133,000.00 9,310.00 4,655.00
133,500.00 9,345.00 4,672.50
134,000.00 9,380.00 4,690.00
134,500.00 9,415.00 4,707.50
135,000.00 9,450.00 4,725.00
135,500.00 9,485.00 4,742.50
136,000.00 9,520.00 4,760.00
136,500.00 9,555.00 4,777.50
137,000.00 9,590.00 4,795.00
137,500.00 9,625.00 4,812.50
138,000.00 9,660.00 4,830.00
138,500.00 9,695.00 4,847.50
139,000.00 9,730.00 4,865.00
139,500.00 9,765.00 4,882.50
140,000.00 9,800.00 4,900.00
140,500.00 9,835.00 4,917.50
141,000.00 9,870.00 4,935.00
141,500.00 9,905.00 4,952.50
142,000.00 9,940.00 4,970.00
142,500.00 9,975.00 4,987.50
143,000.00 10,010.00 5,005.00
143,500.00 10,045.00 5,022.50
144,000.00 10,080.00 5,040.00
144,500.00 10,115.00 5,057.50
145,000.00 10,150.00 5,075.00
145,500.00 10,185.00 5,092.50
146,000.00 10,220.00 5,110.00
146,500.00 10,255.00 5,127.50
147,000.00 10,290.00 5,145.00
147,500.00 10,325.00 5,162.50
148,000.00 10,360.00 5,180.00
148,500.00 10,395.00 5,197.50
149,000.00 10,430.00 5,215.00
149,500.00 10,465.00 5,232.50
150,000.00 10,500.00 5,250.00

CHAPTER 274
THE EMPLOYMENT OF YOUNG PERSONS AND CHILDREN TO IMPLEMENT THE INTERNATIONAL LABOUR ORGANISATION CONVENTION ON MINIMUM AGE AND INTERNATIONAL LABOUR ORGANISATION ON THE WORST FORMS OF CHILD LABOUR ACT

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17A. Prohibition of Employment of young persons in Employment or work detrimental to health, safety and morals

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**CHAPTER 274**

THE EMPLOYMENT OF YOUNG PERSONS AND CHILDREN TO IMPLEMENT THE INTERNATIONAL LABOUR ORGANISATION CONVENTION ON MINIMUM AGE AND INTERNATIONAL LABOUR ORGANISATION ON THE WORST FORMS OF CHILD LABOUR ACT

An Act to regulate the employment of young persons, and children; and to provide for matters incidental thereto.

[13th April, 1933]
PART I
PRELIMINARY

1. This Act may be cited as the Employment of Young Persons and Children Act.

2. In this Act, unless the context otherwise requires-

"child" means a person under the age of fifteen years;
"covered worksite" means any public or private undertaking and includes any commercial, agricultural or domestic worksite and any undertaking in which only members of the same family are employed;
"night" means 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;

“worst form of labour” includes-

(a) all forms of slavery and all practices similar to slavery, such as the sale and trafficking of children and young persons, debt bondage, serfdom, forced and compulsory labour and forced or compulsory recruitment of children and young persons for use in armed conflict;

(b) the use, procuring or offering of a child or young person for prostitution, production of pornography or for pornographic performances;

(c) the use, procuring or offering of a child or a child or a young person for illicit activities, such as the production and trafficking of illegal drugs; and

(d) work that by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children or young persons;

(e) by the deletion of the definition “young person” and the substitution therefore of the following:

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


PART II

EMPLOYMENT OF CHILDREN

3. For the purposes of this Part, "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, 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, gaswork, 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;

(e) cordwood cutting;

but does not include commercial or agricultural undertakings.

(As amended by Act No. 49 of 1950)

4. (1) No child shall be employed in any public or private industrial undertaking or in any branch thereof.

(2) The provisions of this section shall not apply to work done by children in technical schools or similar institutions, provided that such work is approved and supervised by the Permanent Secretary, Ministry
of Education, or some person appointed by him for that purpose.  
(As amended by Act No. 10 of 2004)

4A. (1) Subject to subsection (2), a child shall not be employed in any covered worksite.  

(2) Notwithstanding subsection (1), a child aged between thirteen and fifteen years may be lawfully engaged in light work—

(a) which is not likely to be harmful to that child’s health or development; and

(b) is not prejudicial to that child’s—

(i) attendance at an institution of learning;

(ii) participation in vocational orientation or training approved by a competent authority or that child’s capacity to benefit from the institution received.

(3) The provisions of subsection (1) shall not apply to—

(a) work constituting the participation of the child in artistic performances in accordance with a statutory instrument, issued by the Minister, prescribing—

(i) the number of hours to be worked;

(ii) the conditions in which the work may be undertaken; and

(iii) such other matters as the Minister may consider necessary; and

(b) work done by a child as part of the child’s education provided that such works is approved and supervised by the Permanent Secretary, some other person appointed by the Permanent Secretary for such purpose, or a person in charge of an institution of learning.

(4) A person who contravenes the provisions of this section commits an offence and shall be liable on conviction to a fine not exceeding two hundred thousand penalty units or to imprisonment for a term not exceeding three years, or to both.

(5) In this section, “light work,” means such work as the Minister may, by statutory instrument, determine to be light work.
4B. (1) notwithstanding anything in this Act, a child shall not be employed in any type of employment or work, which by its nature or the circumstances in which it is carried out constitutes a worst form of labour.

