

2. Factory Legislation.—(i) *Conspectus*. The accompanying conspectus contains the

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—			
1. <i>Acts in Force</i>	Factories and Shops Act 1912	Factories and Shops Acts 1915, 1919, 1920 (2), 1922	Factories and Shops Acts 1900, 1908, 1914, 1916 (2), 1920
2. <i>Application of Acts</i>	<p>(a) The Act applies only to such localities as are declared or deemed to be declared by the Governor to be a district or districts for the purposes of the Act</p> <p>(b) The Governor may exempt, either wholly or in part, any factory or class of factories from the operation of the Act</p>	<p>(a) Except where otherwise expressly provided, the provisions of the Act apply to factories wherever situate in Victoria</p> <p>(b) Nothing in the Act applies to persons engaged in dairying, agriculture, horticulture, viticulture, or pastoral pursuits in any shire, town, or borough outside the metropolitan district</p>	<p>(a) The Governor may constitute the area comprised within the district of a Local Authority or within the districts of two or more Local Authorities or any subdivisions thereof a District for the purposes of the Act, and thereupon the provisions of the Act are in force in such District</p> <p>(b) The Governor may exempt, either wholly or in part, any factory or class of factories from the operation of the Act</p>
3. <i>What the term "Factory" includes</i>	<p>(a) Any office, building, or place in which four or more persons are engaged directly or indirectly in working at any handicraft, or in preparing or manufacturing articles for trade or sale; and laundries and dye-works in which four or more persons are engaged</p> <p>(b) Any office, building, or place in which one or more Chinese are so engaged</p> <p>(c) Any place or building where steam or other mechanical power or appliance is used in manufacturing goods or packing them for transit, or in generating electricity, water power, or any other power</p> <p>(d) Any bakehouse</p>	<p>(a) Any office, building, or place in which—</p> <p>(i) four or more persons are employed directly or indirectly in working in any handicraft, or in preparing or manufacturing articles for trade or sale</p> <p>(ii) one or more Chinese are so employed</p> <p>(iii) one or more persons are employed and in which steam, water, gas, oil, or electric power is so used</p> <p>(iv) one or more persons are employed and furniture is prepared or manufactured</p> <p>(v) one or more persons are employed and any bread or pastry is made or baked for sale</p> <p>(vi) electricity is generated for the supply of heat, light, or power</p> <p>(vii) coal gas is made</p> <p>(b) Any clay-pit or quarry worked in connexion with and occupied by the occupier of any pottery or brick-yard</p>	<p>(a) Any building, premises, or place in or in connexion with which two or more persons, including the occupier, are engaged in working directly or indirectly at any handicraft, or in preparing, working at, dealing with, or manufacturing articles for or in connexion with any trade or for sale, including every bakehouse and laundry</p> <p>(b) Any building, premises, or place in which a person or persons of the Chinese or other Asiatic race are so engaged</p> <p>(c) Any building, premises, or place where steam or other mechanical power or appliance is used in dealing with or manufacturing goods or packing them for transit, including a butter factory, wool-scouring, sugar-mill, and boiling-down works</p>
4. <i>What the term "Factory" does not include</i>	<p>(a) Any building or place in which the persons engaged in working are all members of one family and in which steam or other mechanical power is not used</p> <p>(b) Any building used for the manufacture of dairy produce</p> <p>(c) Any wool shed used for shearing sheep</p> <p>(d) Any building used for dumping wool</p> <p>(e) Any ship</p>		<p>(a) Any prison or industrial or reformatory school</p> <p>(b) Any ship</p> <p>(c) Any mine, colliery, or place in which machinery is used about a mine</p> <p>(d) Any building, premises, or place—</p> <p>(i) used for the manufacture of dairy produce</p> <p>(ii) used exclusively for pastoral or agricultural purposes and situated upon a run or farm</p> <p>(iii) in which persons are engaged at home and no steam or other mechanical power is used and where the only persons engaged are members of the same family related by blood or marriage and dwelling there</p>

principal provisions of the Factories and Shops Acts in force in Australia :—

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA.

South Australia.	Western Australia.	Tasmania.
FACTORIES.		
Industrial Code 1920, 1921	Factories and Shops Act 1920, 1922	Factories Act 1910, 1911, 1917
<p>(a) The provisions of the Act apply to the metropolitan area and to any part of the State to which it may be extended by proclamation</p> <p>(b) The application of the Act does not, as regards agricultural, horticultural, viticultural, or pastoral pursuits, extend to any employer or employee engaged therein or to any factory connected therewith</p>	<p>The Act applies to the whole State, but the Governor may by proclamation exempt any portion of the State from the operation thereof or of any part thereof</p>	<p>The Act applies to every factory, including those belonging to the Crown, but the Governor may, with the consent of both Houses of Parliament, exempt, either wholly or in part, any factory or class of factories in the State or in any part of the State from the operations of the Act or any provisions thereof</p>
<p>(a) Any premises or place within which or the precincts whereof the occupier employs any one person at manual labour which is exercised by way of trade or for purposes of gain in—</p> <p>(i) any handicraft; or</p> <p>(ii) the making of any article; or</p> <p>(iii) the altering, repairing, ornamenting, or finishing of any article; or</p> <p>(iv) the adapting of any article for sale</p> <p>to which premises the occupier has the right of access or control</p> <p>(b) Any clay-pit or quarry similarly worked in connexion with any pottery or brick-yard occupied by the same employer</p> <p>(c) Any premises or place where electricity is generated or coal gas made and within which the employer employs any person at manual labour for trade or gain</p>	<p>(a) Any building, premises, or place in which—</p> <p>(i) four or more persons are engaged, directly or indirectly, in any handicraft, or in preparing or manufacturing goods for trade or sale</p> <p>(ii) a person or persons of the Chinese or other Asiatic race is so engaged</p> <p>(iii) steam or other mechanical power or appliance exceeding 1 horse-power is used for preparing, working at or manufacturing goods or packing them for transit</p> <p>(iv) articles intended for human consumption are manufactured or prepared for sale</p> <p>(v) electrical energy is generated or coal gas produced</p> <p>(b) Any bakehouse</p> <p>(c) Any laundry</p> <p>(d) Any clay-pit or quarry worked in connexion with and occupied by the occupier of any pottery or brick-yard</p>	<p>(a) Any building, structure, premises, or place in which—</p> <p>(i) four or more persons, including the occupier, are employed directly or indirectly in any handicraft or in preparing or manufacturing articles for trade or sale</p> <p>(ii) any Asiatic is so employed</p> <p>(iii) steam, water, oil, gas, or electric power exceeding 1 horse-power is used in preparing or manufacturing articles for trade or sale or packing them for transit</p> <p>(iv) electrical energy is generated or coal gas produced</p> <p>(b) Any bakehouse</p> <p>(c) Any clay-pit or quarry worked or used in connexion with and occupied by the occupier of any pottery or brick-yard</p>
<p>(a) Any premises of the Municipal Tramway Trust where electricity is generated</p> <p>(b) Any medical dispensary</p> <p>(c) Any dentist's laboratory</p> <p>(d) Any chemist's laboratory</p>	<p>(a) Any building in course of erection or shed for workmen engaged in the erection of such building</p> <p>(b) Any prison or any industrial or reformatory school</p> <p>(c) Any ship</p> <p>(d) Any mine or colliery or place in which machinery is used about a mine or colliery</p> <p>(e) Any building, premises, or place</p> <p>(i) in which the occupier manufactures or prepares dairy produce from the products of his own herd</p> <p>(ii) used exclusively for pastoral, agricultural, orchard, or garden purposes</p> <p>(iii) in which any person not being of the Chinese or other Asiatic race is engaged in any trade operation in private premises, and in which no mechanical power in excess of 1 horse-power is used, and the only persons engaged do not exceed four and are members of the same family and dwelling there</p>	<p>(a) Any prison, reformatory, industrial school, or home for erring women</p> <p>(b) Any institution conducted exclusively for charitable purposes</p> <p>(c) Any building, premises, or place used exclusively for the manufacture of dairy produce</p> <p>(d) Any ship</p> <p>(e) Any building, premises, or place used exclusively for pastoral, agricultural, or horticultural purposes and situate outside of cities</p> <p>(f) Any mine, colliery, or place in which machinery is used about a mine, or any smelting works, or any works within the meaning of any Acts relating to mines and mining</p> <p>(g) Any building in course of erection or any temporary workshop or a shed for workmen engaged in the erection of such building</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
5. Registration of Factories	Every factory about to be occupied or, after a period of disuse, about to be again used must be registered not less than 7 days before being used	(a) Every factory must be registered within 14 days of its becoming a factory (b) Every office, building, or place about to become a factory must be certified as suitable by the council of the district or chief inspector (c) The registration must be renewed annually on or before the 31st January	(a) Every factory about to be used, any building, premises, or place from which materials are issued for preparation outside must be registered not less than 7 days before it is so used (b) The registration fee must be paid annually on or before the 31st January
6. Appointment of Inspectors	The Governor may appoint as many inspectors of factories and shops as may appear necessary for carrying into effect the provisions of the Act	(a) Subject to the provisions of the Public Service Act, the Governor may appoint a chief inspector and so many inspectors of factories and shops as may appear necessary (b) Any member of the police force may be appointed by the Minister for Labour to act as inspector of factories in his district	The Governor may appoint a chief inspector and so many inspectors and officers as may be necessary for carrying into effect the provisions of the Act
7. Powers of Inspectors	Every inspector has power— (a) to enter, inspect, and examine, at all reasonable hours by day or night, any factory when he believes that any person is employed therein, and to enter by day any place which he believes is used as a factory (b) to take with him an officer of health or inspector of nuisances or an interpreter; or, if he apprehends any serious obstruction in the execution of his duty, a constable (c) to require the production of the certificate of registration or any document which is required to be kept, and to inspect, examine, and copy the same (d) to make such examination and inquiry as may be necessary to ascertain whether the provisions of the Act and of any Act relating to public health are complied with (e) to examine any person whom he finds in a factory or whom he believes to have been employed in a factory within the preceding two months (f) to conduct prosecutions under the Act (g) to exercise all other powers necessary for carrying out the provisions of the Act or of any Act relating to public health as may be determined from time to time	Every inspector has power— (a) to enter, inspect, and examine, at all reasonable times by day or night, a factory when he believes that any person is employed therein, or any place when he believes that any person is employed therein at work for which a wages board has fixed prices or rates, and to enter by day any place which he believes to be a factory (b) to take with him an interpreter and, if he apprehends any serious obstruction, a member of the police force (c) to require the production of all pay-sheets or books wherein an account is kept of the wages paid where the determination of a wages board applies and take copies of the same (d) to require the production of the certificate of registration and any documents kept in pursuance of the Act (e) to ascertain whether the enactments relating to public health and of the Act are complied with (f) to enter any school in which he believes that persons employed in a factory are being educated (g) to examine any person whom he finds in a factory or in such a school, or whom he believes to have been within the preceding two months employed in a factory or at work for which a wages board has fixed prices (h) to exercise such other powers as may be necessary for carrying the Act into effect	An inspector may— (a) enter, inspect, and examine, at all reasonable hours by day or night, any factory and any place which he believes to be used as a factory (b) take with him a legally-qualified medical practitioner, and, if he apprehends obstruction, a member of the police force (c) make examination and inquiry to ascertain whether the provisions of the Act or Regulations or of any Health Act are complied with (d) examine any person whom he finds in a factory, or who has during the preceding two months been an employee of the occupier thereof (e) require the production of any certificate of registration and any document which is required by the Act or Regulations to be kept or exhibited, and inspect, examine, and copy the same (f) exercise all the powers necessary for carrying into effect the provisions of the Act and Regulations and of any Act relating to public health

