

*Article 6.*

Non-adult persons shall not be recruited: Provided that the competent authority may permit non-adults above a prescribed age to be recruited with the consent of their parents for employment upon light work subject to prescribed safeguards for their welfare.

*Article 7.*

1. The recruiting of the head of a family shall not be deemed to involve the recruiting of any member of his family.

2. Where the circumstances make the adoption of such a policy practicable and desirable, the competent authority shall encourage recruited workers to be accompanied by their families, more particularly in the case of workers recruited for agricultural or similar employment at a long distance from their homes and for periods exceeding a specified duration.

3. Except at the express request of the persons concerned, recruited workers shall not be separated from wives and minor children who have been authorized to accompany them to, and to remain with them at, the place of employment.

4. In default of agreement to the contrary before the departure of the worker from the place of recruiting, an authorization to accompany a worker shall be deemed to be an authorization to remain with him for the full duration of his term of service.

*Article 8.*

Where the circumstances make the adoption of such a policy practicable and desirable, the competent authority may make it a condition of permitting recruiting that the recruited workers shall be grouped at the place of employment under suitable ethnical conditions.

*Article 9.*

Public officers shall not recruit for private undertakings either directly or indirectly, except when the recruited workers are to be employed on works of public utility for the execution of which private undertakings are acting as contractors for a public authority.

*Article 10.*

Chiefs or other indigenous authorities shall not—

- (a) Act as recruiting agents;
- (b) Exercise pressure upon possible recruits; or
- (c) Receive from any source whatsoever any special remuneration or other special inducement for assistance in recruiting.

*Article 11.*

No person or association shall engage in professional recruiting unless the said person or association has been licensed by the competent authority and is recruiting workers for a public department or for one or more specific employers or organizations of employers.

*Article 12.*

Employers, employers' agents, organizations of employers, organizations subsidized by employers, and the agents of organizations of employers and of organizations subsidized by employers, shall only engage in recruiting if licensed by the competent authority.

*Article 13.*

1. Before issuing any license for recruiting the competent authority shall—

- (a) Satisfy itself that the applicant for a license, if an individual, is a fit and proper person;
- (b) Require the applicant for a license, except when the said applicant is an employers' organization or an organization subsidized by employers, to furnish financial or other security for proper conduct as a licensee;
- (c) Require the applicant for a license, if an employer, to furnish financial or other security for the payment of wages due; and
- (d) Satisfy itself that adequate provision has been made for safeguarding the health and welfare of the workers to be recruited.

2. Licensees shall keep, in such form as the competent authority may prescribe, records from which the regularity of every recruiting operation can be verified and every recruited worker can be identified.

3. A licensee who is the agent of another licensee shall wherever possible receive a fixed salary, and in any case in which he receives remuneration calculated at a rate per head of workers recruited such remuneration shall not exceed a maximum to be prescribed by the competent authority.

4. The validity of licenses shall be limited to a fixed period not exceeding one year to be prescribed by the competent authority.

5. The renewal of licenses shall be conditional upon the manner in which the licensee has respected the conditions subject to which the license was issued.

6. The competent authority shall be entitled—

- (a) To withdraw any license if the licensee has been guilty of any offence or misconduct unfitting him to conduct recruiting operations; and
- (b) To suspend any license pending the result of any inquiry into the conduct of the licensee.