(2) Any person who contravenes subsection (1) commits an offence and shall be liable on conviction to a fine not less than two hundred thousand penalty units but not exceeding one million penalty units, or to imprisonment for a term not less than five years but not exceeding twenty-five years, or to both.

(As amended by No. 10 of 2004)

5. Every person who contravenes the provisions of this Part shall be guilty of an offence and shall be liable on conviction thereof to a fine of six hundred penalty units or to imprisonment for three months, or to both.

(As amended by Act No. 13 of 1994)

PART III

EMPLOYMENT OF YOUNG PERSONS

6. For the purposes of this Part, "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, 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, gaswork, 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;

(e) cordwood cutting;

(As amended by Act No. 13 of 1994)
but does not include commercial or agricultural undertakings.

(As amended by Act No. 49 of 1950)

7. (1) No person shall employ a young person under the age of sixteen years in an industrial undertaking, unless such young person is either-

(a) employed under a contract of apprenticeship entered into under the Apprenticeship Act; or

(b) in possession of a certificate signed by a Labour Officer authorising such employment.

(2) Every employer in an industrial undertaking shall keep a register of all persons under the age of sixteen years employed by him, and of the dates of their births, and shall produce the same for inspection when required to do so by a Labour Officer or police officer of or above the rank of Assistant Inspector.


8. No young person shall be employed at night in any industrial undertaking or in any branch thereof, other than an undertaking in which only members of the same family are employed.

Prohibition of employment of young persons in night work

9. The last preceding section shall not be deemed to prohibit persons over the age of sixteen years being employed during the night in the following industrial undertakings or work which, by reason of the nature of the process, is required to be carried on continuously day and night:

(a) manufacture of iron and steel: processes in which reverberatory or regenerative furnaces are used, and galvanising of sheet metal or wire (except the pickling process);

(b) glass works;

(c) manufacture of paper;

(d) manufacture of raw sugar;

(e) gold mining reduction work.

Exception in favour of certain undertakings

10. The provisions of section eight shall not apply to night work of young persons between the ages of sixteen and eighteen years in cases of

Exception in cases of
emergency 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.

11. Every person who contravenes the provisions of this Part shall be guilty of an offence and shall be liable on conviction thereof to a fine of six hundred penalty units or to imprisonment for three months, or to both.

(As amended by Act No. 13 of 1994)

**PART IV—REPEALED BY ACT NO. 4 OF 1991**

EMPLOYMENT OF WOMEN


**PART V**

MISCELLANEOUS

17A. (1) Notwithstanding anything in this Act, but subject to subsection (3), a young person shall not be employed on any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise the health, safety or morals of that young person.

Prohibition of employment of young persons in employment or work detrimental to health, safety...
(2) The types of employment to which sub-section (3) relates shall be prescribed by the Minister by regulations made under section twenty after consultation with the relevant trade unions and the employers' associations.

(3) Notwithstanding sub-sections (1) and (2), the Minister may, in writing, after consultation with the relevant trade unions and employers' associations, authorise the employment of young persons not below the age of sixteen years of age in any type of employment or work prescribed under subsection (2), if satisfied that the health, safety and morals of the young persons are fully protected and that the young persons have received adequate and specific instruction or vocational training in the relevant branch of activity.

(4) Notwithstanding subsection (1), an undertaking may employ a young person in work of artistic performance for which express written permission prescribing the number of hours to be worked and the conditions under which the young person shall work has been given by the Minister.

17B. Notwithstanding anything in this Act, a young person shall not be employed in any type of employment or work, which by its nature or the circumstances in which it is carried out constitutes a worst form of labour.

(2) Any person who contravenes subsection (1) commits an offence and shall be liable on conviction to a fine of not less than two hundred thousand penalty units, or exceeding one million penalty units, or to imprisonment for a term of not less than five years but not exceeding twenty-five years, or to both.”

(As amended by Act No. 14 of 1989 and No. 10 of 2004)

18. Any Labour Officer and any police officer of or above the rank of Assistant Inspector shall have power-

(a) at all reasonable times to enter upon any land or premises of any industrial undertaking affected by the provisions of this Act;

(b) to examine, either alone or in the presence of any other person as he thinks fit, with respect to any matter under this Act any person affected by the provisions of this Act;

(c) to exercise such other powers as may be necessary for carrying this Act into effect.
(As amended by Act No. 49 of 1950, 47 of 1963 and G.N. 499 of 1964)

19. If any person wilfully hinders or molests any police officer in the exercise of the powers given to him by the last preceding section, he shall be liable on summary conviction to a fine not exceeding six hundred penalty units.

(As amended by Act No. 13 of 1994)

20. The Minister may, by statutory instrument, make regulations for all or any of the purposes following:

(a) prescribing the ages under which young persons shall not be employed in particular trades or occupations;

(b) generally for carrying into effect the purposes and provisions of this Act.

(As amended by G.N. No. 233 of 1964 and 36 of 1967)

CHAPTER 275
THE APPRENTICESHIP ACT

ARRANGEMENT OF SECTIONS

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2. Interpretation
3. Application of Act
4. Repealed by Act No. 56 of 1970
5. Repealed by Act No. 56 of 1970
6. Repealed by Act No. 56 of 1970
7. Controller of Apprenticeship
8. Designation of trades
9. Penalty for employing minors contrary to Act
10. Enticement to leave employment illegal
11. Who may bind himself as apprentice
12. Registration of contracts of apprenticeship
13. Refusal to register contract of apprenticeship