

Article 24

1. In the case of unhealthy, dangerous or onerous work, minimum ages higher than those required in virtue of Articles 18 (1) and 19 shall be fixed, or the hours of work of children between the minimum age of employment and an appropriate higher age shall be subject to special limitations, or other special protection shall be afforded.

2. Special protection shall be provided for children who are permitted to undertake employment away from their homes.

Article 25

1. Young persons under eighteen years of age shall not be employed during the night in any industrial undertaking, or in any branch thereof.

2. Provided that young persons over the age of sixteen years may be employed during the night in exceptional circumstances defined by the competent authority.

Article 26

1. The employment of any young person under eighteen years of age on any vessel shall be conditional on the production of a medical certificate attesting fitness for such work, signed by a doctor who shall be approved by the competent authority.

2. In urgent cases the competent authority may allow a young person below the age of eighteen years to embark without having undergone medical examination, always provided that such an examination shall be undergone, at the expense of the employer, at the first port at which the vessel calls, and that failing satisfactory medical attestation the young person shall be returned as a passenger to the port or place where he was engaged or to his home, whichever is the nearer, at the expense of the employer.

Article 27

In developing systems of education suited to the economic and social interests of the communities, consideration shall be given to the application of the principles set forth in the Vocational Training Recommendation, 1939, so far as this is practicable and appropriate to local circumstances.

Article 28

To assist in the application of the provisions of this Section, administrative bodies or officers shall be appointed. The appointment and establishment of these administrative bodies or officers shall be made in accordance with practices successfully adopted in metropolitan or independent countries.

SECTION 8.—EMPLOYMENT OF WOMEN

Article 29

It shall be an aim of policy for all competent authorities to take such measures as, having due regard to local conditions, are appropriate and practicable to secure for women : adequate opportunities of general education, vocational training and employment ; safeguards against physically harmful conditions of employment and economic exploitation including safeguards for motherhood ; protection against any special forms of exploitation, and fair and equal treatment between men and women as regards remuneration and other conditions of employment.

Article 30

All practicable steps shall be taken to improve the social and economic status of women in any dependent territory where, whether by law or custom, arrangements survive which in effect maintain women in, or reduce women to, a condition of servitude.

Article 31

1. Provision shall be made as rapidly as possible for maternity protection for women employed in industrial and commercial undertakings.

2. In so doing the aim shall be to give effect, subject to such modifications as may be necessary in the light of local conditions, to the provisions of the Childbirth Convention, 1919, and in particular to the following principles :—

- (a) The right to be absent from employment before and after childbirth ;
- (b) The right to medical assistance and benefits during such absence.

Article 32

1. Women shall not be employed during the night in any industrial undertaking, or in any branch thereof.

2. Provided that women may be employed during the night—

- (a) In cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration ; and
- (b) When in any undertaking an emergency occurs which it was impossible to foresee and which is not of a recurring character.

3. Provided also that the prohibition of night work may be suspended, when in case of serious emergency the public interest demands it.

4. The provisions of this Article do not apply to women holding responsible positions of management who are not ordinarily engaged in manual work.