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Notice Agence | Boot Begins - Mo. 135 Conf 29 10 25 2 Two oping dispt Bis to assured It. No Two Experiention ordina Charles 12) of Curson William Fritten and Comparation talk. I'm you to of secretion of pain to Se Presson to Executive De les hote on 182 1/15 he doors with follows the shall y there sum as attended of it

W. Flood: 7/0

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Sir A. Homes 4 10

STATE STATES

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<u>L.E.M.3</u> o-

ONFIDENTIAL (3)

Governor.

FURTHER ACTION.

AIR MAIL

SCANING STRACT.

October, 1936.

neve the number to refer to

your confidential despatch No.135

of the 19th of the in which you

orwarded to mend the

tive Registration

and the ser maying despatches are

ter reaching and have required

rounger - stieratir, but I spre-rate

the ware with her teen taken to the

the expresetions of the

changes are set out.

.. I agree that the proposed

definitions of "emalayer" and

"e- isyment

"employment or engagement" are
improvements on the existing legislation
and may be adopted.

with regard to Clause 4(2) of the Bill, I note that it makes it obligatory on the registered native (as it is in the existing Ordinance) to request his employer to enderse his certificate on discharge, and upon the employer to endorse the certificate when In Lord Swinton's despatch of the 10th of May, 1932 (paragraph 4), it was suggested that endorsement should only be oblige tory on the employer at the wollintary request of the employee, and this point does not appear to have been taken into account, though I do not desire to press the suggestion if you are satisfied that it is impracticable or inadvisable. In particular it may be your view that it would not be right to leave it to the

employee, who may well be quite ignorant,

to decide whether to ask for endorsement

C. O.

Mr.

Sir C. Parkinson.

Sir G. Pomlinson.

Sir C. Bottopiley.

Sir J. Shuchburgh.

Pernd, U.S. of S.

Parly, U.S. of S.

Secretary of State.

DRAFT.

compulsory upon the employee to ask for five and endorsement, then no penalty should be all upon him if the certificate is not endorsed.

If, however, it is not made

At the same time, if Section 6(2) of the Ordinance is to stand when amended as proposed in Clause 4(2) of the Bill, I think that the new Section 8(9) which it is proposed to by Section 5 of the Bill, requires further consideration. Apart from the fact that the employee may be without an endorsement on discharge owing not to his own fault but to the fault of his employer and of the Registration officer. it is not clear what the position would be of an employee who, having been engaged for a definite term left his employment before the end of it. that case he would not have been

discharged and in suitable cases he

FURTHER ACTION.

43

would be liable to penalties under the

provision of the Employment of Servants

Such a person, however, ought Ordinance.

not to be liable to penalty under that

Ordinance as well as under the new

Section 8(9) which would apparently be the

on a double penalty is not intentional, but

I have no doubt that this possibility

is destinable It would be well to make the point clear.

Chause 6 of the Bill raises the

penalty or an employer from file to gib or one worth's imprisonment on default, whereas

the penalty on the employee under Section S

of the Ordinance is Els or three months

imprisonment. It would, I think, syrear

better if the alternative period of

imprisonment were made the same in both

cases to correspond with the fine.

In this connection I have a tred

that the penalties imposed upon -time employees in this Ordinance and in the

allied rathences may be considered heavy

having regard to the position of astives

C. O.

1

Sir (. Parkinson

See C. Louisianies Sir C. Bottomies

SIF 1. Shuck uren Permt U.S. of S

Parc i . of S

Secretary of State.

FURTHER ACTION.

who cannot be expected to have any

financial resources or to spreciate

fully the exact nature of the benadties

to which they may be lianie. realise

that the penalties are the maximum. year to do not imposite that the parimum

is imposed in all cases, but I suggest I have done inserters

that there is room for a considerable sceling down of the penalties imposed

ander these Ordinances.

I agree with your view that it would be impracticable to allow a

registered native time to produce his

pertificate as had been suggested. so

that that proposal may be cropped. I agree also that, it proci to avoi

ossible abuse the ower to demand the production of a certificate sho.

be restricted to partice officers of

th rank of assistant sub-inspector IDWARGS

Subject to these remarks,

I approve the introduction of the Bill

and I request that you will give me,

in due course, an account of any debate

which takes place when it is being

discussed in Council.

I have, etc.

