

**THE EMPLOYMENT LAW, 1963**

**THE EMPLOYMENT (LABOUR HEALTH AREAS) REGULATIONS,  
1969**

(Published on 26th September, 1969)

In the exercise of the powers vested in him by section 111 of the Employment Law, 1963 (No. 15 of 1963), His Excellency the President makes the following regulations —

**Citation and Application**

1. These regulations may be cited as the Employment (Labour Health Areas) Regulations, 1969, and shall apply to labour health areas to which, in terms of section 104(2) of the Law, the provisions of sections 105, 107, 108 and 111 of the Law have been applied.

**Interpretation**

2. In these regulations, in so far as they relate to the provision of housing and to the provision of sanitary arrangements at the place where employees are housed —

“employees” means employees who are employed at such a distance from their homes or normal place of residence that it would be impracticable for them to return thereto at the end of the day’s work or to obtain suitable alternative accommodation ;

“habitable room” means a room constructed or adapted for use as a living room or sleeping room.

**Provision of Housing and Sanitary Arrangements**

3. Every employer of persons employed within a labour health area shall —

(a) cause his employees to be housed; and

(b) provide for his employees and members of their families living with them sanitary arrangements at the place where they are housed and at the place where they are required to work;

in accordance with these regulations.

**Type of Housing to be Provided**

4. (1) Housing for employees shall be either permanent or temporary.

(2) If permanent, such housing shall conform with the standards prescribed in the Building Control Regulations, 1964, in so far as such standard may be applicable.

(3) If temporary, such housing shall be situated in labour lines and shall conform with regulations 5 to 12 inclusive of these regulations.

**Minimum Accommodation**

5. (1) Where an employee is accompanied by his family he shall be housed in a dwelling unit comprising at least one habitable room and a covered cooking area of at

least 30 square feet of which the shortest horizontal dimension shall be not less than 5 feet.

(2) Where an employee is not accompanied by his family he shall be housed either in a dwelling unit of the type described in subregulation (1) or in barracks.

(3) In either type of accommodation the scale of provision of accommodation shall be not less than that prescribed in regulation 6.

#### **Scale of Provision of Accommodation**

6. (1) The size of a room for a single person shall be at least 81 square feet.

(2) The size of a room for two persons shall be at least 100 square feet.

(3) For each additional occupant of a room at least 40 square feet of additional floor area shall be provided.

#### **Height of Walls**

7. (1) The height of walls of a habitable room, kitchen, ablution room, or privy accommodation shall be at least 6 feet 6 inches.

(2) The average interior height of a habitable room shall be at least 9 feet 6 inches where there is no ceiling, and where there is a ceiling at least 7 feet 6 inches.

#### **Insulation of Walls**

8. All walls shall provide against heat and cold insulation equivalent to that provided by sound burnt brick 4½ inches thick.

#### **Doors**

9. Each habitable room shall be provided with a door opening and a door at least 2 feet 6 inches wide and 6 feet 6 inches high.

#### **Lighting and Ventilation**

10. Opening windows with top-hung fanlights with an overall area equivalent to at least 10 per cent of the floor area shall be installed in each habitable room.

#### **Height of Floor**

11. The floor of every habitable room, kitchen, ablution room or privy accommodation shall be at least 6 inches higher than the level of the surrounding ground.

#### **Back-to-Back Construction Prohibited**

12. Rooms or dwellings on the back-to-back principle shall not be erected.

#### **Provision of Ablution Accommodation**

13. (1) Every employer shall provide for the purpose of ablutions at least one wash trough for every three families housed as such, or for every eight persons housed otherwise than as members of families.

(2) Such troughs shall be so sited as to be easily accessible to those for whom they are provided.

#### **Provision of Privy Accommodation**

14. (1) Every employer shall provide at the place where employees are housed privies at the rate of at least one for every three families housed as such or for every eight persons housed otherwise than as members of families.

(2) Every employer shall provide at the place where employees are required to work privies at the rate of at least one for every eight employees.

(3) The privies required by this regulation shall be either water closets, aqua privies or pit latrines.

(4) Such privies shall be so sited as to be easily accessible to those for whom they are provided.

(5) Except where separate privy accommodation is provided for a family as such, separate privy accommodation shall be provided for each sex.

#### **Provision of Water**

15. Every employer shall provide at easily accessible points potable water adequate for the needs for drinking, washing and other domestic purposes of all persons housed in temporary housing to which these regulations apply.

#### **Proper Authority**

16. The proper authority for the purposes of section 107 of the Law shall be the Medical Officer of Health.

#### **Provision of Medicine and Medical Treatment**

17. The medical aid which, in terms of section 108 of the Law, every employer shall provide shall comprise medicine and medical treatment provided in accordance with the facilities available from time to time in the labour health area concerned.

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