

- (b) Has received a certificate or has been registered in accordance with rules from time to time laid down by the Trade Board, and held subject to compliance with the conditions contained in this Section, or has made an 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 four weeks, but in the event of such learner being continued thereafter at her employment the probation period shall be included in her period of learnership.

If the conditions set out above are not complied with the minimum rate of wages payable to a female worker irrespective of her age and experience is that applicable to female workers other than learners.

Provided that, notwithstanding compliance with 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 II.—The Minimum Rates of Wages effective for female Learners are subject to the following provisions affecting (a) The payment of Advances and (b) the termination of the period of Learnership.

- (a) The advances to be given to learners shall become due as from the first Monday in January and July of each year, the learner being entitled to her first advance as from the first Monday in January or July, as the case may be, provided that she has been in the trade at least three months.

- (b) A learner shall cease to be a learner and be entitled to the full General Minimum Time-Rate applicable to workers other than learners, upon the fulfilment of the following conditions :—

Age of entering upon employment.	Conditions.
14 and under 16 years of age	The completion of not less than two years' employment and the attainment of the age of 18 years.
16 years of age and over	The completion of two years' employment.

No female learner shall be entitled to the full General Minimum Time-Rate for workers other than learners until she has attained the age of 18 years, notwithstanding any employment she may have had.

In determining the age of entry and the length of employment, all service prior to the age of 14 shall be disregarded.

PART II.

HOME WORKERS.

For the purpose of the application of the Minimum Rates of Wages :—

A "HOMEWORKER" is a worker who works in her own home or any other place not under the control or management of the employer.

PART III.

PROVISIONS AS TO OVERTIME RATES.

SECTION I.—In accordance with Section 3 (1) (c) of the Trade Boards Act, 1918, the Trade Board have declared the Normal Number of Hours of Work in the Trade to be as follows :—

In any week	48
On any day (other than Saturday)	9
On Saturday	5

Provided that any other day (not being Sunday) may be substituted by an employer for Saturday as the weekly short day, and in such case the normal number of hours of work on such substituted day shall be 5, and the normal number of hours on Saturday shall be 9.

Provided also that all time worked by a worker on Sundays and on Customary Public and Statutory Holidays shall be regarded as overtime to which the Overtime Rates shall apply.

SECTION II.—The Minimum Rates of Overtime in respect of all time worked by a worker in excess of the declared normal number of hours shall be calculated as follows :—

- (a) FOR WORKERS EMPLOYED ON TIME-WORK :

1. For the first two hours of overtime on any day, except Saturdays (or the weekly short day substituted therefor), Sundays, and Customary Public and Statutory Holidays, the Overtime Rate shall be one-and-a-quarter times the minimum rate otherwise applicable, that is to say, TIME-AND-A-QUARTER.
2. For overtime after the first two hours of overtime on any day except Sundays and Customary Public and Statutory Holidays, and for all overtime on Saturdays or the weekly short day substituted therefor, the Overtime Rate shall be one-and-a-half times the minimum rate otherwise applicable, that is to say, TIME-AND-A-HALF.
3. For all time worked on Sundays and Customary Public and Statutory Holidays the