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) Every person in occupation of a factory must register such factory within 21 days of going into such occupation</p> <p>(b) The registration fee must be paid annually on or before the 31st January</p> <p>(c) The registration must be renewed every five years</p>	<p>(a) Every building, premises, or place used as a factory must be registered</p> <p>(b) The registration only operates until the 31st December every year, and after that date a factory must be re-registered</p> <p>(c) No person of a Chinese or other Asiatic race may be registered unless he carried on the business before the 1st November, 1903</p>	<p>(a) Every factory must be registered within 21 days of its being occupied as such</p> <p>(b) The registration fee must be paid annually before the 31st January, otherwise the factory is deemed to be not duly registered</p>
<p>The Governor may appoint a chief inspector and so many inspectors as may appear necessary. Every inspector carrying out the duties of inspecting the fencing of machinery and investigating accidents must be a qualified mechanic</p>	<p>(a) The Governor shall appoint some fit and proper person to be chief inspector of factories</p> <p>(b) The Minister may appoint fit persons of either sex to be inspectors of factories</p>	<p>The Governor may appoint a chief inspector of factories and such inspectors and other officers as are necessary for the administration of the Act</p>
<p>An inspector may—</p> <p>(a) enter, inspect, and examine—</p> <p>(i) any factory, at any time, when he believes that any person is employed therein: and</p> <p>(ii) at all reasonable times any place which he believes to be a factory</p> <p>(b) take with him a constable when he has cause to apprehend any serious obstruction</p> <p>(c) inspect and examine machinery in any factory</p> <p>(d) make examination and inquiry to ascertain if the provisions of the Act and all health laws are complied with</p> <p>(e) report to the Board of Health for the district any breaches of the health laws</p> <p>(f) question every person whom he finds in a factory, or whom he believes to be or have been within the preceding two months employed in a factory</p> <p>(g) require the production of any document which is required by the Act to be kept or exhibited, and inspect, examine, and copy the same</p> <p>(h) exercise such powers and authorities as may be prescribed</p>	<p>Every inspector may—</p> <p>(a) enter, inspect, and examine a factory at all reasonable hours by day and night when he believes that any person is at the time employed therein, and enter by day any place which he believes to be a factory</p> <p>(b) take with him a member of the police force to assist him in the execution of his duty</p> <p>(c) make examination and inquiry to ascertain whether the provisions of the Act and Regulations, and of all laws, regulations, and by-laws relating to public health and of all industrial awards and agreements are complied with</p> <p>(d) require and oblige any person whom he finds in a factory or whom he believes to have been in the preceding two months employed in a factory to answer questions</p> <p>(e) require the production of any certificate of registration or of any document which is required by the Act or any other Act to be kept or exhibited, and inspect, examine, and copy the same</p> <p>(f) exercise other powers necessary to carry the Act into effect</p> <p>(g) take with him an interpreter</p> <p>(h) require the production of all pay-sheets or pay-books, and take copies of or extracts from the same</p>	<p>Every inspector may—</p> <p>(a) enter, inspect, and examine—</p> <p>(i) at any time any factory when he believes that any person is employed therein: and</p> <p>(ii) at all reasonable times any place which he believes to be a factory</p> <p>(b) take with him a constable if he apprehends any serious obstruction</p> <p>(c) make examination and inquiry to ascertain whether the provisions of the Act and of all health laws are complied with</p> <p>(d) report any breaches of the health laws</p> <p>(e) question every person whom he finds in a factory, or whom he believes to have been within the preceding two months employed in a factory</p> <p>(f) require the production of any document which is required by the Act to be kept or exhibited, and inspect, examine, and copy the same</p> <p>(g) exercise such powers and authorities as may be prescribed</p> <p>(h) take with him an interpreter</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
8. <i>Notices to be posted up in or about a Factory</i>	A copy of the Act and Regulations must be posted up in a conspicuous place at or near the entrance, also a notice containing— (a) the name and address of the inspector for the district (b) the usual working hours and time allowed for meals for— (i) adult males (ii) boys under 16 years of age and all females	Notices in legible Roman characters must be posted up— (a) in some conspicuous place near the entrance containing— (i) the name and address of the inspector and of the certifying medical practitioner for the district (ii) the holidays and working hours (iii) prescribed portions of the Act and Regulations (b) near the outside of the principal outer door—containing the name of the occupier (c) in an approved place a record of all fines levied	A notice must be posted up at or near the entrance showing— (a) the name and address of the inspector (b) the ordinary working hours and the time allowed for meals for— (i) boys under 16 years (ii) females (iii) all other employees (c) the maximum number of persons who may be employed in each room
9. <i>Remedying Defects, Nuisances, etc.</i>	(a) If, in the opinion of an inspector a place is unfit to be used as a factory, he must request the occupier to comply with the requirements specified by him to make such place fit for occupation (b) The occupier may appeal to the Minister, whose decision is final (c) If an inspector reports that no requirements will render a place fit for use as a factory, the Minister may make an order forbidding the use of such place as a factory	(a) Where a factory is dilapidated, unsafe, unfit for use, injurious to health, or insufficiently provided with sanitary arrangements, appliances for the extinction of fire, or means of egress, the chief inspector must notify the occupier and the municipal council, and, unless he hears within two months from the council that the defects are remedied, the occupier must be summoned to show cause why the registration should not be cancelled (b) Any sanitary defects in a factory must be reported by an inspector to the municipal council, which must take action to enforce the provisions of the Health Act	(a) An inspector may notify an occupier to provide additional sanitary conveniences, where the existing number is insufficient (b) If in any building, yard, or place adjoining a factory there exists a nuisance or other sanitary defect likely to injuriously affect the proper sanitation thereof or the health of the employees, an inspector or health officer may require the owner or occupier of such building, etc., to abate such nuisance or amend such defect within the time named in the requisition
10. <i>Cleanliness of Factories</i>	(a) Every factory must be kept in a cleanly state and free from effluvia arising from any drain, closet, urinal, or other nuisance (b) Floors and windows must, when ordered by an inspector, be washed with hot water and soap every four weeks (c) Seats and floors of closets, lavatories, and dressing rooms must be scrubbed every week (d) Urinals, sinks, and wash basins must be cleansed every day	(a) Every factory must be kept in a cleanly state and free from any effluvia arising from any drain, privy, urinal, or nuisance (b) Floors and windows must, when required by the chief inspector, be washed with hot water and soap (c) Seats and floors of privies must be scrubbed every week (d) Urinals must be flushed with water every day	(a) Everything and every place must be kept in a cleanly state, free from any smell or nuisance arising from any drain, lavatory, privy or other convenience, and free from any accumulation or deposit which is a nuisance (b) Floors and windows must be washed with hot water and soap once a month, and when required by an inspector (c) Floors and seats of closets and floors of urinals must be scrubbed once a week (d) Urinals must be flushed with water every day
11. <i>Painting or Limewashing</i>	All inside walls, ceilings, passages and staircases must be either— (a) varnished or painted with oil every seven years, and washed with hot water and soap every 14 months; or (b) limewashed, or washed with some approved liquid every 14 months (bakehouses in municipalities every 6 months); or (c) if papered, be repapered at such times as an inspector may direct	All inside walls, ceilings, passages and staircases must be either— (a) painted with oil or varnished every seven years and washed with hot water and soap every 14 months (bakehouses every 6 months); or (b) limewashed or washed with some other approved material every 14 months (bakehouses every 6 months)	All inside walls, ceilings, passages and staircases must be either— (a) varnished or painted with oil, if required by an inspector, every five years, and washed with hot water and soap every 12 months; or (b) limewashed or washed with some approved liquid every 12 months (bakehouses every 6 months); or (c) if papered, repapered at such times as an inspector may direct An occupier may appeal to the nearest industrial or police magistrate

