female person, irrespective
                                                          of age or nationality, whether married or unmarried, and the term child signifies any child
                                                          whether legitimate or illegitimate.
                                                          Article 3
                                                          In any public or private industrial or commercial undertaking, or in any branch thereof, other
                                                          than an undertaking in which only members of the same family are employed, a woman--
                                                          (a) shall not be permitted to work during the six weeks following her confinement
                                                          (b) shall have the right to leave her work if she produces a medical certificate stating that her
                                                          confinement will probably take place within six weeks
                                                          (c) shall, while she is absent from her work in pursuance of paragraphs (a) and (b), be paid
                                                          benefits sufficient for the full and healthy maintenance of herself and her child, provided either
                                                          out of public funds or by means of a system of insurance, the exact amount of which shall be
                                                          determined by the competent authority in each country, and as an additional benefit shall be
                                                          entitled to free attendance by a doctor or certified midwife
                                                          (d) shall in any case, if she is nursing her child, be allowed half an hour twice a day during her
                                                          working hours for this purpose.
                                                          Article 4
                                                          Where a woman is absent from her work in accordance with paragraph (a) or (b) of Article 3 of
                                                          this Convention, or remains absent from her work for a longer period as a result of illness
                                                          medically certified to arise out of pregnancy or confinement and rendering her unfit for work, it
                                                          shall not be lawful, until her absence shall have exceeded a maximum period to be fixed by
                                                          the competent authority in each country, for her employer to give her notice of dismissal
                                                          during such absence, nor to give her notice of dismissal at such a time that the notice would
                                                          expire during such absence.
                                                          NIGHT WORK (WOMEN) CONVENTION (REVISED), 1948
                                                          Part I. General Provisions
                                                          Article 1
                                                          1. For the purpose of this Convention, the term industrial undertakings includes particularly:
                                                          (a) mines, quarries, and other works for the extraction of minerals from the earth
                                                          (b) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented,
                                                          finished, adapted for sale, broken up or demolished, or in which materials are transformed,
                                                          including undertakings engaged in ship-building or in the generation, transformation or
                                                          transmission of electricity or motive power of any kind
                                                          (c) undertakings engaged in building and civil engineering work, including constructional,
                                                          repair, maintenance, alteration and demolition work.
                                                          2. The competent authority shall define the line of division which separates industry from
                                                          agriculture, commerce and other non-industrial occupations.
                                                          Article 2
                                                          For the purpose of this Convention the term night signifies a period of at least eleven
                                                          consecutive hours, including an interval prescribed by the competent authority of at least
                                                          seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the
                                                          morning
                                                          Article 3
                                                          Women without distinction of age shall not be employed 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.
                                                          Article 4
                                                          Article 3 shall not apply:
                                                          (a) 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
                                                          (b) in cases where the work has to do with raw materials or materials in course of treatment
                                                          which are subject to rapid deterioration when such night work is necessary to preserve the
                                                          said materials from certain loss.
                                                          Article 5
                                                          1. The prohibition of night work for women may be suspended by the government, after
                                                          consultation with the employers' and workers' organisations concerned, when in case of
                                                          serious emergency the national interest demands it.
                                                          2. Such suspension shall be notified by the government concerned to the Director-General of
                                                          the International Labour Office in its annual report on the application of the Convention.
                                                          In industrial undertakings which are influenced by the seasons and in all cases where
                                                          exceptional circumstances demand it, the night period may be reduced to ten hours on sixty
                                                          days of the year.
                                                          Article 7
                                                          In countries where the climate renders work by day particularly trying, the night period may be
                                                          shorter than that prescribed in the above articles if compensatory rest is accorded during the
                                                          day.
                                                          Article 8
                                                          This Convention does not apply to:
                                                          a) women holding responsible positions of a managerial or technical character
                                                          (b) women employed in health and welfare services who are not ordinarily engaged in manual
                                                          work.
                                                          Part II. Special Provisions for Certain Countries
                                                          In those countries where no government regulation as yet applies to the employment of
                                                          women in industrial undertakings during the night, the term night may provisionally, and for a
                                                          maximum period of three years, be declared by the government to signify a period of only ten
                                                          hours, including an interval prescribed by the competent authority of at least seven
                                                          consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning.
                                                          UNDERGROUND WORK (WOMEN) CONVENTION, 1935
                                                          Article 1
                                                          For the purpose of this Convention, the term mine includes any undertaking, whether public or
                                                          private, for the extraction of any substance from under the surface of the earth.
                                                          Article 2
                                                          No female, whatever her age, shall be employed on underground work in any mine.
