

Article 3.

1. The competent authority may, by regulations made after consultation with the organizations of employers and workers concerned where such exist, provide that the limits of hours prescribed in the preceding Article may be exceeded in the case of—

- (a) Persons employed on preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working of the undertaking or branch thereof or of the shift; and
- (b) Persons employed in occupations which by their nature involve long periods of inaction during which the said persons have to display neither physical activity nor sustained attention or remain at their posts only to reply to possible calls.

2. The regulations referred to in paragraph 1 shall determine the maximum number of hours which may be worked in virtue of this Article.

3. The competent authority may permit the limits of hours prescribed in the preceding Article to be exceeded to a prescribed extent in cases in which this is necessary, if serious hindrance to the execution of a particular public work is to be avoided, on account of abnormal circumstances such as the inaccessibility of the site or the impossibility of engaging sufficient qualified labour.

Article 4.

The limits of hours prescribed in the preceding Articles may be exceeded, but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking,—

- (a) In case of accident, actual or threatened, or in case of urgent work to be done to machinery or plant, or in case of *force majeure*; or
- (b) In order to make good the unforeseen absence of one or more members of a shift.

Article 5.

1. The limits of hours prescribed in Articles 2 and 3 may be exceeded in cases where the continued presence of particular persons is necessary for the completion of an operation which for technical reasons cannot be interrupted.

2. The competent authority shall, after consultation with the organizations of employers and workers concerned where such exist, determine the operations to which this Article applies and the maximum number of hours in excess of the prescribed limits which may be worked by the persons concerned.

3. Overtime worked in virtue of this Article shall be remunerated at not less than one and a quarter times the normal rate.

Article 6.

1. The competent authority may grant an allowance of overtime for exceptional cases of pressure of work. Such an allowance shall only be granted under regulations made after consultation as to the necessity of such overtime and the number of hours to be worked with the organizations of employers and workers concerned where such exist, and no such allowance shall permit of any person being employed for more than one hundred hours of such overtime in any year.

2. Overtime worked in virtue of this Article shall be remunerated at not less than one and a quarter times the normal rate.

Article 7.

In order to facilitate the effective enforcement of the provisions of this Convention, every employer shall be required—

- (a) To notify, by the posting of notices in conspicuous positions in the works or other suitable place or by such other method as may be approved by the competent authority,—
 - (i) The hours at which work begins and ends;
 - (ii) Where work is carried on by shifts, the hours at which each shift begins and ends;
 - (iii) Where a rotation system is applied, a description of the system, including a time-table for each person or group of persons;
 - (iv) The arrangements made in cases where the average duration of the working-week is calculated over a number of weeks; and
 - (v) Rest periods in so far as these are not reckoned as part of the working-hours;
- (b) To keep a record in the form prescribed by the competent authority of all additional hours worked in virtue of Articles 3 (paragraph 3), 5, and 6, and of the payments made in respect thereof.

Article 8.

The annual reports submitted by Members upon the application of this Convention shall include more particularly full information concerning—

- (a) The definitions adopted in virtue of Article 1, paragraph 2;
- (b) Processes which the competent authority has recognized as necessarily continuous in character in virtue of Article 2, paragraph 2;
- (c) Determinations made in virtue of Article 2, paragraph 4;
- (d) Decisions taken in virtue of Article 3; and
- (e) Allowances of overtime granted in virtue of Article 6.