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>Notices in legible characters must be posted up—</p> <p>(a) in some conspicuous place in the factory containing—</p> <p>(i) the name and address of the inspector for the district</p> <p>(ii) the holidays and working hours</p> <p>(iii) the times for starting and ceasing work and for meals</p> <p>(iv) copies of prescribed parts of the Act and Regulations</p> <p>(v) the name and address of the certifying medical practitioner</p> <p>(b) in some approved place, containing the name of the occupier</p> <p>(c) in some approved place, containing details of all fines levied</p>	<p>A notice must be posted in a conspicuous place containing—</p> <p>(a) name of occupier</p> <p>(b) situation of factory</p> <p>(c) nature of work carried on</p> <p>(d) name and address of inspector</p> <p>(e) ordinary working hours for—</p> <p>(i) boys under 16 years and females</p> <p>(ii) males over 16 years</p> <p>(f) time allowed for meals</p> <p>(g) day for half-holiday</p> <p>(h) holidays allowed during year</p> <p>(i) maximum number of persons that may be employed in a room</p>	<p>Notices in legible characters must be posted up—</p> <p>(a) in a conspicuous place containing—</p> <p>(i) the name and address of the inspector</p> <p>(ii) number of persons who may be employed in each room</p> <p>(iii) dimensions of each room</p> <p>(iv) working hours, time for meals, and holidays for—</p> <p>(i) males over 16 years of age</p> <p>(ii) males under 16 and females</p> <p>(b) in an approved place, containing the name of the occupier</p>
<p>(a) Written notice must be given by the chief inspector to the occupier of a factory which is (i) dilapidated or (ii) unsafe or (iii) unfit for use, or (iv) injurious to health or (v) insufficiently provided with urinals or privies, appliances for extinguishing fire, sufficient means of egress or natural light, where reasonably practicable</p> <p>(b) Unless the improvements are completed within the period stated in the notice, the occupier may be summoned to show cause why the registration of his factory should not be cancelled</p>	<p>(a) If an inspector is of opinion that a factory, the registration of which is applied for, is defective in any material respect, he must inform the applicant that such factory will not be registered until the defects are remedied. An appeal to the nearest Local Court is allowed</p> <p>(b) If in any building, yard, or place adjoining a factory there exists any nuisance or sanitary defect likely to injuriously affect the sanitation of the factory or the health of the employees, an inspector may require the owner or occupier of such building to abate such nuisance or remedy such defect</p>	<p>Same as South Australia</p>
<p>The occupier of a factory must keep the same clean and free from effluvia arising from any drain, privy, urinal, or nuisance</p>		<p>(a) A factory must be kept clean and free from effluvia arising from any drain, privy, urinal, or nuisance</p> <p>(b) Floors, internal wood work and windows must be kept clean, and, when so ordered by an inspector, washed with water and soap</p> <p>(c) Seats and floors of privies must be scrubbed every week</p> <p>(d) Urinals must be thoroughly cleansed with water every day</p>
<p>(a) The chief inspector may require the internal walls and ceilings of a factory to be lime washed or washed with some approved liquid, if they have not been painted or varnished within the preceding 7 years: if so varnished or painted they must be washed with hot water and soap every 2 years</p> <p>(b) An appeal to the Minister is allowed</p> <p>(c) In bakehouses painting or varnishing must be renewed every 7 years and washed every 12 months, or timewashing must be carried out every 6 months</p>		<p>(a) The chief inspector may require the internal walls and ceilings to be washed unless they have been painted or varnished within 7 years, and such as are so painted or varnished to be washed every 14 months</p> <p>(b) An appeal to the Minister is allowed</p> <p>(c) The internal walls and ceilings of bakehouses must be painted, varnished, or washed, and where paint or varnish is used, the same must be renewed every 7 years and washed every 12 months</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
12. <i>Factories exempted from Painting or Lime-washing</i>	Blacksmiths', agricultural implement makers', and wheelwrights' shops, foundries, flour-mills, saw-mills, flax-mills, freezing rooms, bone-mills, seed-cleaning mills, tanneries, rope walks, soap and candle works, smelting works, brick and tile works, potteries, hay and corn and chaff-cutting, corn-crushing, wool-washing, and boiler-making establishments, malt-houses, breweries, cheese and sugar refining factories, sugar-mills and shearing sheds, and any factories exempted by the Minister	Blacksmiths', agricultural implement makers', and wheelwrights' shops, foundries, flour-mills, saw-mills, bone-mills, tanneries, rope walks, smelting works, hay and corn, chaff-cutting, corn-crushing, wool-washing, and boiler-making establishments, and any factories exempted by the Minister on the recommendation of the Board of Public Health	A special exemption may be granted by the Minister when it appears that any of the provisions are not required or are by reason of special circumstances inapplicable
13. <i>Air Space and Ventilation</i>	Every factory and every room therein— (a) must contain not less than 400 cub. ft. of space for each person, in the calculation of which the maximum height taken is 14 ft. (b) must, when required by an inspector, be provided with openings for the inlet and outlet of air, each not less than 12 sq. in. for each person employed	(a) To a height of 13 feet, the free air space must amount to at least 400 cub. ft. per person employed (b) Where there is no mechanical ventilation, each workroom must be provided with inlet and outlet openings, each not less than 12 sq. in. for each person employed in such workroom	(a) Every factory must contain not less than 400 cub. ft. of space (maximum height taken 13 ft.) nor less than 25 sq. ft. of floor area for each person (b) Every factory must, when required by an inspector, be provided with inlet and outlet openings, each not less than 12 sq. in. for each person
14. <i>Sanitary Arrangements</i>	(a) <i>Privies</i> .—One for every 15 persons of each sex within the City of Sydney, and one for every 20 elsewhere. (b) <i>Urinals</i> .—When required by an inspector, in such proportion as he may specify	(a) <i>Privies</i> .—One for every 20 persons of each sex or fraction thereof, but number for over 20 persons reduced when there is sewerage connexion (b) <i>Urinals</i> .—One to every 45, and smaller proportion where over 45	(a) <i>Privies</i> .—One to every 15 females or 20 males, separated (b) <i>Urinals</i> .—Where 2 or more males or 12 or more females are engaged, one for every 40 persons
15. <i>Lavatory Accommodation</i>	In every factory, lavatory or wash-basins must be provided in the proportion of one basin to every 20 persons of each sex, and where the total number of persons of either sex exceeds 100, one to every 25	Lavatories must be provided for females in the proportion of one basin for every 20 females. When considered necessary, they must also be provided for males, in the same proportion	Proper lavatory accommodation must be provided, and the basins must be not fewer in number than one to every 20 employees
16. <i>Dressing Rooms</i>	Where a change of dress of any females is necessary, the occupier must, at the request of the Minister, provide a dressing-room with a floor area of not less than 64 sq. ft.	If any manufacture necessitates a change of dress by females, a dressing-room for their use must be provided	The chief inspector may direct an occupier to provide suitable rooms or places in which employees may change their apparel
17. <i>Sitting Accommodation</i>	Sitting accommodation must be provided for all females in the proportion of one seat to every three females employed		Sitting accommodation must be provided for all female employees in the proportion of one seat to every three females
18. <i>Provision for taking Meals</i>	The Minister may prohibit the taking of meals in any room while work is being carried on therein, and may require that a suitable eating-room be provided	(a) No person may take meals in any room in which any manufacturing process or handicraft is being carried on unless the factory is of open construction and exempted by the chief inspector (b) A meal room must be provided where the trade is declared by the Governor to be noxious	(a) Wherever practicable, provision must be made for allowing employees separate and suitable places for partaking of refreshments (b) The chief inspector may prohibit the taking of meals in any room while work is actually being carried on therein and may direct the occupier to provide a meal-room

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—continued.

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
Blacksmiths', agricultural implement makers', and wheelwrights' shops, foundries, saw-mills, bone-mills, tanneries, rope walks, smelting works, chaff-cutting, corn-crushing, wool-washing, or boiler-making establishments		Blacksmiths', agricultural implement makers' and wheelwrights' shops, foundries, saw-mills, rope walks, smelting works, chaff-cutting, corn-crushing, wool-washing, and boiler-making establishments
Every factory— (a) must contain at least 400 cub. ft. of clear air space (maximum height taken 14 ft.) for each person; and (b) must be provided with inlet and outlet openings, each not less than 12 sq. in. for each person	(a) Every factory must have such reserved space as determined by the chief inspector, but not less than 350 cub. ft. for each person (maximum height taken, 14 ft.) (b) Every factory must be provided, when required by an inspector, with inlet and outlet openings, each not less than 12 sq. in. for each person employed	Same as South Australia
(a) <i>Privies</i> .—One for every 20 or fraction of 20 persons employed of each sex (b) <i>Urinals</i> .—As prescribed	(a) <i>Privies</i> .—(i) If connected with sewerage, one for every 20 males or 25 females; (ii) if otherwise, one for every 10 males or 15 females, where the number employed does not exceed 100 (b) <i>Urinals</i> .—Where more than 6 males are employed, as prescribed by an inspector	(a) <i>Privies</i> .—One for every 25 persons of each sex or fractional part up to 100 persons, then one for every additional 40 or fractional part (b) <i>Urinals</i> .—One for every 20 males
	In every factory there must be not less than one wash-basin for every 20 persons employed	In every factory where females are employed, there must be provided not less than one lavatory basin for every 20 females employed
	Where a change of dress on the part of women is necessary or desirable, the occupier must, at the request of the chief inspector, provide a suitable furnished dressing-room for them	In a factory in which any manufacture is carried on necessitating a change of dress by females, a dressing-room must be provided for them
	Same as Queensland	
(a) No person may take a meal in a room— (i) in which any manufacturing process or handicraft is then being carried on; or (ii) in which persons employed are then engaged in their employment (b) Where any employment is declared by the Governor to be noxious, a meal-room must be provided	(a) No person may take a meal in any room in which work is being or within the previous two hours has been carried on (b) When the number of women and boys employed exceeds six, a proper meal-room must be provided, unless an inspector authorizes a place of shelter	(a) No person may take a meal in a room— (i) in which any manufacturing process or handicraft is then being carried on; or (ii) in which persons employed are then engaged in their employment unless exempted by the chief inspector (b) Where a noxious or offensive trade is carried on, a meal-room must be provided

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
19. Intervals for Meals	No male under 18 and no female may be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal	No male under 18 and no female may, except on half-holidays, be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal	No male under 16 and no female may be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal
20. Prevention of Dust, etc.	Where dust is generated and inhaled to an injurious extent, or where atmospheric humidity is artificially produced whereby the health of the employees is injuriously affected, an inspector may require that a fan or other means of prevention be provided	Where dust is generated and inhaled to an injurious extent, an inspector may direct that a fan or other mechanical means for preventing such inhalation be provided within a reasonable time	Where danger to the health of any employee is likely to arise from the process carried on or from insufficient air or from other cause, an inspector may order the occupier to provide a fan or other efficient appliances, but the matter may be referred to the nearest industrial or police magistrate for decision
21. Protection from Fire	(a) Where ten or more persons are employed, main inside and outside doors must open outwards, and all doors must be kept unlocked during working hours (b) When required by an inspector, a 3-in. hydrant must be provided, with hose and buckets, or chemical fire extinguishers (c) Where there is more than one story, external stairs or ladders must be provided	(a) All doors, passages, and staircases must be kept clear and free from obstruction (b) A primary and alternative escape must be provided for every floor above the ground floor, except in the case of a wooden building in which not more than twenty persons are employed above the ground floor, or a brick building of not more than two floors above the ground floor where not more than 150 persons are similarly employed (c) 1½-in. pipes with cocks and hose or fire buckets or extinguishers must be provided	(a) Every factory two or more stories in height must be provided with reasonable means of escape (b) Where ten or more persons are employed, the main inside and outside doors must open outwards (c) No doors or passages may be locked, bolted, or barred during working hours (d) All proper and necessary precautions and means for preventing and extinguishing fires must be provided, and such fire escapes as an inspector may direct
22. Safeguarding Machinery, etc.	(a) The traversing carriage of any self-acting machine must not run out within 18 inches from any fixed structure, if any person is likely to pass within such space (b) All dangerous parts of machinery must be fenced in (c) An inspector may notify an occupier to fence dangerous machinery, but the matter may be referred to arbitration (d) The Minister may prohibit the use of dangerous machinery or mill-gearing (e) Openings of hoistways, elevators, or lifts and well-holes must be protected with safeguards	(a) Guards must be provided for— (i) all dangerous parts of the machinery (ii) all dangerous appliances (iii) all dangerous parts of the factory (iv) chaff-cutting machines wherever situated (b) The Minister may direct— (i) the occupier to take such steps as he deems necessary to prevent the occurrence of accidents (ii) that any specified machine or appliance must not be used in or in connexion with any specified factory	
23. Records of Employees	(a) A record must be kept of the names of all employees, together with the ages of all employees under 21 years of age, and such record or summary thereof, as the Minister may determine, must be forwarded to an inspector at such times as may be directed by him (b) The occupier must, if so required by the Minister, furnish to him a scale of the wages paid to his employees, and the rates for piece-work to the persons working in and in connexion with the factory	(a) A record must be made and forwarded to the chief inspector within seven days of the 1st January showing the number of persons employed during the first week in December and giving in detail— (i) name of each employee (ii) description of work done by each (iii) hours worked during the week (iv) amount of week's earnings on wages or piece-work for males and females over and under 21 years of age separately	(a) Separate records must be kept for male and female employees showing for each— (i) name (ii) date of engagement (iii) date of leaving employment (iv) age, if under 21 years (v) kind of work done (vi) ordinary working hours (vii) wages, overtime rates, and average weekly earnings of time and piece workers separately (b) Records must be transmitted to an inspector on demand, and a copy sent annually to an inspector before the 7th April

