

NO. 17 OF 1928 (AS AMENDED BY LAW 35 OF 1928).

A.D. 1928. TO REGULATE THE EMPLOYMENT OF YOUNG PERSONS  
17 of 1928. AND CHILDREN IN INDUSTRIAL UNDERTAKINGS.

RONALD STORRS.]

[May 2, 1928.

BE it enacted:—

*The whole Law is repealed  
by Law 16 of 1938.*

Short title.

1. This Law may be cited as the Employment of Young Persons and Children Law, 1928.

Inter-  
pretation.

2. In this Law:—

The expression "child" means a person under the age of twelve years;

The expression "young person" means a person who has ceased to be a child and who is under the age of sixteen years;

The expression "industrial undertaking" means:—

(a) a mine or quarry and works for the extraction of minerals from the earth;

(b) any undertaking in which articles are manufactured or materials transformed; and

(c) any other undertaking which may be declared by order of the Governor in Council to be an industrial undertaking.

Restrictions  
on the  
employment  
of young  
persons and  
children in  
industrial  
under-  
takings.

3.—(1) No child shall be employed or work in any industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the family of the proprietor or owner are employed.

(2) No young person under the age of fourteen years shall be employed in any industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the family of the proprietor or owner are employed, for more than four hours in each day.

(3) No young person over the age of fourteen shall be employed in any industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the family of the proprietor or owner are employed, for more than six hours in each day.

Provided always that the Governor in Council may by order to be published in the *Cyprus Gazette* declare that the hours of employment or work of young persons under this sub-section may be extended to a maximum period of eight hours in each day in respect of any industrial undertaking named in such order, and provided further that before making any such order as aforesaid the Governor in Council shall be satisfied that the conditions and nature of the employment or work in such industrial undertaking are such as to justify an extension of the hours of employment or work. Every such order may be varied from time to time or revoked.

(4)—(i.) No young person shall be employed at night in any industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the family of the proprietor or owner are employed.

(ii.) For the purposes of this sub-section the expression "night" signifies a period of at least eleven consecutive hours, including the interval between ten o'clock in the evening and five o'clock in the morning.

(iii.) The provisions of this sub-section shall not apply in cases of *force majeure*, where in any undertaking there occurs an interruption of work which it was impossible to foresee, and which is not of a recurring character.

(5) No child shall be employed to lift, carry or move anything so heavy as to be likely to cause injury to the child.

(6) No child shall be employed in any undertaking likely to be injurious to his life, limb or health, regard being had to his physical condition.

Register of  
young  
persons to be  
kept by  
employers.

4.—(1) Where any young persons are employed in any industrial undertaking, a register of the young persons so employed, and of the dates of their birth, and of the dates on which they enter and leave such employment, shall be kept by the proprietor, owner or manager of such industrial undertaking and shall at all times be open to inspection by any Government Medical Officer, the Commissioner of the District or any officer of the Cyprus Military Police.

(2) All young persons registered in accordance with the provisions of this section shall be examined by a Government Medical Officer on registration and at least once in every three months thereafter, and no young person shall be employed or continue to be employed without a certificate from a Government Medical Officer of his fitness for such employment.

Penalties.

5.—(1) Any person being the proprietor, owner or manager of any industrial undertaking who fails to keep a register so required to be kept by him as aforesaid, or refuses or neglects when required to produce it for inspection by a Government Medical Officer, Commissioner or officer of the Cyprus Military Police, shall be liable on summary conviction to a fine not exceeding ten pounds; and

(2) Any person being the proprietor, owner or manager of any industrial undertaking in which any child or young person is employed in contravention of this Law, shall be liable on summary conviction to a fine not exceeding ten pounds for every child or young person so employed.

(3)—(i.) Where a child or young person is taken into employment, or is employed, in any industrial undertaking in contravention of this Law on the production, by or with the privity of the parent or guardian, of a false or forged certificate, or on the false representation of his parent or guardian that the child or young person is of an age at which such employment is not in contravention of this Law, that parent or guardian shall be liable to a fine not exceeding two pounds.

(ii.) For the purposes of this sub-section the expression "guardian" used in reference to a child or young person includes any person who is liable to maintain or has the actual custody of the child.

(4) Any person who acts in contravention of or fails to comply with any rules made under this Law, shall be liable on summary conviction to a fine not exceeding ten pounds, and in case of a continuing offence such person shall be liable to a further fine not exceeding two pounds for each day during which the offence continues.

6. The Governor in Council may by order make rules to be published in the *Cyprus Gazette* regulating all or any of the following matters in any industrial undertaking in which children or young persons are employed or work :—

Power to Governor in Council to make rules.

- (1) Sanitary conditions including ventilation ;
- (2) Overcrowding ; and
- (3) Health and safety generally.

7. This Law shall come into operation upon a date fixed by notice by the Governor in the *Cyprus Gazette*.

Date of coming into operation.

*This Law was published in the Cyprus Gazette No. 1916 of the 7th May, 1928.*

*Repealed by Law 11/1939*

No. 18 OF 1928.

FOR THE PROTECTION OF FEMALES IN DOMESTIC SERVICE. A.D. 1928.

RONALD STORRS.]

[May 5, 1928. 18 of 1928.

BE it enacted :—

1. This Law may be cited as the Protection of Female Domestic Servants Law, 1928. Short title.

2. In this Law :—

“Female Domestic Servant” means and includes any girl of less than eighteen years of age who is employed as a servant, whether remunerated or not, in any household and any girl of less than eighteen years of age so employed under the name of “adopted child.” Interpretation.

3. Every person who, at the date of the coming into operation of this Law, shall have a female domestic servant in his employment shall register such female domestic servant in the prescribed manner within one month of the coming into operation of this Law. Registration.