



SUPPLEMENT No. 2

TO

THE CYPRUS GAZETTE No. 2730 OF 9TH JUNE, 1939.

LEGISLATION.

THE STATUTE LAWS OF CYPRUS

No. 11 OF 1939.

A LAW TO REGULATE THE TERMS AND CONDITIONS OF
EMPLOYMENT OF CERTAIN FEMALE DOMESTIC SERVANTS.

A. B. WRIGHT,]

[9th June, 1939.

Officer Administering the Government.

BE it enacted by His Excellency the Officer Adminis-
tering the Government and Commander-in-Chief of
the Colony of Cyprus as follows:—

1. This Law may be cited as the Employment of Female Domestic Servants Law, 1939. Short title.

2. In this Law—

“Commissioner” means the Commissioner of the District in which a female domestic servant is employed;

“employer” includes every person having a female domestic servant in his employment;

“female domestic servant” means any girl who is less than eighteen years of age and who is employed as a servant in any household or in any capacity involving the duties usually performed by such a servant by whatever style the girl acting in such capacity may be called whether such girl is or is not what is commonly known as a “foster child” of her employer and whether such girl is so employed with or without wages or other remuneration but shall not include any girl in so far as she is employed by her parent;

*Interpre-
tation.*

“parent” includes a step-father and step-mother, the mother of an illegitimate female child, and in relation to a girl adopted in a manner recognized by law, any person who has adopted her;

“registered female domestic servant” means any female domestic servant registered under the provisions of this Law.

Employers
to make
application
for the
registration
of female
domestic
servants.

3.—(1) Every person who at the date of the commencement of this Law shall have a female domestic servant in his employment shall, notwithstanding that such servant has been registered under the Law hereby repealed, make application to the Commissioner for the registration of such female domestic servant within one month from such date.

(2) After the date of the commencement of this Law no person shall take into his employment a female domestic servant unless and until such female domestic servant, upon application made in that behalf to the Commissioner, shall have been registered in accordance with the provisions of this Law.

(3) Every application under this section shall—

(a) be in such form; and

(b) contain such particulars regarding the employer, the female domestic servant employed or to be employed, the terms and conditions of employment, and such other particulars,

as may be prescribed.

Registration
of female
domestic
servant.

4.—(1) Upon receipt of an application under section 3 the Commissioner shall consider the same and may before coming to a decision thereon require the applicant or the female domestic servant named in the application or both to attend personally before him and to answer such questions as he may think proper to ask relating to the particulars furnished by the applicant in his application.

(2) Subject to the provisions of sub-section (3), if the Commissioner approves the application he shall register the female domestic servant in a register to be kept for the purpose to be called the “Register of Female Domestic Servants” and shall enter therein the particulars appearing in the application as finally approved by him. Every such entry in such register shall be signed by the Commissioner and a copy thereof in duplicate shall be forwarded by the Commissioner to the employer. The employer shall sign one of the copies and return it to the Commissioner who after filing the same shall issue to the employer a certificate of registration in the prescribed form.

(3) The Commissioner shall not register a female domestic servant who is less than twelve years of age unless such female domestic servant has been registered under the provisions of the Law hereby repealed by the person making application for her registration under this Law and such servant is at the date of such application in the employment of the person who caused her to be so registered under the provisions of the Law hereby repealed.

(4) There shall be implied by every such registration an obligation on the part of the employer to provide the registered female domestic servant during the period the registration remains in force with sufficient food of a wholesome kind, suitable sleeping and living accommodation and reasonable care in case of illness.

(5) The Commissioner may—

(a) in his absolute discretion refuse to register any female domestic servant, and

(b) at any time cancel the registration of any female domestic servant if in his opinion the employer has failed to observe and carry out—

(i) the terms or conditions of employment appearing in the Register of Female Domestic Servants, or

(ii) any of the obligations implied in sub-section (4).