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>No male under 16 and no female may be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal</p>	<p>Every worker (except in a continuous process plant) is entitled to three-quarters of an hour for a meal between noon and 3 p.m. and 5 p.m. and 8 p.m., and no worker may work for more than 5 hours (woman or child $4\frac{1}{2}$ hours) without such meal-time</p>	<p>No person may be employed continuously for more than 5 hours without an interval of 1 hour for a meal</p>
<p>The chief inspector may order that a fan or other mechanical means for preventing the inhalation of dust be provided, when any process is carried on by which dust is inhaled by the workers and such inhalation can to a great extent be prevented</p>	<p>An inspector may require the occupier to supply fans or other efficient appliances to carry off and render harmless all gases, vapours, dust, and impurities generated which are injurious to health</p>	<p>The chief inspector may order that a fan or other mechanical means for preventing inhalation of dust be provided, also that respirators and eye-guards be provided by the occupier and used by the workers</p>
<p>(a) All doors, passages, and stair-cases must be kept free from obstruction (b) Fire-buckets or extinguishers must be provided (c) On every floor above the first a water pipe of not less than 1½ inches in diameter must be kept with taps and hose</p>	<p>In every factory in which more than fifteen persons are employed— (a) efficient fire-escapes must be provided for every work-room above the ground floor (b) every door, when an inspector so requires, must open outwards (c) all doors, passages, and stair-cases must be kept clear and unfastened during working hours (d) reasonably efficient means for extinguishing fires must be provided</p>	<p>(a) All doors, passages, and stair-cases must be kept free from obstruction (b) Doors and gates forming exits must open outwards (c) Alternative means of escape must be provided for every floor above the ground floor, unless under certain circumstances one stairway out of two is fire-isolated (d) hydrants and hose or mechanical sprinklers or chemical extinguishers or fire-buckets must be provided</p>
<p>(a) The traversing carriage of any self-acting machine must not run out within 18 inches from any fixed structure if any person is likely to pass within such space (b) All dangerous parts of machinery must be fenced in (c) An inspector may require an occupier to safeguard any vat, structure, stairway, or place, but the matter may be referred to arbitration (d) Openings of hoistways, lifts, well-holes, or stairways must be safeguarded (e) Machinery which is dangerous to life or limb or which is prohibited by the Minister must not be used (f) No dangerous lift may be used</p>	<p>(a) Persons employed about aerated water-bottling machines must have their faces and heads suitably protected (b) The opening of every hoistway, lift, well-hole, or stairway must be safeguarded (c) No unsafe elevator or lift may be used (d) An inspector may require dangerous receptacles to be fenced in</p>	
<p>(a) Record must be kept showing— (i) name of each employee (ii) age of each employee under 21 years of age (iii) work of each employee (iv) number of hours worked by each employee (v) wages rate per week of each employee (vi) piece-work average earnings of each employee (vii) date of discharge (if any) (b) Record must be produced when demanded by an inspector, and sent to the chief inspector during the first week of December</p>	<p>(a) Every occupier must keep a record showing— (i) name, age, and sex of every person employed (ii) nature of work done by each person (iii) hours and overtime worked (iv) ordinary and overtime wages of persons employed (v) date of engagement and of leaving employment of each person (b) Record must be produced whenever demanded by an inspector, and copy forwarded annually of prescribed particulars to the chief inspector</p>	<p>(a) Every occupier must keep a record showing— (i) names of persons employed (ii) number of persons of each sex and age under 21 years of age, and number of years at trade if under 21 years (iii) work done by each person (iv) hours of work (v) daily or weekly earnings on wages or piece-work (vi) date (if any) of leaving employment (b) Record must be produced when required, and a copy sent annually to the chief inspector</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—Factories—			
24. Records and Registration of Outworkers	A record must be kept and forwarded to an inspector, when required, of— (a) the name and address of every outworker (b) the age of each outworker under 21 years (c) the kind of work done by each (d) the amount of weekly earnings on wages or piece-work	(a) A record must be kept of the description and quantity of work done outside, and of the name and address of the outworker and the prices paid. Such record must be open to an inspector, and a copy forwarded to the chief inspector when demanded (b) Every outworker must register his name and address with the chief inspector	(a) A record must be kept and forwarded quarterly to an inspector showing— (i) the name and address of each person employed (ii) the situation of the place where the work is done (iii) the kind of work done by each person (iv) the quantity of work done weekly (v) the remuneration paid (b) Members of a family may obtain a permit to work together at home (c) Every outworker must register his name and address with an inspector
25. Definition of "Child"	Any person under the age of 14 years	A boy under the age of 14 years or a girl under the age of 15 years	Any person under the age of 14 years
26. Prohibition of Child Labour, etc.	(a) No child under 14 years of age may be employed, unless by special permission of the Minister, which must not be given to a child under 13 (b) The Minister may prohibit the employment of males under 16 and of females in any undesirable work	(a) No male child under 14 years or female child under 15 years of age may be employed, but the chief inspector may grant permission to work to a female child over 14 who is not required to attend school (b) The Governor may prohibit the employment of persons under 18 years about dangerous machinery	(a) No child under 14 years of age may be employed except in cases where the Minister grants special permission, but such permission may not be granted to any child under 13 years of age (b) The Minister may prohibit the employment of males under 16 and females in unhealthy processes
27. Certificates of Physical Fitness	A person under 16 years must not be employed in certain scheduled factories unless he has obtained a certificate of fitness from a legally qualified medical practitioner	Every employee under 16 years must obtain a certificate of fitness from a certifying medical practitioner for the district before being employed in certain scheduled factories or if required by the chief inspector	A person under 16 years must not be employed in scheduled classes of factories unless he has obtained from a legally qualified medical practitioner a certificate of his fitness for employment in such factory
28. Prohibition of Employment of Women before or after Confinement	No female may be employed during the four weeks immediately after her confinement		
29. Prohibition of Employment of— (a) Males under 14 years			
(b) Males under 16 years	(a) In the part of the factory in which the process of melting or annealing glass is carried on (b) In a part of a factory in which there is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (c) Where continuous casting from molten lead is carried on in a printing establishment (d) The care or working of any elevator or lift	(a) In a part of a factory in which there is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (b) As type-setter in a printing office for longer than 8 hours, or between 6 p.m. and 6 a.m., except in case of emergency with the permission of the Minister	(a) In any part of a factory in which wet spinning is carried on unless means are taken against wetting (b) In the process of bronzing (unless an approved machine is used) (c) In the silvering of mirrors by the mercurial process (d) In the making of lead-headed nails (e) In the making of white lead (f) In dry grinding in the metal trade (g) In any part of a factory in which melting or annealing glass is carried on

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) A record must be kept showing— (i) the name and address of each outworker (ii) the description and quantity of work done (iii) the price paid for such work A copy must be sent annually during the first week in December to the chief inspector and be published in the Gazette (b) Every outworker must register his name and address with the chief inspector</p>	<p>(a) A record must be kept showing— (i) the name and address of each outworker (ii) the place where work is done (iii) the quantity and kind of work done (iv) the rate of payment (b) Every outworker who prepares or manufactures clothing, wearing apparel, curtains, cushions, or upholstery must register with the chief inspector— (i) his full name (ii) the premises where the work is to be carried out (iii) the number of persons to be employed</p>	<p>A record must be kept and forwarded annually during the first week in December to the chief inspector showing— (a) the name and address of each outworker (b) the description and quantity of work done (c) the average earnings per week (d) the percentage of work done outside the factory</p>
A person under the age of 13 years	A male person under the age of 14 years or a female under the age of 15 years	A person under the age of 14 years
<p>(a) No child under 13 years of age may be employed, who has not— (i) passed the compulsory educational standard; and (ii) obtained the permission of the chief inspector to be employed (b) The Governor may prohibit the employment of persons under 16 years about dangerous machinery</p>	No male child under 14 years or female child under 15 years may be employed	No child under 14 years of age may be employed
Every employee under 16 years must obtain a certificate of fitness from the certifying medical practitioner for the district	An inspector may require any person under 16 years, whom he deems to be physically unfit, to produce a certificate of fitness from a medical officer of health	Every employee under 16 years must obtain from a medical practitioner a certificate of fitness— (a) in cases of employment in certain scheduled trades (b) in cases where the chief inspector requires the same
	No woman may be employed during the six weeks immediately prior to or after her confinement	
<p>(a) In any part of a factory in which the process of melting or annealing glass is carried on (b) In fustian cutting or grinding in the metal trades</p>		
<p>(a) In any part of a factory in which is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (b) As type-setter in a printing office for longer than 8 hours in a day or between 6 p.m. and 6 a.m., except with permission of the chief inspector</p>	In any part of a factory in which the dipping of lucifer matches is carried on	<p>(a) In any part of a factory in which is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (b) As type-setter in a printing office— (i) for longer than 8 hours in any one day; or (ii) between 9 p.m. and 6 a.m. unless the chief inspector grants a certificate of exemption</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACORIES—			
<i>(c) Males under 18 years</i>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Working between the fixed and traversing part of any self-acting machine in motion</p>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process</p> <p>(ii) making white lead</p> <p>(b) In any part of a factory in which wet-spinning is carried on, unless sufficient means are employed to prevent wetting</p> <p>(c) Cleaning mill-gearing in motion</p> <p>(d) Working between the fixed and traversing part of a self-acting machine while in motion</p>	..
<i>(d) Females under 14 years</i>
<i>(e) Females under 16 years</i>	<p>(a) In a part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p> <p>(b) Where continuous casting from molten lead is carried on in a printing establishment</p>	<p>(a) In a part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p>	..
<i>(f) Females under 18 years</i>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) In the part of a factory in which the process of melting or annealing glass is carried on</p> <p>(c) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process</p> <p>(ii) making white lead</p> <p>(b) In a part of a factory in which melting or annealing glass is carried on</p> <p>(c) As typesetter in a printing office for longer than 8 hours, nor between 6 p.m. and 6 a.m. except with the permission of the Minister</p> <p>(d) Lifting or carrying a greater weight than 25 lbs.</p>	..
<i>(g) All Females</i>	<p>(a) The care or working of any elevator or lift</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Working between the fixed and traversing part of a self-acting machine while in motion</p>	<p>(a) In any part of a factory in which wet spinning is carried on unless sufficient means are employed to prevent wetting</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Working between the fixed and traversing part of a self-acting machine while in motion</p>	<p>(a) In any part of a factory in which wet spinning is carried on unless sufficient means are employed to prevent wetting</p> <p>(b) In the process of bronzing (unless an approved machine is used)</p> <p>(c) In silvering mirrors by the mercurial process</p> <p>(d) In making white lead</p> <p>(e) In making lead-headed nails</p> <p>(f) In dry grinding in the metal trade</p> <p>(g) In any part of a factory in which melting or annealing glass is carried on</p>
<i>30. Working Hours of Females and Young Persons</i>	No male under 16 years of age and no female may be employed for more than 48 hours in any one week	No male under 16 and no female may be employed— (a) for more than 48 hours in a week (b) for more than 10 hours in a day	No male under 16 and no female may be employed— (a) for more than 48 hours in a week (b) for more than 10 hours in each 24 hours (c) after 1 p.m. on the weekly half-holiday for shops

