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## LEAGUE OF NATIONS 1 LEBANESE REPUBLIC<sup>1</sup>

### Act: Employment of Women and Children

*Loi du 17 avril 1935 réglementant le travail des enfants et des femmes dans l'industrie. (Journal officiel de la République Libanaise du 22 avril 1935, no. 3113, p. 2.)*

**Act to lay down regulations for the employment of women and children in industry. Dated 17th April, 1935.**

1. The employment of children (i. e. of minors of either sex who have not attained the age of sixteen years) and of women (i. e. of persons of the female sex over the age of sixteen years) in works, factories, mines, open workings and quarries, yards, workshops and dependencies thereof, whatever their nature, whether public or private, shall be governed by the provisions of this Act.

2. This Act shall not apply to agricultural operations and undertakings, commercial undertakings and dependencies thereof or domestic workshops where only members of the same family are employed under the control of the father, mother, grandfather, brother, uncle, husband or guardian.

#### *Employment of children.*

3. It shall not be lawful to employ children who have not attained the age of thirteen years in works, factories, mines, open workings and quarries, yards, workshops and dependencies thereof, whatever their nature, whether public or private, or even to permit such children to enter such workplaces.

4. Such children shall not be employed on manual work for more than four hours a day in establishments which are carried on for purposes of vocational instruction or are of a charitable nature.

5. Children between the ages of thirteen and sixteen years shall not be employed for more than seven hours a day exclusive of the breaks mentioned in section 6. They shall not be employed between 7 p. m. and 6 a. m.

6. The working day shall be interrupted by a break or breaks for the purpose of rest or meals, amounting to not less than one hour a day in all. The said breaks shall be arranged so that a child shall not work uninterruptedly for more than four hours.

7. Every child shall be granted a weekly rest period of not less than twenty-four consecutive hours.

8. Children shall not be employed on the following work:—

1. underground work in mines and quarries and all work in the extraction of stone;
2. work at furnaces for the melting, refining and roasting of mineral products;
3. the silvering of mirrors by the mercury process;

<sup>1</sup> Territory under French mandate.

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4. the manufacture and handling of explosives;
5. the melting and annealing of glass;
6. autogenous welding;
7. the manufacture of alcohol and all alcoholic beverages;
8. painting with Duco;
9. the manipulation, treatment or reduction of residues containing lead and the desilverizing of lead;
10. the manufacture of solder or alloys containing more than 10 per cent. of lead;
11. the manufacture of litharge, massicot, red lead, white lead, orange lead or sulphate, chromate or silicate of lead;
12. mixing and pasting in the manufacture or repair of electric accumulators;
13. the cleaning of workrooms where the processes specified under nos. 9, 10, 11 and 12 are carried on;
14. driving or minding power engines;
15. repairing or cleaning power engines in motion;
16. the manufacture of asphalt;
17. work in tanneries;
18. work in depots of fertilisers made from faecal matter, stable manure, bones and blood;
19. knackers' work.

The admission of young persons to a factory or workshop for the purpose of apprenticeship or technical training shall not be deemed to be employment within the meaning of this section, provided that an authorisation for this purpose has been granted to the factory or workshop in question by the Director of Hygiene and Public Health.

9. Young persons under the age of sixteen years shall not be employed in the industries specified below unless they hold a certificate stating that they are physically fit for work in the industries in question.

This certificate shall be issued free of charge by the public health authority. It may be withdrawn temporarily if it is ascertained that for any reason whatever the young person in question is no longer fit for work in the industry concerned:—

1. blood-boiling;
2. bone-boiling;
3. soap-boiling;
4. tallow-melting;
5. the manufacture of fertilisers;
6. all operations involved in the preparation of leather;
7. the manufacture of glue;
8. the manufacture of cement;
9. cotton ginning (employment in the rooms where the gins and machinery are installed);
10. the manufacture of sugar;
11. the manufacture of glass;
12. cotton baling;
13. printing;
14. the handling and willowing of rags;
15. the preparation of hemp, linen and wool;

16. the sculpture and cutting of marble and other stones;
17. boilermaking;
18. the handling of tobacco;
19. the machine spinning, weaving and knitting of silk, cotton and flax;
20. constructional works, except rural buildings the height of which does not exceed 8 metres;
21. the manufacture of paints and varnishes;
22. work at forges;
23. the transport of passengers or goods by road, railway or river and the handling of goods at docks, quays, wharves and warehouses.