(Signed)

All natives could not read and write, and it was even impossible for them to have definite addresses. Further, a mative had several different names and changed his name at various times, while it some cases he may not even give his proper nam . Recordingly, for the sake to the native classif as well as in the interests of good government. When a county ie confer identity upon him as done by the re: traum dertillisate. He went on to say that the value offthe contiliont was fully appreciates by the great majority of nonest workers and the gossidator of ohe is the Titue will most metry have coming to in them a we a . be reatistes man and .อส-ทา eakers, and other. - the their ideal to a Would be gossible to invise the EXELORD BU, By NO do GWES WILL I'VE SE epit of te rdinance he had the hemsers of Council. the then representative

1932 No12 on 17217/31

Lor: swinton in his reply to the east that it was no part of the ensemble to unnecessar, term' lightion on members of ... race merety on the trooms that soon and of later and necessary for members is another race in the relewa with in to suggest that the Cativi xemption ordinance should be re-drufted in sink a As he to provide more clast, means of exemption william to a second to employ tement certificate end given a value invited the lovernor to constitut whether as it? th ordinance the entry of particulars accordinate

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transaction district on the market of model of south to see a second of second of the south to see a second of the second of the

Light the gift middle to make her for a bug took

Ordinance giving greater discretion to

Provincial Commissioners and generally simplifying
the procedure, but they did not tackle the
amendment of the Native Registration Ordinance
till now. Present now forwarded for
consideration is quite short but does not make
things very much easier.

fine definition of employer and the definition of employer at neve been altered.

smployment now resonances the engagement of a netive for work in return for food and lodging.

Apparently some employers contended that this was not employment and therefore the not entered it on the certificate. It is for some reasonable employment can cardly be a matter common occurrence.

Ink is now prost had no the only

wenture for endorsement on the state of the state of the ink must be black or blue-'lack. Under
the old Ordinance ink included insection peacely,
and apparently a prestice had appeared whereby
the ordinance of the employee.

The recent form runs of the employee.

the employer in the employer in the employer in the employer is tration officer,

who must then obtain a proper endorsement of discharge from the employer, or complete it simmelf if the endorsement was been omitted through ignorance or mistakes.

It is now proposed to say that herery registered native snahl, before leaving the service of an employer, request the captorer to enderse als discharge upon his registration contilicate and t shall be the duty of the employer forthwith to to Dinarwise them is ap change - the alteration heing that it to make well-gatory on the employer to endorse the september on request of the mentive in the previous correspondence, however, it was suggested that this obligation impolyed a degree of hardenin water cannot be justified. The tovernor in his despatch does not comment upon this and it seeme to me somewhat doubtful whether sada a provision and and the tripes. the certificate is to remain a second level in if it is to contain particulars of wages some such requirement is almost certainly necessary. the employers or employees defeat the object of essaring that i e maily a record of the transfer of the market lowever, to su'il and ' lay it down that the native lastend of small ask the employer to enders his section st . . aving the militation a W alis a when as od.

ther to tighten up things, it is if a service share it an effence for the native of the expiration of the employs hit is sent.

All natives could not read and write, and it was even impossible for the to have definite addresses. Further, a native had several different names and changed his name at warious times, while in some cases he may not even give his proper name. Accordingly, for the sake of the native himself as well as in the interests of good government, it was necessary to bonfer thentity upon him as done by the red stranger tilicate. He went on to say that the value of the certificate was fully appreciated by the great mejority of honest workers and the possession of one is the most nest netive hove coming up to cood since they tel wer travet coolected on them a claim to be rested as mon and receive a mon's waye. Law-breakers, and others and interest it is a sim their identities, of course bate the Mater. The Governor did not wind the it would be possible to revise the usten en a to do away with the objection and ha said it would be absurd to make juropeans, Indians and other little persons take about form of passport merely to appease unreasoning native prejudices. He went on to say that he was of opinion that the abolition of the system would not be in the true interests of the native population and that in spite of its apparent unpopularity the Registration Ordinance should be retained. In this he had the support of all his members of Council, including Canon Leakey, the then representative of the natives.