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) In any part of a factory in which wet-spinning is carried on unless sufficient means are used to prevent wetting</p> <p>(b) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(c) Care or working of an elevator or lift</p> <p>(d) Cleaning mill-gearing while in motion</p> <p>(e) Working between the fixed and traversing part of a self-acting machine while in motion</p>	<p>(a) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Care, custody, management, or working of any elevator or lift, unless exempted by the chief inspector</p>	<p>(a) In any part of a factory in which wet-spinning is carried on unless the prescribed precautions are taken against wetting</p> <p>(b) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead; or</p> <p>(iii) lead-glazing of pottery</p>
In fustian-cutting or any grinding in the metal trades		
<p>(a) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p> <p>(b) In any part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p>	<p>(a) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p> <p>(b) In any part of a factory in which the dipping of lucifer matches is carried on</p> <p>(c) As a type-setter in a printing office</p>	<p>(a) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p> <p>(b) In any part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p> <p>(c) In any part of a laundry</p>
<p>(a) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Under 20 years lifting or carrying a greater weight than 25 lbs.</p>	<p>(a) In any part of a factory in which the process of melting or annealing glass is carried on</p> <p>(b) The care or working of an elevator or lift unless exempted by the chief inspector</p>	
<p>(a) In any part of a factory in which wet spinning is carried on unless sufficient means are used to prevent wetting</p> <p>(b) The care or working of an elevator or lift</p> <p>(c) Cleaning mill-gearing while in motion</p> <p>(d) Working between the fixed and traversing part of a self-acting machine while in motion</p> <p>(e) As typesetter for more than 8 hours or between 6 p.m. and 6 a.m.</p>	<p>(a) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Cleaning mill-gearing while in motion</p>	<p>(a) In any part of a factory in which wet spinning is carried on unless prescribed means are used to prevent wetting</p> <p>(b) In any part of a factory in which is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead; or</p> <p>(iii) lead-glazing of pottery</p> <p>(c) In any part of a factory in which any offensive trade except candle-making and soap-boiling is carried on</p> <p>(d) As typesetter for longer than 8 hours or between 9 p.m. and 6 a.m.</p>
<p>No male under 16 and no female may be employed for more than—</p> <p>(a) 48 hours in any one week; or</p> <p>(b) 10 hours in any one day</p>	<p>No male under 16 and no female may be employed—</p> <p>(a) for more than 44 hours in any one week</p> <p>(b) for more than 8½ hours in any one day</p> <p>(c) on any holiday or after 1 p.m. on the weekly half-holiday</p>	<p>No male under 16 and no female may be employed—</p> <p>(a) for more than 48 hours in any one week</p> <p>(b) for more than 10 hours in any one day</p> <p>(c) after 1 p.m. on one working day in each week</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACORIES—			
31. <i>Maximum Number of Hours Overtime allowed for Males under 16 and Females</i>	Three hours in any day on not more than 30 days in a year or, when the Minister is satisfied, 60 days. Not more than three consecutive days with overtime allowed	(a) Fifty-seven hours in any week or not more than 8 weeks in a year (b) Ten hours on any one day. Consent of employee must be obtained	Three hours in any day, on not more than two consecutive days and on not more than 40 days in a year, and aggregate hours worked in a week must not exceed 56. Consent of inspector must be obtained
32. <i>Rates of Pay for Overtime for Males under 16 and Females</i>	Time and a half, but not less than 3d. per hour	Time and a half on wages rates or 3d. per hour extra on piece-work prices	(a) <i>Time-workers.</i> —Time and a half (b) <i>Piece-workers.</i> —3d. an hour in addition to piece-work rates, but in no case may the payment be less than 6d. per hour
33. <i>Minimum Allowance for Tea-money—Males under 16 and Females</i>	Sixpence	One shilling	Sixpence
34. <i>Minimum Wage (Juniors)</i>	Four shillings per week	Two shillings and sixpence per week	Seven shillings and sixpence per week
35. <i>Payment of Wages</i>	..	All wages due to every person employed in an occupation subject to any determination of a Wages Board must be paid at least once in every fortnight	..
36. <i>Prohibition of Premiums and Bonuses</i>	No premium or bonus may be given or received for the engaging or employing of any female in preparing or manufacturing articles of clothing or wearing apparel for trade or sale	No premium or bonus may be given or received for engaging or employing any female as an apprentice or improver in preparing or manufacturing articles of clothing or wearing apparel	No person, without the consent of an inspector, may require or permit any person to give, or may receive any premium or bonus for engaging or employing any male under 16 years or female under 21 years in any factory
37. <i>Limitation of Night-work</i>	No male under 16 or female may be employed between 6 p.m. and 6 a.m. unless in the case of overtime	(a) No male under 16 and no female may work later than 9 p.m. (b) No female under 16 may work between 6 p.m. and 6 a.m.	No male under 16 and no female under 18 may be employed between 6 p.m. and 6 a.m.
38. <i>Hours of Employment in Chinese and certain other Factories</i>	Where any Chinese works, and in any furniture factory no work may be done on— (a) Mondays to Fridays before 7.30 a.m. or after 6 p.m. (b) Saturday, before 7.30 a.m. or after 1 p.m. (c) Sunday	In a factory in which any Chinese person is employed and in a furniture factory, no person may work before 7.30 a.m. or after 5 p.m. or on a Saturday after 2 p.m. or on a Sunday at any time	..
39. <i>Stamping Furniture</i>	..	(a) All furniture made in the State must be stamped with the manufacturer's name and address and either— (i) "European labour only" if made solely by European labour; or (ii) "Chinese labour" if made solely by Chinese labour; or (iii) "European and other labour" if made partly by each kind of labour (b) Imported furniture must be stamped "imported furniture"	(a) All furniture made in Queensland, must be stamped with the maker's mark, and with either— (i) "European labour only" if made solely by European labour; or (ii) "Chinese labour" if made solely by Chinese labour; or (iii) "European and other labour" if made partly by each kind of labour (b) Imported furniture must be stamped "imported furniture"

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
(a) Fifty-five hours in one week, but the aggregate number over 48 hours per week must not exceed 100 hours in any one year (b) Minister may allow up to 3 hours in a day and 66 hours in a week	Two hours in any day on not more than two consecutive days in a week or on more than 52 days in a year. No overtime allowed on a holiday or half holiday	Fifty-five hours in one week, but the aggregate number of hours above 48 per week must not exceed 200 hours in any one year
(a) <i>Wage-workers</i> .—Time and a quarter (b) <i>Piece-workers</i> .—Rate and a quarter	(a) <i>Piece-workers</i> .—Rate and a half (b) <i>Time-workers</i> .—Minimum 6d. per hour where wages do not exceed 10s. a week, otherwise 9d. per hour	Time and a quarter for wage-workers and rate and a quarter for piece-workers
One shilling and sixpence		If earning less than 15s. a week, sixpence
Ten shillings per week	Ten shillings per week	Four shillings per week
	Payment of minimum wages must be made in full at not longer than fortnightly intervals	Payment of minimum wages must be made in full at not longer than fortnightly intervals
No person may require or permit any person to give or receive from any person any premium or bonus for engaging or employing a female as an apprentice or improver in preparing or manufacturing articles of clothing or wearing apparel	No premium in respect of the employment of any person may be paid or received by the occupier of any factory	No premium in respect of the employment of any person may be paid to or be received by an occupier of a factory
No male under 16 and no female may be employed after 9 p.m.	(a) No female may be employed between 6 p.m. and 8 a.m. (b) No male under 16 may be employed between 6 p.m. and 7.45 a.m.	No male under 16 and no female may be employed later than 9 p.m.
In a factory where any Chinese person is employed, no person may work— (a) on any day before 7.30 a.m. or after 5 p.m. (b) on a Saturday after 2 p.m. (c) on a Sunday	No person of Chinese or other Asiatic race may be employed for longer hours than women may be employed, nor before 8 a.m. or after 5 p.m.	
	All furniture, when manufactured in the State, must be stamped— (a) "European labour only" when made solely by European labour; or (b) "Asiatic labour" when made solely or partly by Asiatic labour	

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—			
1. <i>Acts in Force</i>	Factories and Shops Act 1912 Early Closing Acts 1899, 1900, 1906, 1910, 1915, 1919 Saturday Half-holiday Act 1910	Factories and Shops Acts 1915, 1919, 1920 (2), 1922	Factories and Shops Acts 1900, 1908, 1914, 1916 (2), 1920
2. <i>Application of Acts</i>	(a) The provisions of the Factories and Shops Acts apply to proclaimed districts (b) The provisions of the Early Closing Acts apply to the Metropolitan and Newcastle shopping districts, municipalities and any other area proclaimed to be a country shopping district	Except where otherwise expressly provided, the provisions of the Act apply to shops wherever situate in Victoria	The provisions of the Act extend to and are in force in such districts as the Governor may constitute
3. <i>Districts to which Early Closing Provisions apply</i>	(a) Metropolitan and Newcastle Districts (b) Country Districts include every other municipality and any other area proclaimed by the Governor	(a) Metropolitan District (b) Outside the Metropolitan District	The Governor may constitute the area within the boundaries of one or more Local Authorities to be a district
4. <i>Definition of a "Shop"</i>	"Shop" means any building or place, or portion of a building or place, in which goods are exposed or offered for sale by retail (<i>Factories and Shops Act</i>). Stalls, tents, vehicles, boats, and packs, also hairdressers', pawnbrokers', and undertakers' shops are included in and "by retail" omitted in <i>Early Closing Act</i>	"Shop" means any building or portion of a building or place, or any stall, tent, vehicle, or pack in which goods are exposed or offered for sale by retail, and includes hairdressers', barbers', boot repairers', dyers', and clothes cleaners' shops	"Shop" means any building or place, or portion of a building or place, or any stall, tent, vehicle, boat, or pack in or from which goods are sold or exposed or offered for sale by retail or wholesale, or are delivered or disposed of. The term includes hairdressers' and barbers' shops, but not commercial travellers' sample rooms
5. <i>"Scheduled" or Exempted Shops</i>	Chemists and druggists, private and public dispensaries, flower shops, fruit, vegetable, confectioners', newspaper and newsagents' shops, public houses, hotels, and wine shops, undertakers, restaurants, refreshment shops, eating-houses, fish shops, oyster shops, cooked provision shops	Bread shops, confectionery and pastry shops, eating-houses, fish and oyster shops, flower shops, fruit and vegetable shops, booksellers and newsagents' shops, cooked meat (other than tinned meat) shops	Chemists and druggists' shops, confectioners' shops, fish and oyster shops, fruit, vegetable, and temperance beverage shops, restaurants and refreshment shops, tobacconists' shops, booksellers, and newsagents and railway bookstalls, bread and biscuit shops, undertakers' establishments
6. <i>Registration of Shops</i>	..	Every shop must be registered within 14 days after occupation and fees paid annually before the 1st of March	Every shop must be registered not less than 7 days before being occupied, and a fee paid annually on or before the 31st January
7. <i>Appointment of Inspectors</i>	(a) The Governor may appoint inspectors of factories and shops (<i>Factories and Shops Act</i>) (b) The Minister may appoint members of the police force or other persons to be inspectors (<i>Early Closing Act</i>)	Subject to the Public Service Act the Governor may appoint a chief inspector and inspectors of factories and shops	The Governor may appoint a chief inspector and so many inspectors and other officers as may appear necessary for carrying into effect the provisions of the Act

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—continued.

