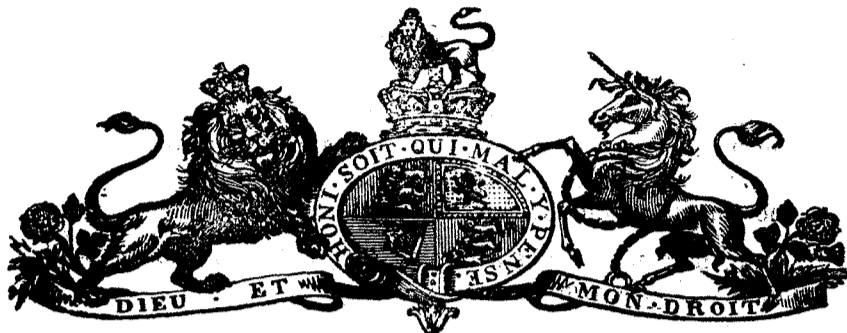


T A S M A N I A.



1884.

ANNO QUADRAGESIMO-OCTAVO

VICTORIÆ REGINÆ,

No. 20.



AN ACT for regulating the Employment of <sup>A.D. 1884.</sup>  
Women and Children in Workrooms and  
Factories. [24 November, 1884.]

**B**E it enacted by His Excellency the Governor of *Tasmania*, by and with the advice and consent of the Legislative Council and House of Assembly, in Parliament assembled, as follows :—

**1** This Act may be cited as “The Women and Children Employment <sup>Short title.</sup>  
Act, 1884.”

**2** This Act shall commence and take effect from and immediately <sup>Commencement.</sup>  
after the First day of *December*, one thousand eight hundred and  
eighty-four.

**3** In this Act, if not inconsistent with the context,— <sup>Interpretation.</sup>

“Employ” applies to any manual labour, exercised by way of trade, or for purposes of gain, in or incidental to the making, altering, repairing, ornamenting, finishing, or otherwise adapting any article by way of trade, or for purposes of gain, or for sale; and applies also to the occupation of saleswomen in retail places of business where goods are exposed for sale :

“Factory” means any manufactory, workshop, workroom, or other establishment or place of business where any woman, young person, or child shall be employed :

“Parent” means parent, guardian, or person having the custody of, or control over, any young person or child :

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“Woman” means any person of the female sex over the age of eighteen years, and in Section Six includes also any person of the female sex at or under the age of eighteen years, but does not mean or include any domestic servant :

“Young person” means a boy or girl between the ages of fourteen and eighteen years :

“Child” means a boy or girl under the age of fourteen years.

Ventilation of factories.

**4** Every factory shall be warmed and ventilated in such a manner as the Officer of Health or the Municipal Officer performing the duties of such office for the City or Town in or nearest to which such factory is situate shall deem sufficient.

Limit of age of employment in factory.

**5** No person shall be employed in any factory under the age of twelve years.

Hours of employment.

**6** No person shall employ any woman for more than Ten hours, or child for more than Eight hours in any one day, except as hereinafter provided.

Rules.

**7** In every factory the following rules shall be observed :—

Time to be allowed for meals.

i. A woman or young person shall not be employed continuously for more than Five, or child for more than Four hours, without an interval of at least an hour for a meal.

Persons not to be employed during meal times.

ii. A woman, young person, or child shall not, during any part of the time allowed for meals, be employed in the factory.

Any woman, young person, or child so employed shall be deemed to be employed in contravention of the provisions of this Act.

Notices specifying hours of employment to be posted in each room of factory.

**8**—(1.) In each workroom or place in every factory in which any woman, young person, or child is employed, there shall be posted in a conspicuous place, so as to be easily read, a written or printed notice specifying the hours of employment in such workroom or factory as the case may require.

(2.) True copies of such notices shall be signed by the employer, and shall be forwarded to the Mayor of the City or Town, or to the Warden of the Rural Municipality, or to the Police or Stipendiary Magistrate of the District within which such factory shall be situated, and shall be filed in the office of such Mayor, Warden, Police or Stipendiary Magistrate, as the case may be ; and copies of such notices shall be furnished to the Superintendent or Chief Officer of Police of such City, Town, Rural Municipality, or District.

Act not to apply in certain cases.

**9** Nothing in this Act shall be deemed or taken to prevent—

i. The employment of young persons and children in jam factories during the months of *January, February, March,* and *December* in every year, for such time or times, not exceeding nine hours in the whole in any one day, as may be agreed upon between such young persons and children and their respective employers.

ii. Saleswomen being employed in retail places of business where goods are exposed for sale, on *Saturday* evenings.

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**10** Employers of saleswomen in retail places of business where goods are exposed for sale shall provide sufficient sitting accommodation for the use of such saleswomen during such time or times as they may not be actively employed in the performance of their duties.

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Sitting accommodation to be provided for saleswomen.

**11** In every factory there shall be constructed a sufficient number of water or earth closets for the separate use of each sex, which shall be kept in good order, and cleansed daily; and any person who shall employ women, young persons, or children in any factory without complying with the provisions of this Section shall be liable to a penalty not exceeding Twenty Pounds.

Water-closets, &c. to be erected in factories, and kept clean and in good order.

**12**—(1.) Every person who shall employ any woman, young person, or child in contravention of the provisions of this Act, and every parent who shall permit or suffer any young person or child to be employed in contravention of the provisions of this Act, shall be deemed to have committed a breach thereof.

Breaches of Act.

(2.) It shall be the duty of the Superintendent or Chief Officer of Police of the City, Town, Rural Municipality, or District in which any factory is situate to see that the provisions of this Act are properly carried out, and to report to the Mayor, Warden, or Police or Stipendiary Magistrate, as the case may be, all cases of breach of the provisions thereof.

(3.) For the purpose of carrying out the provisions of this Act, the Superintendent or Chief Officer of Police as aforesaid or any Officer of Health may enter and inspect any factory at any time during which, in his opinion, work is being performed.

**13** Any person who commits any breach of this Act or of any Regulation made hereunder, except as provided in Section Eleven, shall be liable for each offence to a penalty not exceeding Thirty Pounds.

Penalty for breaches of Act.

**14** All offences against this Act or any Regulations made hereunder shall be heard and determined, and all penalties shall be recovered, in a summary way, before any two Justices of the Peace, in the mode prescribed by *The Magistrates Summary Procedure Act*; and any person who deems himself aggrieved by any summary conviction under this Act may appeal against the same in the mode prescribed by *The Appeals Regulation Act*.

Recovery of penalties.

19 Vict. No. 8.

19 Vict. No. 11.

**15**—(1.) The Governor in Council is hereby empowered from time to time to make and issue Regulations, not inconsistent with and subject to the provisions of this Act, for the more effectual carrying into effect the objects and purposes of this Act; and it shall be lawful for the Governor in Council, from time to time, by any subsequent Regulations to repeal, alter, or amend the same.

Power for Governor in Council to make Regulations.

(2.) All such Regulations shall be published in the *Gazette*, and shall take effect from the date of such publication unless otherwise provided in such Regulations; and in all legal proceedings the production of the *Gazette* containing any such Regulations shall alone be sufficient *prima facie* evidence that such Regulations have been duly made, and the onus of proving the contrary shall in every case be on the person disputing the validity of such Regulations.

(3.) All such Regulations shall be laid before both Houses of Parliament within Fourteen days from the making thereof, if Parliament is then in Session, and if not, then within Fourteen days after the commencement of the next Session.