Deep. of 10 Hay 1932. No.12 on 17217/31

Lord Swinton in his reply to this said that it was no part of his intention "to impose in the supposed interests of racial equality an unnecessary legal obligation on members of one race merely on the ground that such an obligation is necessary for members of another race in their own interests". He went on to suggest that the Native Exemption Ordinance should be re-drafted in such a way as to provide more elastic means of exemption Further, he said it was for the literate native. difficult to defend the enforcement of those sections which compelled a native employee to ask for particulars of his employment to be entered on the certificate and place an invariable obligation on the employer to enter such particulars. He therefore invited the Governor to consider whether in revising the Ordinance the entry of particulars should only be obligatory on the employer at the voluntary request of the employee. He further suggested amendment of the sections of the Ordinance which gave the police power to call for the immediate production of a certificate and suggested that it should be sufficient if it was produced within a reasonable time. say, 24 or 48 hours.

When Lord Swinton visited-Kenya he

discussed the matter and the Governor said he thought
that the natives themselves would object to the

abolition of the Ordinance while Mr. La Fontains
said the provisions for entering wages were generally
popular.

Note attacked (

Kenya did proceed to amend the Exemption

Ordinance giving greater discretion to

Provincial Commissioners and generally simplified the procedure, but they did not tackle the amendment of the Native Registration Ordinance till now. The Bill now forwarded for consideration is quite short but does not make things very much easier.

The definition of employer and the definition of employment have been altered.

Employment now recognizes the engagement of a native, for work in return for food and lodging. Apparently some employers contended that this was not employment and the refere did not entered to on the certificate. It is for some reason brought feasible that it should be a matter of common opcurrence.

the is now prescribed as the only the chicle for endorsement on the continues.

And the ink must be black or blue-black. Under the old Ordinance ink included inactions pencil, and apparently a practice had appeared whereby employers used different odioured inke to indicate their opinion of the employee.

that very registered native shall, before f leaving the service of an employer, request his employer to endorse his discharge on his certificate, and in the event of the employer refusing the native shall forthwith report the matter to the nearest registration officer.

who must then obtain a proper endorsement of discharge from the employer, or complete it himself if the endorsement has been omitted through ignerance or mistaker.

It is now proposed to say that I registered native shall, before leavent of an employer, request the cartons to enteres shell be the duty of the employer forthwith to do Otherwise there is no change - the elteration being that it is made soligatory on the amployer' to endorse the certificate on request of the In the operious contentationes, housen, it was suggested that this obligation towolved a doorest at mardenip which conner be justified. The levernor in his despetch does not comment upon this and it seems to me somewhat doubtful whether sade a provision absente provision. At the same time, if the certificate is to remain in its present form and if it is to contain particulars of wages some such requirement is almost certainly necessary. If it were left optional then employees or employees might defeat the object of ensuring that the native has a record of his activities. It might, powever, be sufficient to lay it down that the native "may" instead of "shall" ask the employer to endorse his certificate, leaving the obligation on the employer to endorse it when asked.

Further to tighten up things, it is proposed to make it an offence for the native after the expiration of his employment to be in

Ikin (to journe)

X

possession of a certificate with no endorsement on discharge, and the penalty for this is the fine not exceeding £10 or imprisonment up to three months. The present penalty is a fine not exceeding £15 or three months' imprisonment or both, and it will be seen that the penalty is being reduced.

Leminot it

religious to the

contificate and the

contificate not endorsed, but I suppose the

two things go together.

The penalty on the enloyer tof not producing returns and pertificates is raised to also with imprisonment in default for a period not exceeding one month. It would probably look wetter it three months were inserted as the elternative in both cases, or else one month embodied in Section 8. As it stands, there might be a charge of discrimination against the

of Clause 15 the Governor points out that ; give time to produce a certificate would nullify the provisions of the ordinance, since the native could easily abscend, while power to eall for the production of a certificate is a valuable check on undesirable characters. The Governor does suggest amendment of the clause to restrict the power to demand certificates to

police officers of or above the renk of Assistant Sub-Inspector, which will remove one of the main causes of objection as set out in the 1931 correspondence.

Hant find a Mr. Enachmen This Generally an annudary Bill bred

As it is mostly a re-hash and re-insulment we can agree to its intiduction wanter as commenting as it A & B. above if thought would while:

18.7.36.

thoroughly into

ra are moints:

he sys

t mast, if for no other and now have this would, in Kenya,

e as at present, always to carry the certificate on his person when he travels?