10. The lists of industries set forth in sections 8 and 9 may be varied by an Order of the Director of Hygiene and Public Health.

Further, the Director of Hygiene and Public Health may withdraw the prohibition laid down in the above-mentioned sections in respect of trade schools or any other establishments for the purpose of technical instruction in cases where the organisation of the said establishments sufficiently ensures the supervision of the young persons and suitable means to ascertain their physical fitness.

#### *Employment of women.*

11. Women shall not be employed for more than eight hours a day exclusive of the breaks mentioned in the next section.

12. The working day shall be interrupted by a break or breaks for rest, amounting to not less than one hour in all. The said breaks shall be arranged so that a woman shall not work uninterruptedly for more than four hours.

13. Women shall not be employed between 9 p. m. and 5 a. m.

14. The prohibitions laid down in sections 11, 12 and 13 shall not apply to women employed on work other than manual work.

15. Every woman who is employed shall be granted a weekly rest period of not less than twenty-four consecutive hours.

16. Women shall not be employed on the following work:—

1. underground work in mines and quarries and all work in the extraction of stone;
2. work at furnaces for the melting, refining and roasting of mineral products;
3. the silvering of mirrors by the mercury process;
4. the manufacture and handling of explosives;
5. the melting and annealing of glass;
6. autogenous welding;
7. the manipulation, treatment or reduction of residues containing lead and the desilverizing of lead;
8. the manufacture of solder or alloys containing more than 10 per cent. of lead;

9. the manufacture of litharge, massicot, red lead, white lead, orange lead or sulphate, chromate or silicate of lead;
10. mixing and pasting in the manufacture or repair of electric accumulators;
11. the cleaning of workrooms where the processes specified under nos. 9, 10, 11 and 12 [*sic*] are carried on;
12. repairing or cleaning power engines in motion;
13. the manufacture of asphalt;
14. work in depots of fertilisers made from faecal matter, stable manure, bones and blood;
15. knackers' work.

17. A woman who is pregnant shall be entitled to absent herself from her work one month before her confinement on production of a medical certificate stating the probable date of her confinement. In this case she shall not be required to resume work before the expiry of a period of a fortnight after her confinement; further, she shall be entitled at her request to prolong her absence for a further fortnight.

18. It shall not be lawful for the employer to give notice of dismissal to a woman who absents herself from her work for the reasons mentioned in the preceding section, and the woman shall not be entitled to claim wages for the period of her absence.

19. If it is proved that a woman who has ceased work in accordance with section 17 has taken up employment elsewhere, she may be dismissed by the previous employer.

*Supervision and penalties.*

20. For the purpose of ensuring that this Act is carried out, every establishment, undertaking, yard or workshop may be visited at any time by men or women inspectors appointed by the Director of Hygiene and Public Health.

21. The supervision of the employment of children and women in foreign educational and charitable institutions shall be carried out in accordance with the provisions of Order no. 2679 of the High Commissioner, dated 20th June, 1924.

22. Contraventions of the provisions of this Act shall be established by the men or women inspectors mentioned above, who shall be sworn in. A report shall be drawn up in conformity with the ordinary law respecting every contravention observed, and shall be transmitted to the law-courts for their decision.

23. For the purposes of this Act the following persons shall be liable at penal law:—

1. heads of establishments, managers, foremen, heads of workshops and persons in general who have employed a child under the age of thirteen years in a workshop or at a workplace or even merely admitted such child thereto contrary to the provisions of this Act;

2. parents or guardians who have employed their own children or the children under their care in a workshop or at a workplace, or have allowed such children to be so employed.

24. Every person guilty of a contravention shall be liable to a fine of not less than £LS 10 nor more than £LS 100.

Employers or heads of establishments shall be liable at civil law for contraventions of the provisions of this Act committed by any of their officials or employees.

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