

[Act No. 3071, March 16, 1923]

AN ACT TO REGULATE THE EMPLOYMENT OF WOMEN AND CHILDREN IN SHOPS, FACTORIES, INDUSTRIAL, AGRICULTURAL, AND MERCANTILE ESTABLISHMENTS, AND OTHER PLACES OF LABOR IN THE PHILIPPINE ISLANDS; TO PROVIDE PENALTIES FOR VIOLATIONS HEREOF, AND FOR OTHER PURPOSES

Be it enacted by the Senate and House of Representatives of the Philippines in Legislature assembled and by the authority of the same:

SECTION 1. It shall be unlawful for any person, firm or corporation to employ females or males below the age of fourteen years as laborers in the mines or in places of labor where explosives are used or manufactured.

SEC. 2. Any person, firm or corporation owning a factory, shop or industrial or mercantile establishment, shall be obliged to provide and place in its establishment, for the use of its laborers, seats proper for women and children and permit them to use said seats during the hours when they are free of work and during working hours, provided they can perform their duties in this position without detriment to efficiency. Laborers shall be allowed not less than sixty minutes for their noon meal.

SEC. 3. No person, firm or corporation shall employ nor permit the employment of any person below the age of sixteen years for work in its shops, factories, commercial or industrial establishment or other places of labor for more than seven hours daily or forty-two hours weekly. It shall be the duty of every employer to post signs in the most conspicuous places in each room where minors are working, stating the hours during which these are authorized to work.

SEC. 4. No person, firm or corporation shall employ nor permit the employment of any boy or girl below the age of fourteen years in its factory, shop, commercial or industrial establishment or other place of labor on school days, unless such child knows how to read and write. Every employer shall be obliged to have in his establishment a duly certified copy of the birth certificate of each of his laborers below the age of eighteen years while such laborer is employed by him.

SEC. 5. It shall be unlawful for any person, firm or corporation licensed to establish a bar to employ or permit the employment in said bar of females under eighteen or males under sixteen years of age.

SEC. 6. It shall be unlawful for any person, firm or corporation to employ women in factories, shops and similar places of labor where the nature of the work requires the employee to work always standing.

SEC. 7. It shall be unlawful for any person, firm or corporation to employ or permit the employment of persons below the age of sixteen years in departments or divisions of their factories, shops or other places of labor where work is being done in connection with the preparation of any poisonous, noxious, explosive or infectious substance.

SEC. 8. It shall be unlawful for any person, firm or corporation to employ or permit