In addition to the Governor's reasons mentioned at Y opposite, I feel sure that the suggestion that he should be given time to produce it would not help matters. My own position, if!
were to lock up my driving licence in my house and atthus.
be asked, to produce it within a certain time, would be simplicity itself compared with that of the native in or this circumstances.

I do not much like Mr. Flood's suggestion at A. It is in the native's interest that if his

certificate has an entry of employment it should also have an entry of discharge and it to not think that it should be left to the untutered labourer to decide whether he shall ask for that entry to be made or not. But if A is adopted then, as I have added marginally, there can be no penalty on the native if the certificate is not endorsed.

penalties on the employer should be made similar in the two cases. There are altogether too many penalties in these Ordinances, and so far as the natives are concerned I think we might ask the Governor whether they cannot be scaled down. As Sir G. Bushe has fraquently pointed out, high penalties are an obsession in Kenya.

Subject to this, I agree that we can approve of the introduction of the Bill. I think we might say that when the Bill is sent nome the secretary of State would be glad to have with it an account of any debate which has passed on the Bill.

wis

24.7.36.

(1) As to point (1) in Sir C. Bottomley's minute: It seems to me that it is possible, if it is desired, to distinguish between the functions of the certificate of registration as a means of identification and as a "character". The form of the certificate

(see page 1179 in the Volume of Rules attached) is in two distinct parts - the heading shows the native's identity and the particulars below show the story of the native's employment. It would be possible to repeal the provisions of the Ordinance which relate to the latter aspect retaining those which relate only to identification.

- (2) A. of Mr. Flood's minute. Assuming that Section 6(2) is to stand as a mandate the new Section 8(9) seems to me wrong. Apart from the fact that the native may be without an endorsement of his discharge owing to the fault of the Registration Officer (see the latter part of Section 6(2)) I do not know what the position is if, for example, a native who is employed for a definite term leaves his employment before the end of the term. One cannot talk of a "discharge" in this case, and he will be punished in a proper case under the provisions of the samplyment of Servants Ordinance. He ought not to be punished twice. The absence of an entry showing his discharge will, I should have thought, make subsequent employment so difficult that this will be sufficient punishment.
- (3) B. I do not see any legal objection here. The offence under Section 9 is less serious than those under Section 8. The imprisonment is merely in default of payment of fine, and a £15 fine to an employer is a good deal less severe a punishment than a £10 fine to a native. Under Section 13 there are heavier penalties on the employer.

I agree, however, that the penalties imposed by these Ordinances on natives might well be reduced.

wis.

Service of State 19.8

Service of August 5th on

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after legel service, the three Solls showed be nomitio to you, There is nothing very protected in this one except the he bale her found a good fourt - in his winder (and see such with the nos A & some cutaing & per the form bons must be the (in cause, show, him own hand son the sound of fenced son ashire) A Sudoile the Jun Mill 12 m AIR MAIL

No. 135



2511 /19

GOVERNMENT HOUSE
NAIROBI
KENYA

CONFIDENTIAL.

11 NOV 1936 C. O. REGY 29 uctober 1935.

Sir,

With reference to Sir Philip Cunliffe-Lister's Confidential despatch of the 10th may 1932 on the subject of native registration, I have the honour to transmit copies of a draft mill to amend the native Registration Ordinance, Chapter 127 of the Revised Edition, together with a comparative table prepared by the Atterney General, for your consideration.

- I while be glad to receive your observations on the Fill perors its submission to my executive Council with a view to publication for introduction into
- The two draft bills forwarded with my confidential air mail despatch No. /34 of 29 October, 235, and by considential air mail despatch No. /56 of October, 1935, are closely concerned with the matter can dider consideration and should be read in amagnization with this despatch.
- 3. It will, I think, be convenient if my observations take the form of a memorandum commenting on those Clauses of the mill which require explanation and I therefore propose to adopt this course.
- 4. Clause 2 (2). The definition of "amployer" has been amended to correspond with the definition contained in the Employment of Servants sill forwarded

With ...

MALCOTM MACDONALD, P.C., M.P., SECRETARY OF STATE FOR THE COLONIES, DOWNING STREET, LONDON, S. W. 1. with my Confidential air mail despatch No. 1341 of 2917

- or engagement" has been clarified in order to deal with the situation which occasionally arises where a native is engaged for work in exchange for food and lodging, the employer claiming that the native is not a paid servant and therefore there is no necessity to endorse his Registration Certificate.
 - endorsements on registration Certificates should be made in a legible and permanent manner, but cases have accurred of employers using int of higherent colours to indicate that the native has been unsatisfactory.