South Australia.	Western Australia.	Tasmania.
SHOPS.		
Industrial Code 1920, 1921 Early Closing Acts 1911, 1912	Factories and Shops Acts 1920, 1922	Factories Acts 1910, 1911, 1917 Shops Closing Acts 1911, 1913
(a) The <i>Industrial Code</i> , in so far as it refers to shops, applies to the metropolitan and any proclaimed area (b) The <i>Early Closing Act</i> applies to the Metropolitan, the Murray Bridge, and other proclaimed shopping districts	The Act applies to the whole State, but the Governor may exempt any portion of the State from the operation thereof or of any portion of the Act	Both Acts apply to the whole State
(a) Metropolitan Shopping District (b) Murray Bridge Shopping District (c) Such Shopping Districts as may be constituted on petition to the Minister	(a) Metropolitan Shopping District (b) Any defined portion of the State proclaimed a shop district by the Governor	Municipalities
"Shop" means and includes— (a) the whole or any portion of a building, stall, tent, vehicle, platform, ship, boat, or pack, or any place in which goods are offered or exposed for sale (<i>Early Closing Act</i> 1912 adds "by retail") (b) a hairdresser's, pawnbroker's, or undertaker's premises	(a) "Shop" means any building or place or portion of a building or place, or any stall, tent, vehicle, or boat in or from which goods are sold or exposed or offered for sale by retail, and includes the so-called "Scheduled Shops" (b) "Warehouse" means any place where goods are sold or distributed by wholesale	"Shop" means place, building, stall, vehicle, or tent in which goods are offered or exposed for sale to the public, or a hairdresser's shop, or any portion of a building which is separated from the rest of a building by a substantial partition, and in which goods are offered or exposed as aforesaid, or in which a hairdresser's business is carried on
Chemists and druggists' shops, restaurants and eating-houses, cooked meats other than tinned meats, bakers' small goods and bread, fish and oyster shops, confectionery shops, non-alcoholic drink shops, fruit, flower, vegetable shops, railway bookstalls, undertakers' shops, public houses and wine shops, milk, tobacconists and hairdressers' shops	Bakers, newsagents' shops, stationers and booksellers, railway bookstalls, florists, confectioners, fruit, vegetable, milk shops, tobacconists, chemists or druggists, restaurants, coffee palaces, boarding-houses, refreshment shops, cooked meat shops, licensed hotels and wine shops, undertakers, newspaper offices	Florists, news-vendors, fish and oyster shops, vegetable, fruit shops, confectioners, licensed hotels and public houses, railway refreshment rooms, restaurants and tea rooms, milk vendors, cooked meat shops, undertakers
Every shop must be registered within 21 days after the occupier goes into occupation thereof	Every shop and warehouse must be registered within one month after going into occupation, and an annual fee paid on or before the 31st December	Ordinary shops are not registered, but small shops and shopkeepers of such shops must be registered annually with the chief inspector of factories
(a) The Governor may appoint a chief inspector and inspectors (<i>Industrial Code</i>) (b) The chief inspector of factories is to be chief inspector of shops, and the Governor may appoint inspectors of shops (<i>Early Closing Act</i>)	(a) The Governor may appoint a chief inspector of factories (b) The Minister may appoint persons of either sex to be inspectors of factories (c) The inspection of shops is under the jurisdiction of these inspectors	(a) The Governor may appoint a chief inspector and other inspectors of factories (<i>Factories Act</i>) (b) Every member of the police force is without further appointment an inspector under the <i>Shops Closing Act</i>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
8. Inspection of Shops	<p>Every inspector has power—</p> <p>(a) to enter, inspect, and examine, at all reasonable hours by day or night, any shop when he believes that any person is employed, and to enter by day any place which he believes to be a shop</p> <p>(b) to take with him an officer of health, or inspector of nuisances, or interpreter, or constable</p> <p>(c) to require the production of and examine any documents required to be kept</p> <p>(d) to ascertain whether the provisions of any <i>Public Health Act</i> are complied with</p> <p>(e) to examine any employee</p> <p>(f) to conduct prosecutions</p> <p>(g) to exercise all other necessary powers under the Act</p>	<p>Every inspector has power—</p> <p>(a) to enter at all reasonable times any shop and to examine any employee</p> <p>(b) to enter, inspect, and examine at all reasonable times by day or night any place in which he believes that any person is employed at board rates</p> <p>(c) to require the production of all pay-sheets or books relating to employees paid at board rates</p> <p>(d) to require the production of the certificate of registration and other documents required by the Act</p> <p>(e) to examine any employee believed to have been employed during the preceding two months at board rates</p> <p>(f) to exercise other necessary powers under the Act</p>	<p>An inspector may—</p> <p>(a) enter, inspect, and examine, at all reasonable hours by day or night, any shop and any place which he believes to be a shop</p> <p>(b) take with him a legally-qualified medical practitioner and a member of the police force</p> <p>(c) ascertain whether the provisions of the Act and of any <i>Health Act</i> are complied with</p> <p>(d) examine any employee or any person whom he believes to have been an employee within the preceding two months</p> <p>(e) require the production of any documents required by the Act</p> <p>(f) exercise other necessary powers under the Act</p>
9. Notices to be posted up in a Shop		<p>Notices must be posted up—</p> <p>(a) at or near the entrance containing—</p> <p>(i) the name and address of the inspector for the district, and</p> <p>(ii) prescribed abstracts from the Act and Regulations</p> <p>(b) near the outside of the principal door containing the name of the occupier</p>	<p>A notice must be posted up at or near the entrance containing—</p> <p>(a) the name and address of the inspector</p> <p>(b) the ordinary working hours of—</p> <p>(i) boys under 16 years</p> <p>(ii) females</p> <p>(iii) all other employees</p> <p>(c) the time allowed for meals</p>
10. Records of Employees in Shops	<p>A record must be kept of all employees in a shop, together with the ages of all employees under 21 years of age</p>	<p>Every occupier of a shop must keep a weekly record showing—</p> <p>(a) the name of the employee</p> <p>(b) the description of work</p> <p>(c) the number of hours worked</p> <p>(d) the amount of week's earnings of males and females under and over 21 years of age separately</p>	<p>Records must be kept of male and female employees separately as at the 31st March showing—</p> <p>(a) the name of each employee</p> <p>(b) the date of commencing and of leaving employment</p> <p>(c) the age, if under 21 years</p> <p>(d) the kind of work done</p> <p>(e) the ordinary working hours per day</p> <p>(f) rate of wages</p> <p>(g) rate paid for overtime</p>
11. Provisions regarding Cleanliness	<p>Every shop must be kept in a cleanly state and free from effluvia arising from any drain, closet, urinal, or other nuisance</p>		<p>Everything and every place upon and surrounding the premises must be kept in a cleanly state, and free from any smell or nuisance and from any accumulation or deposit which is a nuisance</p>
12. Ventilation of Shops	<p>Every shop must contain not less than 400 cub. ft. of space for each employee, up to a maximum height of 14 ft., and, when required by an inspector, must be provided with inlet and outlet openings of not less than 12 sq. in. each for each employee</p>	<p>Every new shop must have either—</p> <p>(a) natural ventilation, so that there is in each room, an area of windows capable of being opened equal to at least one-twentieth of the floor area: or</p> <p>(b) mechanical ventilation, so that the whole of the air is changed at least four times in each hour</p>	<p>Every shop must contain not less than 400 cub. ft. of air space (calculated to a height of 13 ft.) nor less than 25 sup. ft. of floor area, for each person, and, when required by an inspector, be provided with inlet and outlet openings of not less than 12 sq. in. each for each employee</p>

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>An Inspector may—</p> <p>(a) enter, inspect, and examine—</p> <p>(i) at any time any shop, office, or warehouse in which he believes that any person is employed</p> <p>(ii) at all reasonable times any place which he believes to be a shop, office, or warehouse</p> <p>(b) take with him a constable and an interpreter</p> <p>(c) ascertain whether the provisions of the <i>Industrial Code</i> and health laws are complied with</p> <p>(d) report any breaches of the health law to the Board of Health</p> <p>(e) question any employee</p> <p>(f) require the production of prescribed documents</p> <p>(g) exercise any prescribed powers and authorities</p>	<p>Every inspector may—</p> <p>(a) enter, inspect, and examine a shop or warehouse at all reasonable hours by day or night when he believes that any person is employed therein, and enter by day any place which he believes to be a shop or warehouse</p> <p>(b) take with him a member of the police force and a constable</p> <p>(c) ascertain whether the provisions of the Act and of the <i>Health Act</i> and of all awards and agreements are complied with</p> <p>(d) question any employee</p> <p>(e) require the production of any certificate of registration or documents required by the Act and pay-sheets</p> <p>(g) exercise other powers and authorities under the Act</p>	<p>An inspector or any inspector appointed under the <i>Factories Act</i> may—</p> <p>(a) enter at any reasonable hour any shop or any place which he believes is used as a shop</p> <p>(b) ascertain whether the provisions of the <i>Shops Closing Act</i> are complied with and question any shopkeeper or employee</p> <p>(c) exercise such powers as may be necessary for carrying out the provisions of the <i>Shops Closing Act</i></p>
	<p>In "scheduled" shops a time table or roster must be posted up in an approved position in the shop at the opening time daily showing—</p> <p>(a) the name of each assistant, and</p> <p>(b) the hours during which each assistant is required to work on each day</p>	
	<p>A record must be kept showing—</p> <p>(a) the name and sex of each assistant</p> <p>(b) the age of each assistant under 23 years</p> <p>(c) the class of work performed</p> <p>(d) the hours of work</p> <p>(e) the wages paid during each week</p>	
<p>Every warehouse and shop must contain not less than 400 cub. ft. of clear air space (calculated to a height of 14 ft.) and inlet and outlet openings each of not less than 12 sq. in. for each employee</p>	<p>Every shop and warehouse must contain not less than 350 cub. ft. of reserved space (calculated to a height of 14 ft.), and, when required by an inspector, inlet and outlet openings of not less than 12 sq. in. each for each employee</p>	

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
13. Sanitary Arrangements	(a) <i>Privies</i> .—One for every 15 persons of each sex within the City of Sydney and for every 20 elsewhere (b) <i>Urinals</i> .—As required and specified by an inspector	(a) <i>Privies</i> .—One for every 20 persons of each sex (b) <i>Urinals</i> .—Adequate accommodation must be provided where the number of male workers exceed 3	(a) <i>Privies</i> .—One for every 15 females or 20 males, separated (b) <i>Urinals</i> .—Where 2 or more males or 12 or more females are employed, 1 for every 40 persons
14. Sitting Accommodation	Every shop must be provided with sitting accommodation for females in the proportion of one seat to every three females employed	Sitting accommodation must be provided for all persons employed in the proportion of one seat to every three persons employed	Sitting accommodation must be provided for all female employees in the proportion of one seat to every three females
15. Intervals for Meals	No male under 18 years and no female may be employed continuously for more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal	No person may be employed more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal	No person may be employed continuously for more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal
16. Limitation of Hours of Work	(a) No male under 16 years or female under 18 years may work in a shop for longer than 52 hours in any one week or than 9 $\frac{1}{2}$ hours in any one day, except on one day when 11 $\frac{1}{2}$ hours may be worked. This provision does not apply to such employees in "scheduled" shops for whom the Governor may make regulations (b) No assistant may be employed in any "scheduled" shop for more than 60 hours in any week	(a) No person, other than a carter, porter, or night watchman, may work in a shop for longer than 52 hours in any one week or 9 hours on any one day, except 12 hours on one day or on two days if the shop is closed for a public holiday (b) In "scheduled" shops no female may be employed for more than 56 hours, and no male for longer than 58 hours in any one week	(a) No person may be employed for longer than 53 hours in any one week or 9 $\frac{1}{2}$ hours in any one day, except 11 $\frac{1}{2}$ hours on one day (b) No person may be employed in a butcher's shop for more than 60 hours in any one week (c) In "exempted" shops no person may work longer than 53 hours in any one week, except in hotel bars and chemists' shops 60 hours, and no male under 16 or female for longer than 10 hours in any one day, and no male under 16 or female under 18 may be employed after 8 p.m., except on late-closing night
17. Overtime allowed	(a) An assistant may be employed on any 12 week days in a half-year (not being early or late closing days or holidays) for not exceeding 3 hours after closing time [<i>Early Closing Act</i>] (b) A male under 16 and a female under 18 years may be employed for 3 hours overtime on any day for not exceeding 52 days in a year, but must be paid at least 3d. per hour overtime and 6d. tea money [<i>Pactories and Shops Act</i>]	(a) A shop assistant may work overtime not exceeding 3 hours in any one day, but on not more than 25 days in any one year, and must be paid at a rate of time and a half, with a minimum of 6d. per hour and not less than 1s. tea money (b) In "scheduled" shops a person may be employed overtime for not exceeding 10 hours in any one week. Provided that— (i) the number of weeks in any year does not exceed six (ii) overtime rate of time and a half is paid (iii) 6d. tea money is paid	(a) An employee not under 16 years of age may work not more than 3 hours overtime in any one day, but on not more than 40 days in a year (b) No overtime allowed on a half-holiday (except two in a year) or on more than two consecutive nights (c) Overtime to be paid at time and a half with a minimum of 6d. per hour (d) When overtime is worked before 7 a.m. or after 6.30 p.m. males under 16 years and females must be paid 6d. for tea money
18. Previous Employment on same Day	No male under 16 years and no female under 18 years may be employed if previously employed on the same day in a factory for 8 hours or in a factory and shop together for more than 8 hours	No male under 16 years and no female may be employed if previously employed on the same day in a factory for 8 hours or in a factory and shop together for more than 8 hours	No person under 18 years may be employed if previously employed in a factory for 8 hours or in a factory and shop together for more than 8 hours

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—continued.