(6) Every decision of the Commissioner and every cancellation of a registration under this section shall be notified in writing by the Commissioner to the applicant or employer, as the case may be, as soon as possible after the making thereof.

5. Where any female domestic servant has been registered under section 4 the terms and conditions of employment appearing in the Register of Female Domestic Servants relating to such servant shall as from the date of the issue of the certificate of registration be legally binding on the employer, and the Commissioner, without prejudice to the powers conferred upon him by sub-section (5) of section 4, may on behalf of the registered female domestic servant concerned take such legal proceedings as may be necessary from time to time for the purpose of enforcing any obligation of the employer thereunder, or for the recovery of damages from the employer in respect of any breach thereof.

Power to Commissioner to enforce terms and conditions of employment.

6. In any proceedings whatsoever under this Law, the following shall be admissible in evidence on production:—

Admissibility in evidence of register, etc.

(a) any register or any part of any register which purports to have been kept under this Law or any regulation made thereunder ;

(b) any extract from any such register which purports to have been certified as correct by the Commissioner.

Employment of unregistered female domestic servants prohibited.

7.—(1) Subject to the period allowed for registration under section 3 (1), no person shall have or take into his employment an unregistered female domestic servant.

(2) Any person contravening the provisions of this section shall be guilty of an offence.

Penalty : Twenty-five pounds fine.

Employer to report determination of employment.

8.—(1) Any person who shall have in his employment a registered female domestic servant shall, where the date of the determination of such employment is known to such person or comes to his knowledge within sufficient time to enable him to do so, give notice thereof in writing to the Commissioner at least seven days prior to the date of such determination. In all other cases such person shall give notice in writing to the Commissioner as soon as the date of determination of such employment comes to his knowledge.

(2) On the receipt of any such notice the Commissioner shall have power to take such female domestic servant under his charge and shall thereupon deal with such servant in the prescribed manner.

(3) Any person who fails to comply with the provisions of sub-section (1) of this section shall be guilty of an offence.

Penalty : Twenty-five pounds fine.

Power to Commissioner to visit premises.

9.—(1) The Commissioner or any officer or person generally or specially authorized in that behalf in writing by the Commissioner may visit any premises in which any registered female domestic servant resides or is employed and may inspect any such premises and may enquire into the condition of any such servant and her wages, food and living conditions generally.

(2) For the purposes of this section the Commissioner or such officer or person as aforesaid may require the employer or any adult member of his household to answer any such questions as he may think proper to ask.

(3) Any person who obstructs or hinders or attempts to obstruct or hinder the Commissioner or any such officer or person as aforesaid in the exercise of the powers conferred by this section or who refuses to answer any question for the purposes of this section put to him by the Commissioner or such officer or person shall be guilty of an offence.

Penalty : Three months imprisonment or twenty-five pounds fine or both.

10. The Governor in Council may make regulations to be published in the *Gazette* for—

Power to Governor in Council to make regulations.

- (a) prescribing the form of application for the registration of female domestic servants ;
- (b) prescribing the particulars to be contained in the application for registration regarding the employer, the female domestic servant employed or to be employed, the terms and conditions of the employment and such other particulars as may be necessary ;
- (c) prescribing the form of the Register of Female Domestic Servants and of the certificate of registration ;
- (d) prescribing the manner in which the Commissioner shall deal with a female domestic servant under the provisions of section 8 (2) ;
- (e) generally for the better carrying out of the purposes of this Law.

11. No proceedings for any offence under this Law shall be instituted except by the Commissioner or with his previous sanction in writing.

Restriction on right to prosecute.

12. This Law shall come into operation on a date to be fixed by the Governor by notice in the *Gazette* and thereupon the Protection of Female Domestic Servants Law, 1928, shall be repealed.

Date of coming into operation and repeal.
18 of 1928.

9th June, 1939.

R. C. S. STANLEY,
Acting Colonial Secretary.

(M.P. 1494/27/2.)