 The clause as drafted, will prevent this.
 - 7. Clause 4 (2) makes it obligatory for an impleyer to endorse a discharge on the negletration Certificate immediately on request. The necessity for this charse arises from the fact that It is sometimes difficult to bestim an enforcement of discharge from an impreciously employer thereby resulting in hardship to the employee.
 - 8. Clause b (1), te/s corollary to Clause 4 (2).
 - Ordinance in order to make imprisonment a punishment which can be imposed only in default of payment of a fine.
 - 10. Clause 6, increases the fine which can be imposed for offences in connection with Labour Returns from £10 to £15.

imprisonment is made an alternative punishment in default of payment of a fine only.

11. Clause 7, increases the fine which can be imposed for offences in connection with illegal possession of Certificates from glo to glo.

- 3 -

Imprisonment is made an alternative punishment in default of payment of a fine only.

- 12. Clause 8 (1), prohibits the engagement of a native with a mutilated Certificate.
- 13. Clause 8 (2), makes production of a negistration Certificate to the prospective employer prior to engagement compalacry.
 - 14. Clause 8 (3). Imprisonment is made an altertive punishment in default of payment of a fine only.

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propositivould, to a man assert; null; of the Ordiname as a line . in

hatitutes, in the case

of towns, a valuable check on undesirable characters.

I do, however, consider that this power should not be entrusted to police officers of superdinate rank, in view of the opportunities for abuse which arise. The Clause now suggested prohibits any police officer below the rank of assistant sub-inspector from demanding the production of negistration Certificates.

I should also remark that Section 15 of the

Ordinance ...

Ordinance is mainly enforced in the towns, and in mairebi is only enforced by a police order between the hours of 6.30 p.m. and 6.30 a.m.

16. Clause 10. repeals Section 16 of the Principal Ordinance. Offences of desertion are now non-cognizable and action can only be taken on the sworn complaint of an employer. Section 16 has therefore lost its intention.

17. Plans 11, increases the penalty impossible under Section 17 of the Principal Ordinance, from a fine not exceeding 250 to a fine not exceeding 250.

Imprisonment is made an alternative punishment in default of payment of a fine only.

18. Clause 12, is designed to simplify the procedure in charges brought against persons for offences against the provisions of the Ordinance.

19. I agree that there is no objection to the suggestion contained in paragraph 6 of the despatch under reply, that the present form of Registration Certificate should be amended by printing the various headings, etc., in Swahili as well as anglish, and provision for this will be made in due course by rules under the Ordinance.

I have the honour to be,

""Sir,

Your most obedient, humble servant,

BRIGADIAN-GENERAL.

GOVERNOR.

A BILL TO AMEND THE NATIVE REGISTRATION ORDINANCE.

BE IT ENACTED by the Governor of the Colony of Kenys, with the advice and consent of the Legislative Council thereof, as follows -

Short title.

Cap. 127.

1. This Ordinance may be cited as the sative Registration (Amendment) Ordinance, 1934, and shall be read as one with the Native Registration Ordinance (Chapter 127 of the Revised Edition), hereinafter referred to as the Principal Ordinance.

amendment of section 2 of the Principal Ordinance.

- 2. Section 2 of the Principal Ordinance is hereby:
 - (1) by deleting the definition of "inc";
 - (2) by deleting the definition of "employer" and aubstituting therefor the following

corporation or company who or which has
entered into a contract of service to
employ any servant, and the egent, foreman,
manager or factor of such merson, firm,
corporation or company, and where a servant
has entered into a contract of service with
the Government or with any officer on behalf
of the Government, the Government officer
under whom such servant is working shall be
deemed to be his employer:

Provided that no Government officer shall be personally liable under this Ordinance for anything done by him as an efficer of the Government in good faith.

(5) by the inserting the following new definition -

Endorsement to be made in black ink. 3. Every endorsement required by this Ordinance or by the Principal Ordinance to be made on a registration certificate shall be made in black or blue-black ink.

Amendment of section 6 of the Principal Ordinance. 4.(1) Sub-section (1) of section 6 of the Principal Ordinance is hereby amended by inserting the words "or employs" after the word "engages" in the first line thereof.

