

*Article 8.*

1. Upon application by an employer, the competent authority may, after consultation with the organizations of employers and workers concerned where such exist, grant an allowance of overtime for specified classes of persons in exceptional cases in which overtime on one or more operations is necessary in order to enable the workers engaged in subsequent operations in the same undertaking to be employed up to the authorized limits of hours.

2. The competent authority shall determine, after consultation with the organizations of employers and workers concerned where such exist, the maximum number of hours of overtime which may be worked in virtue of paragraph 1 of this Article, so, however, that no such allowance shall permit of any person being employed for more than sixty hours of such overtime in any year or for more than four hours of such overtime in any week.

3. Overtime worked in virtue of this Article shall be remunerated at not less than one and a quarter times the normal rate.

4. The competent authority may attach to the grant of an allowance of overtime such conditions as it deems expedient with a view to securing a progressive reduction in the amount of overtime.

*Article 9.*

1. The competent authority may permit the limits of hours authorized by the preceding Article to be exceeded subject to the conditions that—

- (a) All time worked in virtue of this Article shall be regarded as overtime and shall be remunerated at not less than one and a quarter times the normal rate; and
- (b) No person shall be employed in virtue of this Article for more than seventy-five hours of overtime in any year.

2. In cases in which national laws or regulations apply the weekly limit of hours as a strict limit applicable to each week, the competent authority may permit not more than one hundred additional hours of overtime in any year to be worked, subject to the condition that such additional hours of overtime shall be remunerated at not less than one and a quarter times the normal rate.

3. When granting permission in virtue of the preceding paragraphs, the competent authority shall satisfy itself that there will be no consistent working of overtime.

4. The competent authority shall only grant permission to work overtime in virtue of this Article in accordance with regulations made after consultation with the organizations of employers and workers concerned where such exist.

5. The regulations referred to in the preceding paragraph shall prescribe—

- (a) The procedure by which permission may be granted to employers to work overtime in virtue of this Article; and
- (b) The maximum number of hours for which the competent authority may grant permission and the minimum overtime rate to be paid for such hours.

*Article 10.*

In order to facilitate the effective enforcement of the provisions of this Convention every employer shall—

- (a) Notify in a manner approved by the competent authority by the posting of notices or otherwise—
  - (i) The hours at which work begins and ends;
  - (ii) Where work is carried on by shifts, the hours at which each shift begins and ends;
  - (iii) Where a rotation system is applied, a description of the system including a time-table for each person or group of persons;
  - (iv) The arrangements made in cases where the average duration of the working-week is calculated over a number of weeks; and
  - (v) Effective rest periods as defined in Article 3; and
- (b) Keep a record in the form prescribed by the competent authority of all additional hours worked in virtue of Articles 7, 8, and 9 of this Convention and of the payments made in respect thereof.

*Article 11.*

Any member may suspend the operation of the provisions of this Convention during any emergency which endangers the national safety.

*Article 12.*

During a period which shall not exceed two years from the coming into force of this Convention for the member concerned, the competent authority may approve transitional arrangements in virtue of which—

- (a) The reduction of hours of work to the limits authorized by the preceding Articles may be accomplished by stages during the said period;
- (b) Specified classes of workers or undertakings may be exempted from all or any of the provisions of the Convention during the said period.