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>In every shop, office, warehouse, or building in which persons are employed there must be privies and urinals for the use of each sex</p>	<p>(a) <i>Privies</i>.—(i) If connected with sewerage, 1 to 20 females or 25 males; (ii) if not connected, 1 to 10 females or 15 males (b) <i>Urinals</i>.—As an inspector prescribes</p>	
	<p>Sitting accommodation must be provided for female shop assistants in the proportion of at least one seat to every 3 or portion of 3 such assistants</p>	<p>In every retail business, sitting accommodation must be provided for all females employed, in the proportion of one seat to every 3 females employed</p>
	<p>Every shop assistant must be allowed one hour for a meal between 11 a.m. and 3 p.m., and, when shop is open after 6.30 p.m., between 5 p.m. and 7 p.m.</p>	<p>No person under 16 years and no woman may be employed more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal</p>
<p>No person under the age of 16 years may be employed— (a) for more than 52 hours in any week; or (b) for more than 9 hours in any day, except on one day in a week, when 11 hours may be worked</p>	<p>(a) No person may be employed for more than 48 hours in any one week (b) No male under 16 and no female may be employed for more than 8$\frac{1}{2}$ hours in any one day, except 9$\frac{1}{2}$ on one day, or for more than 44 hours in any one week (c) In "scheduled" shops the maximum number of hours must be completed within 12 hours (d) On a half-holiday no assistant may work more than 5 hours, which must be completed within 8 hours</p>	<p>No person under 16 years and no female may work longer than 52 hours in any one week or more than 9 hours in any one day, except on one day when 12 hours work may be done, and in every week in which a public holiday, not being on a Saturday, occurs, 12 hours' work may be done on two days if the shop be closed for such holiday</p>
<p>The Minister may allow a person under 16 years of age to work up to 12 hours, but on not more than 40 days in any one year</p>	<p>(a) A shop assistant may be employed on any number of days (not being early-closing days or public holidays) not exceeding 12 in any half-year for not exceeding 2$\frac{1}{2}$ hours' additional time (b) Overtime rate, time and a quarter, with a minimum of 6d. per hour for assistants earning 10s. a week or less, and of 9d. per hour for other assistants (c) Tea money not less than 1s. must also be paid</p>	<p>(a) Shop assistants may be employed during the statutory closing hours for the purpose of collecting accounts, canvassing for orders, or for any purpose in or about a shop, but must be paid at the rate of time and a quarter, with a minimum of 6d. per hour (b) A male under 16 years or a female may be employed for 3 hours in any one day beyond the ordinary working hours, but on not more than 40 days in any one year</p>
		<p>No person under 16 years and no female may be employed if previously employed on the same day in a factory for 3 hours or in a factory and shop together for more than 8 hours</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
19. <i>Closing Hours for Ordinary Shops</i>	<p>(a) Metropolitan, Newcastle, and districts in the County of Northumberland—</p> <p>(i) Monday, Tuesday, Wednesday, and Thursday, 6 p.m.</p> <p>(ii) Friday, 10 p.m.</p> <p>(iii) Saturday, 1 p.m.</p> <p>(b) Country shopping districts—</p> <p>(i) Four days, 6 p.m.</p> <p>(ii) One day, 10 p.m.</p> <p>(iii) One day, 1 p.m.</p>	<p>(a) Metropolitan District—</p> <p>(i) Monday, Tuesday, Wednesday, and Thursday, 6 p.m.</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m.</p> <p>(b) Country Districts—</p> <p>(i) Monday, Tuesday, Wednesday, and Thursday at 7 p.m. unless otherwise specified by by-law</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m.</p>	<p>(a) Monday, Tuesday, Wednesday, and Thursday, 6 p.m.</p> <p>(b) Friday, 9 p.m.</p> <p>(c) Saturday, 1 p.m.</p> <p>Unless industrial awards provide that the ordinary working hours cease earlier</p>
20. <i>Closing Hours "Scheduled" for Exempted Shops, etc.</i>	<p>(A.) All districts—</p> <p>(a) Hairdressers—</p> <p>(i) Five days, 7 p.m.</p> <p>(ii) Wednesday or Saturday, 1 p.m.</p> <p>(b) Tobacconists—</p> <p>(i) Fridays, 7 p.m.</p> <p>(ii) Wednesday, 1 p.m., and Saturdays, 10 p.m.; or</p> <p>(iii) Saturday, 1 p.m., and Friday, 10 p.m.</p> <p>(c) Flower shops—</p> <p>(i) Five days, 9 p.m.</p> <p>(ii) Saturday, 11 p.m.</p> <p>(d) Confectioners and undertakers, each day, 11 p.m.</p> <p>(e) Restaurants, etc., each day, midnight</p> <p>(f) Chemists—</p> <p>(i) Four days, 7.30 p.m.</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m., reopening 7 to 9 p.m.</p> <p>(B.) Metropolitan District—</p> <p>Newsagents and book-sellers—</p> <p>(i) Monday to Thursday, 8 p.m.</p> <p>(ii) Friday and Saturday, 10 p.m.</p>	<p>(A.) "Scheduled" shops—</p> <p>(a) Metropolitan District.—The Governor may make regulations requiring any class of shops to be closed—</p> <p>(i) on stated days from the hours fixed; or</p> <p>(ii) on one day at 1 p.m.; or</p> <p>(iii) on stated days from the hours fixed and to reopen at hours fixed</p> <p>(b) Country Districts.—Any municipal council may make by-laws to the same effect</p> <p>(B.) Butchers' shops must be closed—</p> <p>(a) Metropolitan District—</p> <p>(i) Monday to Thursday, 5 p.m. to 7.30 a.m.</p> <p>(ii) Friday, 6 p.m. to 6 a.m.</p> <p>(iii) Saturday, 12.30 p.m. to Monday, 7.30 a.m.</p> <p>(b) Country Districts—</p> <p>(i) Monday to Thursday, 7 p.m.</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m.</p> <p>(C.) Hairdressers and small shops in Metropolitan District—</p> <p>(a) Mondays to Thursdays, 8 p.m.</p> <p>(b) Friday, 9 p.m.</p> <p>(c) Saturday, 1 p.m.</p> <p>(D.) Tobacconists in Metropolitan District—</p> <p>(a) Monday, Tuesday, Thursday, 8 p.m.</p> <p>(b) Friday, 8 p.m., except when closed on Saturday at 1 p.m., then 9 p.m.</p> <p>(c) Wednesday, 1 p.m. or 8 p.m., optional</p> <p>(d) Saturday, 1 p.m., when Wednesday, 8 p.m., otherwise 9 p.m.</p> <p>(E.) Hairdressers and Tobacconists in Country Districts—</p> <p>(a) Monday, Tuesday, Thursday, 7 p.m.</p> <p>(b) Friday, 7 p.m., except when closed on Saturday at 1 p.m., then 10 p.m.</p> <p>(c) Wednesday, 1 p.m. or 7 p.m., optional</p> <p>(d) Saturday, 1 p.m., or when Wednesday, 1 p.m., is chosen, 10 p.m.</p>	<p>The persons carrying on business in any exempted shops or class of shops may from time to time respectively agree among themselves by ballot or such other means as the Minister approves for the appointment of a day for the half-holiday in each week, or of the hours at which such shops or class of shops shall be closed, or both of these matters</p>

