

THE STATUTE LAWS OF CYPRUS

No. 31 OF 1956.

A LAW TO ESTABLISH A SCHEME OF SOCIAL INSURANCE PROVIDING CASH BENEFITS FOR MARRIAGE, MATERNITY, SICKNESS, UNEMPLOYMENT, WIDOWHOOD, ORPHANHOOD, OLD AGE AND DEATH.

JOHN HARDING,]
Governor.

[25th October, 1956.

BE it enacted by His Excellency the Governor and Commander-in-Chief of the Colony of Cyprus as follows :—

1. This Law may be cited as the Social Insurance Law, 1956. Short title.

PART I.—INTERPRETATION.

Interpretation.

- 2.—(1) In this Law, unless the context otherwise requires—
- “actuary” means a Fellow of the Institute of Actuaries or of the Faculty of Actuaries in Scotland ;
- “the appointed day” means such day as the Governor may appoint under section 55 of this Law for the purpose of bringing this Law into operation ;
- “benefit” means benefit which is payable under this Law ;
- “benefit year” means a period beginning on the first Monday of January of any year and ending on the Sunday before the first Monday of January in the following year ;
- “Chief Insurance Officer” means the officer appointed by the Governor for the purpose of carrying the provisions of this Law into effect ;
- “child” means a person who is under the age of fourteen years or a person between the ages of fourteen and eighteen years who is receiving full time education or is attending a course of training approved by the Chief Insurance Officer ;
- “claimant” means a person claiming any benefit under this Law ;
- “confinement” means labour resulting in the issue of a living child, or labour after twenty-eight weeks of pregnancy resulting in the issue of a child, whether alive or dead, and the expression “confined” shall be construed accordingly ;
- “contribution week” means a period of seven days beginning at midnight between Sunday and Monday ;
- “contribution year” means a period of fifty-two or fifty-three contribution weeks, beginning on the first Monday of October in any year and ending on the Sunday before the first Monday of October in the next year ;
- “dependent child”, in relation to any person, means a child who is a child, younger brother, or younger sister, of his and is wholly or mainly maintained by him ;
- “employed person” means a person who is employed in any insurable employment ;
- “exempt person” means a person who, by virtue of the provisions of sub-section (1) of section 5 of this Law, is exempt from liability to pay a contribution as an employed person ;
- “excepted employment” has the meaning assigned to it by section 4 of this Law ;
- “insurable employment” has the meaning assigned to it by section 4 of this Law ;
- “insured person” means a person insured under this Law ;
- “place of employment”, in relation to any person, means the factory, workshop or other premises or place at which he is employed ;
- “trade dispute” means any dispute between employers and employees or between employees and employees which is connected with the employment or non-employment or the terms of employment or the conditions of employment of any persons whether employees in the employment of the employer with whom the dispute arises or not.

- (2) For the purposes of this Law—
 “child” includes a step-child, an illegitimate child and a child adopted in a manner recognized by law ;
 “father” includes a step-father ;
 “mother” includes a step-mother ;
 “parent” includes a step-parent or a person who has adopted a child in a manner recognized by law ;
 “umpire” includes a deputy umpire.
- (3) For the purposes of this Law—
 (a) a person shall be deemed to be over or under any age if he has or has not reached that age ;
 (b) a person shall be deemed to be between two ages if he has reached the lower, but has not reached the upper, of those two ages ;
 (c) a person shall be deemed not to have reached the age of eighteen years until the beginning of the eighteenth anniversary of the day of his birth, and similarly with respect to any other age.

PART II.—INSURED PERSONS AND CONTRIBUTIONS.

3. Subject to the provisions of this Law, every person who on or after the appointed day, is employed in insurable employment shall become insured under this Law and remain so insured throughout his life.

Persons to be insured.

4.—(1) For the purposes of this Law, every employment specified in Part I of the First Schedule to this Law shall be an insurable employment, unless it is an excepted employment, that is to say, an employment specified in Part II of that Schedule.

Insurable employment. First Schedule.

(2) The Governor in Council may make an order amending Part II of the First Schedule to this Law.

5.—(1) For each contribution week during the whole or any part of which an employed person has been employed, three equal contributions shall be payable in accordance with the provisions of this Law, one by the employed person, one by his employer and one out of the general revenue of the Colony :

Three equal contributions.

Provided that—

(a) where on the first day of the week the employed person is an exempt person, that is to say—

- (i) a person under the age of eighteen years ;
- (ii) a person over the age of sixty-five years ;
- (iii) a married woman ; or
- (iv) a widow who is entitled to a widow's pension under this Law,

no contribution shall be payable by him ; the contribution payable by the employer shall be the same as the contribution which would have been so payable if the employed person had not been an exempt person ; and the contribution payable out of the general revenue of the Colony shall be one-half of the contribution which would have been so payable if the employed person had not been an exempt person ;

- (b) where an employed person has rendered no services during any week and received no remuneration in respect of that week, no contribution shall be payable for that week ;
- (c) where one contribution has been paid by an employer in respect of an employed person for any week, no further contribution shall be payable by another employer in respect of that person for the same week.

