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UGANDA 2

Ordinance: Employment of Women

An Ordinance relating to the employment of women in industrial undertakings. No. 32 of 1931. Assented to 12th December, 1931.

1. This Ordinance may be cited as the Employment of Women Ordinance, 1931, and shall come into force on such date as the Governor by Notice in the *Gazette* may prescribe.

2. In this Ordinance:—

“Women” includes all persons of the female sex above the age of fourteen years.

“Industrial undertaking” includes any undertaking in which articles are manufactured or materials transformed, provided that there shall not be included in this definition any undertaking in which only the members of the family of the proprietor or owner are employed.

“Night work” means work in an industrial undertaking at any time within the period of 10 p. m. and 5 a. m.

3. After the commencement of this Ordinance it shall not be lawful except as expressly provided in this Ordinance to employ women in night work in any industrial undertaking in this Protectorate.

4. The provisions of section 3 of this Ordinance shall not apply to a case where it is shown to the satisfaction of the Court trying any proceedings brought under this Ordinance that the night work complained of was due to a cause beyond control bringing about an interruption of work which it was impossible to foresee and which is not of a recurring character, or where the work has to do with raw materials in course of treatment which are subject to rapid deterioration and when such night work is necessary to preserve the said materials from certain loss.

5. (1) A medical officer of health, a factories inspector, a district officer, or other duly authorised Government servant may at all reasonable times inspect industrial undertakings where women are employed to ensure that the provisions of this Ordinance are being observed.

(2) Any person refusing inspection to any such officer or obstructing him in the discharge of his duty shall be liable to a fine not exceeding Shs. 200 or to imprisonment for a period not exceeding three months, or to both.

6. The proprietor, owner or manager of any industrial undertaking in which any woman is employed in night work contrary to the provisions of this Ordinance shall be guilty of an offence and shall on conviction be liable to a fine not exceeding Shs. 400 or to imprisonment for a period not exceeding six months, or to both.

7. (1) The Governor may make Rules for giving better effect to the provisions of this Ordinance.

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(2) In particular and without prejudice to the generality of the foregoing powers such Rules may—

- (a) restrict or prohibit the employment of women in any specified class of "industrial undertaking";
- (b) restrict or prohibit or regulate the employment of women before or after child-birth;
- (c) provide for the health and safety of women employed in industrial undertakings;
- (d) prescribe the hours of work and other conditions generally in respect of the employment of women;
- (e) exempt any industrial undertaking or class of industrial undertaking from the provisions of this Ordinance.

(3) In making any Rule under this Ordinance the Governor may direct that the breach thereof shall be punishable with a fine not exceeding one thousand shillings or with imprisonment of either description for a period not exceeding twelve months, or with both.

8. Nothing in the Master and Servants Ordinance¹ or in any Ordinance amending same shall be deemed to sanction employment of women contrary to the provisions of this Ordinance.

¹ Revised Laws, 1923, cap. 55.

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