- (2) Sub-section (2) of section 6 of the Principal Ordinance is hereby, amended by deleting the first three lines thereof and substituting therefor at the following words -
 - *(2) Every registered native shall, before leaving the service of an employer, request such employer to endorse his discharge upon his registration certificate and it shall be the duty of the employer forthwith to do so. In the event of the employer refusing ors

Amendment of section 8 of the Principal Ordinance

- 5. Section 8 of the Principal Ordinance is hereby
 - (1) by the addition of the following new sub-
 - "(9) Having departed from the service of his ampleyer, from whatever cause, is, after the expiration of the period of his employment, in possession of a certificate bearing an endorsement of employment but no endorsement of discharge."

(2) by deleting the last three lines of the section and substituting therefor the words "shall upon conviction be liable to a fine not exceeding ten pounds or in default of payment to imprisonment for a term not exceeding three months."

Repeal and replacement of section 9(3) of the principal

- 6. Sub-section (3) of section 9 of the Principal Ordinance is hereby delited and the following is substituted therefor -
 - *(3) Failure to comply with the requirements of this section shall render the person liable to a fine not exceeding fifteen pounds or in default of payment to imprisonment for a term not exceeding one month.*

of

amendment of section 12 of the Principal ordinance. amended by relating the last thris lines thereof and experient that the last thris lines thereof and experient that the following surds

of this faction chall on conviction be lighte to a fine hele exceeding twenty pounds or in default of payment to imprisonment for a farm not exceeding three months.

Amendment of section 13 of the Principal Ordinance.

- 8. Section 13 of the Principal Ordinance is hereby
 - (1) by deleting sub-section (5) thereof, and substituting therefor the following
 - make a felse entry in or in any way improperly tamper with any certificate or container belonging to a native whether such native is in his employ or not; or who shall knowingly engage or employ a native in possession of a registration certificate bearing any of the mutilations, dishonest erasures or additions mentioned in subsection (6) of section 8 of this Ordinance;"
 - (2) by deleting sub-section (7) thereof, and substituting therefor the following -
 - *(7) Shall engage or employ any unregister ed native or any native who does not first produce his registration certificate. (The provisions of this sub-section shall only apply to such persons or such districts as may be prescribed);*
 - (3) by deleting the last two lines of the section and substituting therefor the following -

"hundred pounds or in default of payment to imprisomment for a term mat exceeding one year.

action 15 of the Principal Ordinance.

- 9. Section 15 of the Principal Ordinance is hereby amended -
 - (1) by substituting the words "police officer of on above the rank of Assistant Sub-Inspector" for the words "police officer" which occur in the first line of the section; and
 - (2) by substituting the words "in default of payme to imprisonment for a term not exceeding one month, "for the words "imprisonment of either description for a period of one manth or to both."

Repeal of section 16 of the Principal Ordinance.

10. Section 16 of the Principal Ordinance is hereby repealed.

amendment of section 17 of the Principal Ordinance. 11. Section 17 of the Principal Ordinance is hereby amended by deleting the last three lines thereof and substituting therefor the following -

"conviction shall be liable to a fine not exceeding fifty pounds or in default of payment to imprisonment for a term not exceeding three months.

12. The Principal Ordinance is hereby as ended by inserting therein, as Section 19A, the following:-

against any person for an offence or for a number of offences against the provisions of this Ordinance, such person may, notwithstanding the provisions of the Criminal Procedure Code, if such offences are of the same kind be charged with and Tried at the same time for any number

of such offences'.

"19A. Where proceedings are instituted

No. XI of 1930.

COMPARATIVE TABLE

THE NATIVE REGISTRATION (AMENDMENT) BILL, 1935

Clause of the Bill.		Remarks	
1.	Short title		
.	20014 01020		
2.	*employmen The d letio	tions of "emploit or engagement on of the definences equential t	t* are new. ition of
δ.	Man.		小红
4.(1)	Verbal amen	dment only.	Hall to
(2)) we w		War and the
5. (1)	Conseque, ti	ial to Clause 4	(2).
(2)	New.		
6.	New.		
7.	New.	- 12 X	
8.	New.		
9.	New.		Action Charles
10.	New.		12 mar
11.	New.		八人人人
140	dev.		