

Protection of Young Persons at Work, No. 48(I)/2001

Scope

This Law shall cover the employment of young persons by any employer.

Work relating to the provision of domestic service in a private household or any work considered as not being harmful, damaging or dangerous to adolescents in a family undertaking is excluded from the scope of application of this Law (Section 3).

Definitions

“Adolescent” means any young person who is not under fifteen years of age and not over eighteen years of age,

“Child” means any young person who is under fifteen years of age,

“Young person” means any person under 18 years of age,

“Minister” means the Minister of Labour and Social Insurance (Section 2).

Employment of Children

- The employment of children is prohibited except for the purpose of:
 - (a) Vocational or occupational training. A child who has attained the age of 14 and has successfully completed secondary school education or was released from his obligation to attend school (after approval by the [Minister of Education and Culture](#)) can be placed under a combined work-training scheme in accordance to a special licence issued in respect of the [specific scheme](#) by the Minister of Labour and Social Insurance (Section 6).
 - (b) Employment of a child in cultural, artistic, sports or advertising activities. Such employment shall be licensed by the Minister under certain circumstances, which will be provided by Regulations (Section 7).
- No child shall be engaged in street trading (Section 12).

Working Hours of Children

- The working time of children in cultural, artistic, sports or advertising activities may not exceed-
 - (a) two hours each day for a child of three to six years of age,

(b) three hours each day for a child of seven to twelve years of age, and

(c) four hours each day for a child of thirteen to fifteen years of age:

The above hours of daily work must not coincide, during the school year, with the hours of teaching (Section 7).

- No child shall be employed in any work for more than thirty-six hours in any one week or for more than seven and a quarter hours in any one day (Section 8).
- Any child who attends the work-training scheme and has educational evening classes shall not work after 4 p.m. on any day on which he so attends.

Working Hours of Adolescents

- The working time of adolescents who have not attained the age of 16 shall not exceed seven and a quarter hours in any day or thirty-six hours in any week.
- The working time of adolescents shall not exceed seven hours and forty five minutes in any day or thirty-eight hours in any week.
- The time spent in an undertaking by an adolescent working under a combined work-training scheme shall be calculated as working time.
- Where an adolescent is employed by more than one employer, his working days and working time shall be calculated cumulatively.
- The daily work of adolescents attending high schools, lyceums of any type, public or private schools, technical or vocational schools, shall begin at least two hours after the end of their lessons or end at least two hours before the beginning of their lessons.
- Overtime work by adolescents is prohibited.

Night Work

- No child shall be employed in any work between 7 p.m. of any day and 7 a.m. of the following day.
- No adolescent shall be employed in any work between 11 p.m. of any day and 7 a.m. of the following day except in certain cases that will be provided by Regulations but nevertheless adolescents are not allowed to work between midnight and 4 a.m. (Section 13).

Protection of Employed Adolescents

- The employer of an adolescent is required to make a written assessment of the risks that exist for the young person and which relate to the work (Section 19).
- The employer is also obliged to take all necessary measures so that young persons employed by him are protected against any specific risks with regard to their safety, health and development (Section 20).
- To safeguard their protection the Minister shall appoint a Chief Inspector, Inspectors or any other Officers (Section 24).
- Schedule 1 of the Law lists several factors, processes and works that are likely to entail specific risks for young persons.
- Schedule 2 includes a list of works and processes in which young persons shall in any case not be employed.

Sanctions

- Anyone employing any person contrary to the provisions of this Law or Regulations issued under it, shall be guilty of an offence and liable to imprisonment not exceeding 2 years or to a fine not exceeding CY£10,000 or to both penalties (Section 30).
- A parent of a young person employed in any undertaking contrary to the provisions of this Law or regulations shall be guilty of an offence and shall be liable on conviction to imprisonment not exceeding 6 months or to a fine not exceeding CY£3,000 or to both penalties (Section 31).
- The owner of a public place in which a child is found engaging in street trading shall be guilty of an offence and shall be liable to imprisonment not exceeding 6 months or to a fine not exceeding CY£3,000 or to both penalties (Section 32).
- Section 33 provides for further violations that are sanctionable under this Law.