(2) Subject to the provisions of this Law, the weekly rates of the contributions payable under this section by an employed person, by his employer and out of the general revenue of the Colony shall be—

Second
Schedule.

(a) the amounts set out in the second column of the Second Schedule to this Law for any contribution week in the period from the appointed day till the 1st October, 1961 ;

(b) for any contribution week beginning on or after the 2nd October, 1961, such amounts as may be prescribed in an order made by the Governor in Council.

(3) The employer shall, in the first instance, be liable to pay both the contribution payable by himself and also, on behalf of and to the exclusion of the employed person, the contribution payable by that person, and for the purposes of this Law contributions paid by an employer on behalf of an employed person shall be deemed to be contributions paid by the employed person.

(4) The sum to be contributed under this section out of the general revenue of the Colony shall be calculated and paid in such manner as the Accountant-General may determine.

Contribu-
tions of
employed
persons and
employers.

6.—(1) Notwithstanding any contract to the contrary, an employer shall not be entitled to deduct from the wages or other remuneration of a person employed by him, or otherwise to recover from such a person, the contribution payable by him in respect of that person ; and any employer who deducts or attempts to deduct the whole or any part of the contribution payable by him in respect of any person from the wages or other remuneration of that person shall be guilty of an offence and shall be liable on conviction to a fine not exceeding ten pounds.

(2) Where an employed person receives any wages or other pecuniary remuneration from his employer, the amount of any contribution paid by the employer on behalf of the employed person shall, notwithstanding the provisions of any Law or any contract to the contrary, be recoverable by means of deductions from the wages of that person or from any other remuneration due from the employer to that person and not otherwise :

Provided that no such deduction may be made from any wages or remuneration other than such as are paid wholly or partly in respect of the contribution week or part of the contribution week for which the contribution is payable.

(3) Where an employed person does not receive any wages or other pecuniary remuneration from his employer, but receives such remuneration from some other person, the amount of any contribution paid by the employer on behalf of the employed person shall (without prejudice to any other means of recovery) be recoverable as a civil debt, if proceedings for the purpose are instituted within three months from the date on which the contribution was payable.

(4) Where an employed person does not receive wages or other pecuniary remuneration either from his employer or from any other person, the employer shall be liable to pay both the contribution payable by himself and the contribution payable by the employed person, and shall not be entitled to recover any part thereof from the employed person.

(5) Any sum deducted by an employer from wages or other remuneration under this section shall be deemed to have been entrusted to him for the purpose of paying the contribution in respect of which it was deducted.

7.—(1) Any person (including an exempt person), on making application to the Chief Insurance Officer, shall be entitled to receive a certificate of voluntary insurance if—

Voluntary insurance.

- (a) he is ordinarily resident in Cyprus and is gainfully occupied there ; or
- (b) he is ordinarily resident in Cyprus and has paid not less than fifty contributions ; or
- (c) he has paid not less than one hundred and fifty-six contributions ; or
- (d) he is employed outside Cyprus in the service of an employer who is resident in Cyprus or has a place of business there.

(2) A person holding a certificate of voluntary insurance granted under this section shall be entitled to pay a voluntary contribution for any contribution week during which the certificate is in force, provided that no contribution is payable by or in respect of him under section 5 for that week.

(3) The contribution payable under this section by an insured person for any week shall be the sum of the contributions which would have been payable for that week by him and his employer if he had been an employed person during that week, or, in the case of an exempt person, the contribution which would have been payable by his employer.

(4) In respect of every contribution which is paid by an insured person under this section, a contribution equal to one-half of that contribution shall be payable out of the general revenue of the Colony.

8.—(1) A card (in this Law referred to as an "insurance card") shall—

Insurance cards and stamps.

- (a) be provided without charge for each insured person ;
- (b) remain the property of the Government ;
- (c) be current for one contribution year.

(2) Adhesive stamps (in this Law referred to as "insurance stamps") shall be prepared in such manner as the Chief Insurance Officer, after consultation with the Postmaster-General, may direct, and shall be sold at post offices and postal order agencies.

(3) Every insured person shall, unless with the approval of the Chief Insurance Officer other arrangements have been made in his case—

- (a) apply to an employment exchange for an insurance card ;
- (b) if he is employed in insurable employment, deliver his insurance card to his employer ;
- (c) if he is not so employed, deliver the card to an employment exchange or hold it himself ;
- (d) if he is holding the card when it expires, sign it, write his address on it, deliver it to an employment exchange and obtain a new card for the new contribution year ;
- (e) for every contribution week for which he wishes to pay a contribution under section 7, pay the contribution after the end of that week but before the fifteenth day of the following contribution year by sticking an insurance stamp on the card in the space provided for that week, and cancel the stamp by writing in ink the letter V across the face of the stamp.