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) In a Saturday-closing district— (i) Monday, Tuesday, Wednesday, and Thursday, 6 p.m. (ii) Friday, 9 p.m. (iii) Saturday, 1 p.m. (b) In other districts— (i) Four days, 6 p.m. (ii) Wednesday, 1 p.m. (iii) Saturday, 9 p.m.</p>	<p>(a) Five days, 6 p.m. (b) One day, 1 p.m. Except in the Metropolitan and Kalgoorlie Districts and in such districts in which a poll therefor is carried, shops may remain open until 9 p.m. on Friday or other determined day</p>	<p>(a) Four days, 6 p.m. (b) One day, 10 p.m. (c) One day, 1 p.m.</p>
<p>A petition may be presented to the Minister by a majority of the aggregate number of shopkeepers and shop assistants employed in any class of exempted shops within a shopping district praying that the closing times of such shops shall be the times specified in the petition. If no counter petition signed by at least three-fifths of the shopkeepers of the shops of the class specified in the petition is presented within the specified time, the closing times for such shops are gazetted as named in the petition</p>	<p>(a) Chemists and druggists— (i) Ordinary days, 6 p.m. (ii) Early closing day, 1 p.m., re-opening from 6.30 to 8 p.m. (iii) Sundays and public holidays, open from 6.30 p.m. to 8 p.m. (b) Bakers, newsagents, stationers, booksellers, railway bookstalls, florists, and tobacconists— (i) Monday to Friday, 8 p.m. (ii) Saturday, 10 p.m. (c) Confectioners, vegetable, fruit, and milk shops, every day 11 p.m. (d) Hairdressers— (i) Monday to Friday, 6 p.m. (ii) Saturday, 1 p.m. (or Wednesday if that day is early closing day in the district) (e) Small shops (those registered as such and kept by a widow, or an old or physically disabled person, and in which only a relative may be employed) other than scheduled shops— (i) Five week days, 8 p.m. (ii) One week day, 1 p.m.</p>	<p>(a) Hairdressers— (i) Four days, 7 p.m. (ii) One day, 10 p.m. (iii) Wednesday or Saturday, at the individual option of each, 1 p.m. (b) Chemists and druggists may open from 7 to 8 p.m. on the statutory half-holiday, on any public holiday, and on Sundays (c) Butchers in Hobart and Launceston and the suburbs thereof— (i) Mondays to Thursdays, 5 p.m. (ii) Friday, 10 p.m. (iii) Saturday, 1 p.m. (d) Small shops may remain open till 9 p.m. except on such days as all shops are allowed to remain open to a later hour</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
21. Closing Times on Days preceding Public Holidays	A non-scheduled shop, except a butcher's, which is closed on any bank or public holiday and on which assistants are not employed on such day, may be kept open until 6 p.m. (hairdressers and tobacconists until 7 p.m.) on early closing day, and until 10 p.m. on the day preceding Christmas Day, New Year's Day, and Good Friday	All shops may be kept open until 9 p.m. on the day preceding a public holiday, provided that such shops are closed for the whole holiday, and for one hour later than the closing hours on the Thursday preceding Good Friday and on the last day on which the shop is open preceding Christmas Day	(a) If the occupier closes his shop for the whole of any holiday which falls on a day on which the closing time is 9 p.m., he may keep his shop open on the preceding day up to 9 p.m. (b) On the two business days preceding Christmas Day the occupier may keep his shop open until 10 p.m.
22. Special Provisions for Chemists and Druggists	A registered pharmacist may supply after closing time any drugs or patent or proprietary medicines or surgical appliances which are stated to be urgently required either by Indorsment on a prescription by a legally-qualified medical practitioner or by a statement signed by the purchaser		An occupier of or any employee in a chemist's or druggist's shop may supply at any time medicine or any surgical appliance that is urgently required
23. Time allowed in which to serve Customers after Closing	(a) A shopkeeper may, within one-half hour after closing time, offer or sell goods to a customer who, at the said closing time, was in the shop being served or waiting to be served (b) A hairdresser is allowed 15 minutes after closing time to do any work for a customer who was being or was waiting to be attended to	Hairdressing or shaving may be carried on for not more than 15 minutes after the hour fixed for closing a hairdresser's or barber's shop	
24. Employment of Assistants after Closing Time	No shop assistant may be employed in or about the business of any non-scheduled shop for more than half-an-hour after closing time except when overtime (see 17) is worked	No person may be employed later than half-an-hour after the time of closing for a half-holiday	No person under 16 years, except with permission of an inspector, may be employed later than half-an-hour after the prescribed closing hour
25. Statutory Half-holiday	All shops, except scheduled shops, must close at 1 p.m. on one day a week— (a) in the Metropolitan and Newcastle districts on Saturday (b) in other shopping districts on the day chosen by taking a poll	All shops, except scheduled shops, shops for the sale of uncooked meat, hairdressers, and tobacconists must close at 1 p.m. on every Saturday	All shops, except scheduled shops, must close at 1 p.m. on Saturdays
26. Half-holiday for "Scheduled" or Exempted Shops	All shop assistants employed in "scheduled" shops must be allowed a half-holiday from 1 p.m. on some week day of every week	(a) "Scheduled" shops must close at 1 p.m. on one day in each week (b) Butchers' shops in the Metropolitan district must close at 12.30 p.m. on Saturday	All employees in exempted shops must have a half-holiday from 2 p.m. on some working day of each week

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) When a holiday occurs on a Monday the half-holiday need not be kept in the preceding week, and closing times are 6 p.m. on Saturday or 6 p.m. on Friday and 9 p.m. on Saturday</p> <p>(b) When a holiday occurs on any other day, then in that week the half-holiday need not be kept, and the closing times are 9 p.m. on the day preceding the late day and 6 p.m. on Friday and Saturday, or 6 p.m. on Friday and 9 p.m. on Saturday</p>	<p>(a) Small shops, which close on a holiday, may remain open till 8 p.m. on early closing day and until 10 p.m. on the week day preceding Christmas Day</p> <p>(b) Scheduled shops closing ordinarily at 8 p.m., and hairdressers' shops may remain open till 10 p.m. on the week days preceding Christmas Day, New Year's Day, and Good Friday</p>	<p>The operation of the <i>Shops Closing Act</i> is suspended during three week days preceding Christmas Day and on one week day preceding New Year's Day, and whenever a public holiday or half-holiday is observed in any municipality the provisions for early closing day are suspended in the week in which such holiday occurs</p>
<p>A chemist or druggist may at any time dispense medicine provided that</p> <p>(a) nothing else is sold or delivered on such occasion; and</p> <p>(b) the shop is not kept open or unfastened after the delivery of such medicine</p>	<p>Prescriptions of duly-qualified medical practitioners may be dispensed, and surgical appliances required in case of necessity may be supplied in a chemist's or druggist's shop after the hours of closing applicable to such shop</p>	<p>Chemists and druggists, including friendly societies' dispensaries, are permitted to supply medicines or necessities in urgent cases during the statutory closing hours</p>
<p>A customer actually inside a shop may be served within 15 minutes after closing time</p>	<p>A shopkeeper may, within half-an-hour after closing time, offer, sell to, or attend to customers who, at the said closing time, were in the shop being served or attended to or waiting to be served or attended to</p>	<p>Any person having entered a shop before the closing hour must be allowed to complete his purchases before leaving the shop</p>
<p>No shop assistant may work after closing time, or remain in the shop after 30 minutes after closing time, except on early closing day, when he may work until 1.15 p.m.</p>	<p>No person, except when working overtime (see 17), may be employed in a non-scheduled shop after the expiry of one half-hour from the time determined for the closing thereof</p>	<p>All assistants, except in exempted shops, must be dismissed at 1.15 p.m. on early closing day</p>
<p>All shops, except exempted shops, must close at 1 p.m. on one day in each week—</p> <p>(a) in the Metropolitan shopping district on Saturday</p> <p>(b) in other shopping districts on such day as is determined by petition or after taking a poll</p>	<p>All shops, except scheduled shops, must close at 1 p.m. on Saturday or on such other day as the Governor, on the petition of the majority of shopkeepers in a district, may declare</p>	<p>All shops, excepted scheduled shops, must close at 1 p.m. on Saturday or on such other day as may be determined in a municipality by a poll of the electors in such municipality</p>
<p>(a) In exempted shops every assistant must be allowed on some one week day a half-holiday from 1 p.m., except in the case of those whose ordinary employment is the preparation or serving of meals or refreshments when the half-holiday commences from 2 p.m.</p> <p>(b) News-vendors may close one hour later than the ordinary times</p>	<p>(a) Small shops must close on one week day at 1 p.m.</p> <p>(b) Chemists and druggists' shops close at 1 p.m. on early closing day, but may re-open from 6.30 to 8 p.m.</p> <p>(c) Hairdressers must close at 1 p.m. on Saturday, or Wednesday, if substituted therefor in the district</p> <p>(d) In all scheduled shops and in wholesale or commission agents' places of business all assistants must be allowed a half-holiday on one day a week from 1.30 p.m., or in public houses, restaurants, etc., from 2.30 p.m.</p>	<p>(a) Florists, news-vendors, and fish and oyster shops must close on the holiday chosen in the municipality at 1 p.m., but may re-open at 7 p.m.</p> <p>(b) Assistants in public houses, hotels, railway refreshment rooms, restaurants and eating-houses must be allowed a half-holiday a week from 2.30 p.m.</p> <p>(c) Assistants in other exempted shops must be allowed a half-holiday a week from 1 p.m. until 6 a.m.</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
27. Special Holidays	<p>(a) Bakers' carters in the metropolitan area, one whole holiday monthly</p> <p>(b) Bakers' carters outside the Metropolitan District and other carters in all shopping districts, four half-holidays from 2 p.m. or one whole holiday monthly</p>	<p>(a) One whole holiday annually on specified dates :—</p> <p>(i) Metropolitan and Geelong.—Butchers, bakers</p> <p>(ii) Metropolitan District.—Hairdressers, fruit and vegetable shops, grocers, fish and poultry shops</p> <p>(iii) Brushmakers, carpenters, etc.</p> <p>(b) One whole holiday weekly—watchmen</p> <p>(c) One half-holiday weekly from 1 p.m.—butchers' carters and milk carters</p> <p>(d) Two whole holidays weekly—bread carters</p>	<p>All carters must be allowed a half-holiday weekly from 1 p.m. on the day of the weekly half-holiday, and may not work longer than 48 hours inclusive of any time occupied in attending to horses unless overtime is worked; but no overtime is allowed after 1 p.m. on the weekly half-holiday</p>

(ii) *Factories Registered.* The number of establishments registered under *Factories Acts* is shown below :—

REGISTERED FACTORIES, 31st DECEMBER, 1922.

State.	Number of Registered Factories.	Employees.		
		Males.	Females.	Total.
New South Wales	10,674	86,935	36,142	123,077
Victoria	9,410	77,897	43,917	121,814
Queensland (a)	3,426	24,411	8,409	32,820
South Australia (b)	1,981	16,033	5,759	21,792
Western Australia	1,819	16,521	3,817	20,338
Tasmania (a)	1,043	6,814	1,999	8,813
 Australia	 28,353	 228,611	 100,043	 328,654

(a) At 30th June, 1922. (b) At 31st December, 1921

3. Mining Acts.—Under the Mining Acts the employment underground of all females and of boys under fourteen years is prohibited. A minimum age, usually seventeen, is fixed for employment as lander or bracman at plats and landing places; no lander, bracman, underground worker, or man in charge of motive power may be employed more than eight hours a day. A number of provisions for the protection of the lives and health of miners is also inserted in the Acts. Engine-drivers must hold certificates of competency. Persons may be licensed to certify to the condition of boilers. Provision is made to enable injured persons or the relatives of persons killed to recover damages if the injury or death results from a breach of the regulations referred to above. Inspection of mines is fully provided for. Sunday labour is forbidden. In New South Wales and (since 1st February, 1910) Victoria still more advanced mining legislation exists; numerous sections are designed to ensure the well-being of the workers, such as limitation of hours, etc.

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.

continued.

4. **Employers' Liability and Workmen's Compensation Acts.**—In each of the States Acts have been passed allowing compensation to workers who have been killed or injured while engaged in industrial occupations. So far as the Commonwealth is concerned one Act provides for compensation to all workers employed by the Commonwealth, and another to all seamen working on ships registered in Australia. In New South Wales, amendments of the Workmen's Compensation Act made provision for workmen exposed to dust, and for the protection of the health of miners at Broken Hill. A conspectus of these Acts was given on pages 860–3 of Official Year Book No. 15, but limits of space preclude repetition in the present volume.

5. **Miscellaneous.**—Other legislation regulating conditions of labour has been enacted by the States. The British Conspiracy and Protection of Property Act (38 and 39 Vic., c. 86) has been adopted in all the States except New South Wales and Queensland. Servants' registry offices are placed under administrative control, and the rates of commission chargeable are fixed by regulation. Power is given to workmen to attach moneys due to a contractor who employs them, in order to satisfy a claim for wages, such wages being made a first charge on moneys due to a contractor. Workmen are given a lien for wages over material whereon they are working, even if it becomes part of other property. This is in addition to the common law lien, which ceases when possession of the property is parted with. Workmen's wages are protected from attachment. In Victoria, provision is made for the compulsory resumption of suburban lands to provide workmen's homes.

6. **General Results.**—The results of the legislation described may be ascertained from the Reports of the Inspectors of Factories of the several States, and the Reports issued by the Labour and Industrial Branch of this Bureau.

§ 3. Legislative Regulation of Wages and Terms of Contract.

1. **General.**—Two systems, based upon different principles, exist in Australia for the regulation of wages and general terms of contracts of employment. A "Wages Board" system exists in Victoria and Tasmania, and an Industrial Arbitration Court