

## 1881, No. 23.

EMPLOYMENT OF  
FEMALES AND  
OTHERS.

AN ACT to consolidate the Law relating to the Employment of Females and Others in Workrooms and Factories. [23rd September, 1881.]

BE IT ENACTED by the General Assembly of New Zealand in Parliament assembled, and by the authority of the same, as follows:—

## Short Title.

1. The Short Title of this Act is “The Employment of Females and Others Act, 1881.”

## Interpretation.

2. In this Act, if not inconsistent with the context,—

“Child” means a boy or girl, between the ages of ten and fourteen years :

“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 :

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

“Female” means any person of the female sex over the age of eighteen years, and in section five includes also any person of the female sex at or under the age of eighteen years :

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

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

Ventilation of  
factories.

3. Every factory shall be properly ventilated.

Limit of age of  
employment in  
factory.

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

Hours of employ-  
ment for females.

5. No person shall employ any female or child, at any time between the hours of six in the afternoon and eight in the morning, or for more than eight hours in any one day.

## Holidays for females.

6. Every female, young person, or child, shall have holiday on Saturday afternoon from two o'clock, and on Sunday, Christmas Day, New Year's Day, Good Friday, Easter Monday, and any other day set apart as a public holiday, without loss of wages.

## Regulations.

7. In every factory the following regulations shall be observed:—

Time to be allowed  
for meals.

(1.) A child, young person, or female shall not be employed continuously for more than four hours and a half, without an interval of at least half an hour for a meal.

Persons not to be  
employed during  
meal times.

(2.) A child, young person, or female shall not, during any part of the time allowed for meals, be employed in the factory, or allowed to remain in any room in which any employment within the meaning of this Act is being carried on.

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

Children may be  
employed in sets or  
on alternate days.

8. In every factory the children may be employed either in morning or afternoon sets or shifts, or for the whole day on alternate days, and the following regulations shall be observed:—

(1.) Where the children are employed in morning and afternoon sets, a child who on any day, except Saturday, is employed before noon, shall not, on the same day, be employed after one o'clock in the



afternoon, or, if the hour of dinner be before one o'clock, after such hour of dinner; and

(2.) When the children are employed on alternate days,—

(a.) A child may be employed during the same hours, and with the same hours for meals, as young persons and women; and

(b.) A child shall not be employed in any manner on two successive days.

9. In each workroom or place in every factory in which any child, young person, or female 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, and, if children be employed in such factory, whether they are to be employed in morning and afternoon sets or shifts, or on alternate days.

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

True copies of such notices shall be signed by the employer, and shall be forwarded to the Resident Magistrate of the city, town, or district within which such factory shall be situated, and shall be filed in the office of such Resident Magistrate; and a copy of such notices shall be furnished to the Inspector or chief officer of police of such city, town, or district.

10. Nothing in this Act shall be deemed or taken to prevent,—

Act not to apply to

(1.) The employment of saleswomen in retail places of business, where goods are exposed for sale, so long as such retail places are open to the public; but saleswomen or others employed or retained for work, after the closing of such places of business to the public, shall continue to be under the operation of this Act:

Saleswomen in retail places of business.

(2.) The employment of any female in any woollen, cloth, flannel, or hose factory, in which machinery or appliances of any kind are worked by steam, water, or other motive power, during such time or times in any one day, not exceeding eight hours in the whole, as may be agreed upon between such female and her employer:

Females who may be employed for eight hours during the day.

Provided that no female shall be so employed at any time before six of the clock in the morning, or after six of the clock in the evening.

(3.) The employment of females in printing offices on Saturdays up to the hour of half-past four in the afternoon.

Females in printing-offices.

11. Every person who shall employ any child, young person, or female in contravention of the provisions of this Act, and every parent who shall permit or suffer any child or young person to be employed in contravention of the terms of this Act, shall be deemed to have committed a breach thereof.

Breaches of Act.

It shall be the duty of some person to be appointed by the Resident Magistrate of the city, town, or district in which such factory is situate to see that the provisions of this Act are properly carried out, and to report to such Resident Magistrate all cases of breach of the provisions thereof.

For the purpose of carrying out the provisions of this Act, any person, authorized as aforesaid, may enter and inspect any factory, at any time during working hours.

12. Any person who commits any breach of this Act shall be liable for each offence to a penalty not exceeding fifty pounds; which may be recovered in a summary way, before any two Justices of the Peace.

Penalty for breaches of Act.

13. Wherever in any Act now in force reference is made to any Act hereby repealed, such first-mentioned Act shall take effect and operate by relation to this Act.

References to repealed Acts to apply to this Act.

14. The Acts enumerated below are hereby repealed:—

Repeals.

1873, No. 71.—The Employment of Females Act.

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1874, No. 69.—The Employment of Females Act 1873 Amendment Act,  
1874.

1875, No. 89.—The Employment of Females Acts Amendment Act, 1875.

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