

International Labour Office
Geneva, Switzerland

Legislative Series
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SEYCHELLES 2

Ordinance: Employment of Women, Young Persons, and Children

An Ordinance to carry out certain Conventions relating to the employment of women, young persons and children. No. 12 of 1932. Assented to 8th July, 1932.

1. (1) No child shall be employed in any industrial undertaking.
- (2) No child shall be employed in any ship except to the extent to which and in circumstances in which such employment is permitted under the Convention set out in Part IV of the Schedule to this Ordinance.
- (3) No young person or woman shall be employed at night in any industrial undertaking, except to the extent to which and in the circumstances in which such employment is permitted under the Conventions set out in Part II and Part III respectively of the Schedule to this Ordinance.
- (4) Where young persons are employed in any industrial undertaking, a register of the young persons so employed, and of the dates of their birth, and of the dates on which they enter and leave the service of their employer, shall be kept and shall at all times be open to inspection.
- (5) There shall be included in every agreement with the crew entered into under the Merchant Shipping Act, 1894, a list of the young persons under the age of sixteen years who are members of the crew, together with particulars of the dates of their birth, and, in the case of a ship in which there is no such agreement, the master of the ship shall, if young persons under the age of sixteen years are employed therein, keep a register of those persons with particulars of the dates of their birth and of the dates on which they become or cease to be members of the crew, and the register so kept shall at all times be open to inspection.
2. (1) The provisions of this Ordinance shall be in addition to and not in derogation of any of the provisions of any other Ordinance restricting the employment of women, young persons, or children.
- (2) Nothing in this Ordinance shall apply to an industrial undertaking or ship in which only members of the same family are employed.
- (3) Nothing in this Ordinance shall prevent the employment in any industrial undertaking or ship of a child lawfully so employed at the commencement of this Ordinance.
- (4) Nothing in this Ordinance shall apply to ships engaged in voyages between the islands set out in Part V of the Schedule to this Ordinance.
3. Any person committing a breach of the provisions of this Ordinance or of the Schedule shall be liable to a fine not exceeding one thousand Rupees and imprisonment not exceeding six months.
4. In this Ordinance—
the expression "child" means a person under the age of fourteen years;

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the expression "young person" means a person who has ceased to be a child and who is under the age of eighteen years;
the expression "woman" means a woman of the age of eighteen years or upwards;
the expression "industrial undertaking" has with respect to the employment of children, young persons, and women the meanings respectively assigned thereto in the Conventions set out in Parts I, II, and III of the Schedule to this Ordinance;
the expression "ship" means any sea-going ship or boat of any description which is registered as a British ship;
the expression "competent authority" means the Governor in Executive Council.

This Ordinance may be cited as "The Employment of Women, Young Persons, and Children Ordinance 1932".

SCHEDULE

- Part I. Convention fixing minimum age for admission of children to industrial employment.
- Part II. Convention concerning the night work of young persons employed in industry.
- Part III. Convention concerning the night work of women employed in industry.
- Part IV. Convention fixing the minimum age for admission of children to employment at sea.
- Part V. [see section 2 (4)].

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