                                                          Article 3
                                                          National laws or regulations may exempt from the above prohibition--
                                                          (a) females holding positions of management who do not perform manual work
                                                          (b) females employed in health and welfare services
                                                          (c) females who, in the course of their studies, spend a period of training in the underground
                                                          parts of a mine
                                                          (d) any other females who may occasionally have to enter the underground parts of a mine for
                                                          the purpose of a non-manual occupation.
                                                          EQUALITY OF TREATMENT (ACCIDENT COMPENSATION) CONVENTION, 1925
                                                          Article 1
                                                          1. Each Member of the International Labour Organisation which ratifies this Convention
                                                          undertakes to grant to the nationals of any other Member which shall have ratified the
                                                          Convention, who suffer personal injury due to industrial accidents happening in its territory, or
                                                          to their dependants, the same treatment in respect of workmen's compensation as it grants to
                                                          its own nationals.
                                                          2. This equality of treatment shall be guaranteed to foreign workers and their dependants
                                                          without any condition as to residence. With regard to the payments which a Member or its
                                                          nationals would have to make outside that Member's territory in the application of this
                                                          principle, the measures to be adopted shall be regulated, if necessary, by special
                                                          arrangements between the Members concerned.
                                                          Article 2
                                                          Special agreements may be made between the Members concerned to provide that
                                                          compensation for industrial accidents happening to workers whilst temporarily or intermittently
                                                          employed in the territory of one Member on behalf of an undertaking situated in the territory of
                                                          another Member shall be governed by the laws and regulations of the latter Member.
                                                          Article 3
                                                          The Members which ratify this Convention and which do not already possess a system,
                                                          whether by insurance or otherwise, of workmen's compensation for industrial accidents agree
                                                          to institute such a system within a period of three years from the date of their ratification.
                                                          Article 4
                                                          The Members which ratify this Convention further undertake to afford each other mutual
                                                          assistance with a view to facilitating the application of the Convention and the execution of
                                                          their respective laws and regulations on workmen's compensation and to inform the
                                                          International Labour Office, which shall inform the other Members concerned, of any
                                                          modifications in the laws and regulations in force on workmen's compensation.
                                                          WORKMEN'S COMPENSATION (ACCIDENTS) CONVENTION, 1925
                                                          Article 1
                                                          Each Member of the International Labour Organisation which ratifies this Convention
                                                          undertakes to ensure that workmen who suffer personal injury due to an industrial accident, or
                                                          their dependants, shall be compensated on terms at least equal to those provided by this
                                                          Convention.
                                                          Article 2
                                                          1. The laws and regulations as to workmen's compensation shall apply to workmen,
                                                          employees and apprentices employed by any enterprise, undertaking or establishment of
                                                          whatsoever nature, whether public or private.
                                                          2. It shall nevertheless be open to any Member to make such exceptions in its national
                                                          legislation as it deems necessary in respect of--
                                                          (a) persons whose employment is of a casual nature and who are employed otherwise than
                                                          for the purpose of the employer's trade or business
                                                          (b) out-workers
                                                          (c) members of the employer's family who work exclusively on his behalf and who live in his
                                                          (d) non-manual workers whose remuneration exceeds a limit to be determined by national
                                                          laws or regulations.
                                                          Article 3
                                                          This Convention shall not apply to--
                                                          (1) seamen and fishermen for whom provision shall be made by a later Convention
                                                          (2) persons covered by some special scheme, the terms of which are not less favourable than
                                                          those of this Convention.
                                                          Article 4
                                                          This Convention shall not apply to agriculture, in respect of which the Convention concerning
                                                          workmen's compensation in agriculture adopted by the International Labour Conference at its
                                                          Third Session remains in force.
                                                          Article 5
                                                          The compensation payable to the injured workman, or his dependants, where permanent
                                                          incapacity or death results from the injury, shall be paid in the form of periodical payments
                                                          Article 6
                                                          In case of incapacity, compensation shall be paid not later than as from the fifth day after the
                                                          accident, whether it be payable by the employer, the accident insurance institution, or the
                                                          sickness insurance institution concerned.
                                                          Article 7
                                                          In cases where the injury results in incapacity of such a nature that the injured workman must
                                                          have the constant help of another person, additional compensation shall be provided.
                                                          Article 8
                                                          The national laws or regulations shall prescribe such measures of supervision and methods of
                                                          review as are deemed necessary.
                                                          Article 9
                                                          Injured workmen shall be entitled to medical aid and to such surgical and pharmaceutical aid
                                                          as is recognised to be necessary in consequence of accidents. The cost of such aid shall be
                                                          defrayed either by the employer, by accident insurance institutions, or by sickness or invalidity
                                                          insurance institutions.
