

*Article 14.*

1. No person shall assist a licensee in a subordinate capacity in the actual recruiting operations unless he has been approved by a public officer and has been furnished with a permit by the licensee.
2. Licensees shall be responsible for the proper conduct of such assistants.

*Article 15.*

1. Where the circumstances make the adoption of such a policy necessary or desirable, the competent authority may exempt from the obligation to hold a license worker-recruiters who—
  - (a) Are employed as workers by the undertaking for which they recruit other workers;
  - (b) Are formally commissioned in writing by the employer to recruit other workers; and
  - (c) Do not receive any remuneration or other advantage for recruiting.
2. Worker-recruiters shall not make advances of wages to recruits.
3. Worker-recruiters may recruit only within an area to be prescribed by the competent authority.
4. The operations of worker-recruiters shall be supervised in a manner to be prescribed by the competent authority.

*Article 16.*

1. Recruited workers shall be brought before a public officer, who shall satisfy himself that the law and regulations concerning recruiting have been observed and, in particular, that the workers have not been subjected to illegal pressure or recruited by misrepresentation or mistake.
2. Recruited workers shall be brought before such an officer as near as may be convenient to the place of recruiting or, in the case of workers recruited in one territory for employment in a territory under a different administration, at latest at the place of departure from the territory of recruiting.

*Article 17.*

Where the circumstances make the adoption of such a provision practicable and necessary, the competent authority shall require the issue to each recruited worker who is not engaged at or near the place of recruiting of a document in writing such as a memorandum of information, a work-book, or a provisional contract containing such particulars as the authority may prescribe, as, for example, particulars of the identity of the workers, the prospective conditions of employment, and any advances of wages made to the workers.

*Article 18.*

1. Every recruited worker shall be medically examined.
2. Where the worker has been recruited for employment at a distance from the place of recruiting or has been recruited in one territory for employment in a territory under a different administration, the medical examination shall take place as near as may be convenient to the place of recruiting or, in the case of workers recruited in one territory for employment in a territory under a different administration, at latest at the place of departure from the territory of recruiting.
3. The competent authority may empower public officers before whom workers are brought in pursuance of Article 16 to authorize the departure prior to medical examination of workers in whose case they are satisfied—
  - (a) That it was and is impossible for the medical examination to take place near to the place of recruiting or at the place of departure;
  - (b) That the worker is fit for the journey and the prospective employment; and
  - (c) That the worker will be medically examined on arrival at the place of employment or as soon as possible thereafter.
4. The competent authority may, particularly when the journey of the recruited workers is of such duration and takes place under such conditions that the health of the workers is likely to be affected, require recruited workers to be examined both before departure and after arrival at the place of employment.
5. The competent authority shall ensure that all necessary measures are taken for the acclimatization and adaptation of recruited workers and for their immunization against disease.

*Article 19.*

1. The recruiter or employer shall whenever possible provide transport to the place of employment for recruited workers.
2. The competent authority shall take all necessary measures to ensure—
  - (a) That the vehicles or vessels used for the transport of workers are suitable for such transport, are in good sanitary condition, and are not overcrowded;
  - (b) That when it is necessary to break the journey for the night suitable accommodation is provided for the workers; and
  - (c) That in the case of long journeys all necessary arrangements are made for medical assistance and for the welfare of the workers.
3. When recruited workers have to make long journeys on foot to the place of employment, the competent authority shall take all necessary measures to ensure—
  - (a) That the length of the daily journey is compatible with the maintenance of the health and strength of the workers; and
  - (b) That, where the extent of the movement of labour makes this necessary, rest-camps or rest-houses are provided at suitable points on main routes and are kept in proper sanitary condition and have the necessary facilities for medical attention.
4. When recruited workers have to make long journeys in groups to the place of employment, they shall be conveyed by a responsible person.