

SECTION II.—The Minimum Rates for Overtime in respect of hours worked by a Worker in excess of the declared normal number of hours of work in the trade shall be as follows:—

(A)—*Workers Employed on Time-Work.*

(1) For the first two hours of Overtime on any day, except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-Quarter times the General Minimum Time-Rate otherwise applicable, *i.e.*, Time-and-a-Quarter.

(2) For the second two hours of Overtime on any day except Sundays and Customary Public and Statutory Holidays, the Overtime Rate shall be One-and-a-Half times the General Minimum Time-Rate otherwise applicable, *i.e.*, Time-and-a-Half.

(3) For all time worked on Sundays and Customary Public and Statutory Holidays and for Overtime after the first four hours on any other day the Overtime Rate shall be Twice the General Minimum Time-Rate otherwise applicable, *i.e.*, Double Time.

(4) For all hours worked in any week in excess of 48, the Overtime Rate shall be One-and-a-Quarter times the General Minimum Time-Rate otherwise applicable, *i.e.*, Time-and-a-Quarter, except in so far as higher Overtime Rates are payable under the provisions of paragraphs 2 and 3 of this Part of this Section.

Provided that—

(a) Where it is or may become the established practice of an employer to require attendance only on five days a week, the Overtime Rates shall only be payable on such days after 9½ hours have been worked.

(b) Where it is or may become the established practice of an employer to require attendance only on alternate Saturdays, the Overtime Rates in the week in which attendance on Saturday is required shall only be payable after 50 hours have been worked.

(B)—*Workers Employed on Piece-Work.*

I.—All Male Workers (including Learners) employed on Piece-Work shall receive in respect of each hour of Overtime worked as set out in this Part of this Schedule, in addition to payment at Piece-Rates each of which would yield, in the circumstances of the case, to an Ordinary Worker not less than the General Minimum Time-Rate applicable, an amount equal to One-Quarter of the General Minimum Time-Rate, to One-Half of the appropriate General Minimum Time-Rate, or to the appropriate General Minimum Time-Rate according as the Overtime Rate which would have been payable under the provisions of Sub-section (A) of this Section, if the worker had been employed on Time-Work, were Time-and-a-Quarter, Time-and-a-Half, or Double Time respectively.

II.—*Female Workers:—*

(i) Female Workers other than Learners employed on Piece-Work shall receive in respect of each hour of Overtime worked as set out in this Part of this Schedule in addition to payment at Piece-Rates each of which would yield, in the circumstances of the case, to an Ordinary worker not less than the Piece-Work Basis Time-Rate applicable, an amount equal to One-Quarter of the appropriate Piece-Work Basis Time-Rate, to One-Half of the appropriate Piece-Work Basis Time-Rate, or to the appropriate Piece-Work Basis Time-Rate, according as the Overtime

Rate which would have been payable under the provisions of Sub-section (A) of this Section, if the worker had been employed on Time-Work, were Time-and-a-Quarter, Time-and-a-Half or Double-Time respectively.

(ii) Female Learners employed on Piece-Work shall receive in respect of each hour of Overtime worked as set out in this Part of this Schedule, in addition to payment at Piece-Rates, each of which would yield, in the circumstances of the case, to an Ordinary worker not less than the Piece-Work Basis Time-Rate applicable, an amount equal to One-Quarter of the appropriate General Minimum Time-Rate, to One-Half of the appropriate General Minimum Time-Rate, or to the appropriate General Minimum Time-Rate according as the Overtime Rate which would have been payable under the provisions of Sub-Section (A) of this Section, if the worker had been employed on Time-Work, were Time-and-a-Quarter, Time-and-a-Half, or Double-Time respectively.

*Note.*—The hours which Female Workers, Young Persons and Children are allowed to work are subject to the provisions of the Factory and Workshops Acts, and of the Employment of Women, Young Persons and Children Act, 1920.

PART V.

For the purpose of this Notice the following definitions shall apply:—

SECTION I.—A Machine Tackler is a male person who is engaged in setting, adjusting, and keeping running Paper Bag Machines and in superintending and carrying through all other operations that can be performed in whole or in part by such machines.

SECTION II.—A Male Learner is a worker under 21 years of age, who while employed is engaged during the whole or a substantial part of his time in learning some branch or process of the trade.

SECTION III.—A Female Learner is a worker who—

(i) Is employed by an employer who provides such Learner with reasonable facilities for practically and efficiently learning the branch or branches of the trade in which the Learner is for the time being employed; and

(ii) Has received a certificate or has been registered in accordance with rules from time to time laid down by the Trade Board, or has made application for such certificate or registration, which has been duly acknowledged and is still under consideration. Provided that the certification or registration of a Learner may be cancelled if the other conditions of learnership are not complied with.

Provided that an employer may employ a Female Learner on her first employment without a certificate or registration for a probation period not exceeding eight weeks, but the probation period shall be included in her period of learnership.

Provided also that notwithstanding compliance with the conditions contained in this Section, a person shall not be deemed to be a Learner if she works in a room used for dwelling purposes, and is not in the employment of her parent or guardian.

SECTION IV.—The expression "Home-worker" means a worker who works in her own home or in any other place not under the control or management of the employer.