

prescribed for children and young persons engaged in occupations which involve special hazards to the health and safety of the young worker; to this end measures should be taken—

- (a) To arrange for the inclusion in the curricula of elementary schools and continuation courses of lessons in accident-prevention and first aid and to give systematic instruction in accident-prevention in vocational schools of all grades, as recommended in paragraph 13 of the Prevention of Industrial Accidents Recommendation, 1929, and in the Vocational Education (Building) Recommendation, 1937:
- (b) To make employers responsible for providing for young workers in-plant training in safety methods and supervision by the following means:—
 - (i) Information on the general arrangements in the undertaking for preventing accidents and promoting safety;
 - (ii) Explanation of the possible dangers of the work, or the machinery or plant connected with the work, and precise training in the use of machines and tools so as to ensure that the young worker knows how to work safely before he is permitted to start on the job;
 - (iii) Experienced supervision to inculcate safe working habits and ensure that the young worker uses guards and protective equipment correctly, avoids work postures likely to cause physical deformation, and observes all safety rules and practices; and
 - (iv) Enforcement of particularly rigorous measures of hygiene in workplaces where there is a danger of industrial poisoning or disease:
- (c) To fix shorter working-hours or provide more frequent breaks for young persons engaged in exacting occupations:
- (d) To require a renewal of medical examinations at shorter intervals in the case of young persons engaged in occupations which are unhealthy or exacting.

E. Moving of Loads

29. In order to protect young workers from exertion beyond their physical strength, the lifting, carrying, drawing, or pushing of loads which are unreasonably heavy in view of the age and sex of the child or young person should be prevented by—

- (a) Prescribing the maximum weight of loads which a young worker may move or carry by his own efforts, having regard to the age and sex of the worker and to the conditions in which the work is done, as, for example, the characteristics of the load, temperature and ventilation of workplace, the distance covered, the gradients climbed, the heights at which the load is picked up and deposited, the technical method of transport, the frequency and length of the exertion, and the physical development of the worker in relation to the weight of the load;
- (b) Prohibiting the employment of children and young persons in work which consists essentially in carrying heavy loads; and
- (c) Promoting the use of mechanical devices to reduce the physical effort required in moving loads and of safe methods of lifting loads.

F. Wages

30. The provisions with reference to wages paid to young workers should have the objective of assuring that they are paid wages commensurate with the work performed, observing, wherever possible, the principle of equal pay for comparable jobs. Provision should be made for inexperienced