                                                          Article 10
                                                          1. Injured workmen shall be entitled to the supply and normal renewal, by the employer or
                                                          insurer, of such artificial limbs and surgical appliances as are recognised to be necessary:
                                                          provided that national laws or regulations may allow in exceptional circumstances the supply
                                                          and renewal of such artificial limbs and appliances to be replaced by the award to the injured
                                                          workman of a sum representing the probable cost of the supply and renewal of such
                                                          appliances, this sum to be decided at the time when the amount of compensation is settled or
                                                          revised.
                                                          2. National laws or regulations shall provide for such supervisory measures as are necessary,
                                                          either to prevent abuses in connection with the renewal of appliances, or to ensure that the
                                                          additional compensation is utilised for this purpose.
                                                          The national laws or regulations shall make such provision as, having regard to national
                                                          circumstances, is deemed most suitable for ensuring in all circumstances, in the event of the
                                                          insolvency of the employer or insurer, the payment of compensation to workmen who suffer
                                                          personal injury due to industrial accidents, or, in case of death, to their dependants.
                                                          MARKING OF WEIGHT (PACKAGES TRANSPORTED BY VESSELS) CONVENTION, 1929
                                                          Article 1
                                                          1. Any package or object of one thousand kilograms (one metric ton) or more gross weight
                                                          consigned within the territory of any Member which ratifies this Convention for transport by
                                                          sea or inland waterway shall have its gross weight plainly and durably marked upon it on the
                                                          outside before it is loaded on a ship or vessel.
                                                          2. In exceptional cases where it is difficult to determine the exact weight, national laws or
                                                          regulations may allow an approximate weight to be marked.
                                                          3. The obligation to see that this requirement is observed shall rest solely upon the
                                                          Government of the country from which the package or object is consigned and not on the
                                                          Government of a country through which it passes on the way to its destination.
                                                          4. It shall be left to national laws or regulations to determine whether the obligation for having
                                                          the weight marked as aforesaid shall fall on the consignor or on some other person or body.
                                                          WEEKLY REST (INDUSTRY) CONVENTION, 1921
                                                          Article 1
                                                          1. For the purpose of this Convention, the term 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
                                                          (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, gas work,
                                                          water work, or other work of construction, as well as the preparation for or laying the
                                                          foundations of any such work or structure
                                                          (d) transport of passengers or goods by road, rail, or inland waterway, including the handling
                                                          of goods at docks, quays, wharves or warehouses, but excluding transport by hand.
                                                          2. This definition shall be subject to the special national exceptions contained in the
                                                          Washington Convention limiting the hours of work in industrial undertakings to eight in the day
                                                          and forty-eight in the week, so far as such exceptions are applicable to the present
                                                          Convention.
```

3. Where necessary, in addition to the above enumeration, each Member may define the line

1. The whole of the staff employed in any industrial undertaking, public or private, or in any branch thereof shall, except as otherwise provided for by the following Articles, enjoy in every

2. This period of rest shall, wherever possible, be granted simultaneously to the whole of the

3. It shall, wherever possible, be fixed so as to coincide with the days already established by

Each Member may except from the application of the provisions of Article 2 persons employed

1. Each Member may authorise total or partial exceptions (including suspensions or diminutions) from the provisions of Article 2, special regard being had to all proper humanitarian and economic considerations and after consultation with responsible

2. Such consultation shall not be necessary in the case of exceptions which have already

Each Member shall make, as far as possible, provision for compensatory periods of rest for the suspensions or diminutions made in virtue of Article 4, except in cases where agreements

1. Each Member will draw up a list of the exceptions made under Articles 3 and 4 of this Convention and will communicate it to the International Labour Office, and thereafter in every

2. The International Labour Office will present a report on this subject to the General

In order to facilitate the application of the provisions of this Convention, each employer,

(a) where the weekly rest is given to the whole of the staff collectively, to make known such days and hours of collective rest by means of notices posted conspicuously in the establishment or any other convenient place, or in any other manner approved by the

(b) where the rest period is not granted to the whole of the staff collectively, to make known, by means of a roster drawn up in accordance with the method approved by the legislation of the country, or by a regulation of the competent authority, the workers or employees subject to

in industrial undertakings in which only the members of one single family are employed.

period of seven days a period of rest comprising at least twenty-four consecutive hours.

of division which separates industry from commerce and agriculture.

Article 2

Article 3

Article 4

Article 5

Article 6

Government

staff of each undertaking.

the traditions or customs of the country or district.

been made under existing legislation.

director, or manager, shall be obliged--

or customs already provide for such periods.

Conference of the International Labour Organisation.

a special system of rest, and to indicate that system.

associations of employers and workers, wherever such exist.

second year any modifications of this list which shall have been made.