(4) Every employer liable to pay contributions in respect of an insured person shall, unless with the approval of the Chief Insurance Officer he has made other arrangements—

- (a) immediately after the employment begins or becomes insurable, obtain an insurance card from the insured person or from the employment exchange ;
- (b) be responsible for the custody of the card as long as the employment lasts or until he returns the card to the insured person or delivers it to an employment exchange or to an inspector appointed under section 41 of this Law ;
- (c) when the employment comes to an end or is interrupted, return the card to the insured person or, if that is impracticable, to the employment exchange ;
- (d) when the card expires or is about to expire, ask the insured person to sign it and to write his address on it, deliver it to an employment exchange and obtain a new card for the new contribution year ;
- (e) for each contribution week for which contributions are payable under section 5, before paying wages or other remuneration for that week, pay the contributions which are payable by himself and the insured person by sticking an insurance stamp on the card in the space provided for that week, and cancel the stamp by writing in ink or printing across the face of the stamp the date on which it is stuck on the card.

9. Contributions shall be credited to an insured person—

Crediting of contributions.

(a) for any period beginning—

(i) on or after the first day of the contribution year in which he reaches the age of sixteen years; or

(ii) if he has reached the age of sixteen years before the appointed day, on or after the first day of the contribution year which includes that day;

being a period during which he is receiving full time education or is attending a course of training approved by the Chief Insurance Officer;

(b) for the period beginning on the first day of the contribution year before the contribution year in which he becomes insured, and ending on the last day of the contribution week before the contribution week in which he becomes insured;

(c) for any contribution week for each day of which he is entitled to sickness benefit, unemployment benefit, a widow's pension or an old age pension;

(d) if he is normally employed in insurable employment and normally relies on such employment for his livelihood, for any contribution week each day of which is for him a day of incapacity for work or a day of unemployment; and

(e) if he is normally employed for at least six months of the year in insurable employment in an occupation of a seasonal nature, for any contribution week during which he is gainfully occupied otherwise than in insurable employment, being a week which falls in the off season of his seasonal occupation:

Provided that no more than one contribution shall be credited to an insured person for any one week, and no contribution shall be credited for any week for which a contribution is payable by or in respect of him under section 5 or for which he has paid a contribution under section 7.

10.—(1) If any question arises as to—

Determination of questions as to insurability and contributions.

(a) whether any employment or any class of employment is or will be insurable employment;

(b) whether a person is or was an employed person;

(c) who is or was the employer of any employed person;

(d) whether contributions are payable by or in respect of any person under section 5 or under section 7;

(e) whether any person is entitled to have a contribution credited to him for any week; or

(f) whether a contribution has been paid by or in respect of any person for any week or credited to that person for that week;

that question shall, subject to the provisions of this section, be determined by the Chief Insurance Officer.

(2) The Chief Insurance Officer may, if he thinks fit, before determining any question under this section, appoint a person to hold an inquiry into the question, and any person so appointed may by summons require persons to attend at any such inquiry to give evidence or to produce documents reasonably required for the purpose of the inquiry.

(3) Any person appearing to the Chief Insurance Officer or to a person appointed under sub-section (2) of this section to be interested in any question which is to be determined under this section shall be entitled—

- (a) to attend and be heard at any inquiry which is held in connection with that question ; and
- (b) to receive a copy of the Chief Insurance Officer's decision on that question and a statement of the grounds of that decision.

(4) Any person aggrieved by the Chief Insurance Officer's decision on any question of law arising in connection with the determination of any question under this section may appeal from that decision to the Supreme Court within twenty-one days after the date of the decision.

(5) If an appeal is brought to the Supreme Court under sub-section (4)—

- (a) the Chief Insurance Officer shall be entitled to appear and to be heard at that appeal ; and
- (b) the decision of the Supreme Court shall be final.

(6) The Chief Insurance Officer may, on new facts being brought to his notice, revise a decision given by him under this section :

Provided that he shall not revise any such decision while an appeal is pending against that decision on any question of law, or before the time for appealing has expired.

11.—(1) In any proceedings—

- (a) for an offence under this Law ; or
- (b) involving any question as to the payment of any contributions under this Law ; or
- (c) for the recovery of any sums due to the Social Insurance Fund ;

the decision of the Chief Insurance Officer on any question specified in sub-section (1) of section 10 shall, unless an appeal against the decision is pending or the time for so appealing has not expired, be conclusive for the purpose of those proceedings.

(2) If such a decision has not been obtained and the decision on any such question is necessary for the determination of the proceedings, the question shall be referred to the Chief Insurance Officer for decision.

(3) Where any such appeal is pending or the time for so appealing has not expired, or where any question has been referred to the Chief Insurance Officer as aforesaid, the Court dealing with the case shall adjourn the proceedings until such time as a final decision on the question has been obtained,

Chief
Insurance
Officer's
decision
to be
conclusive
for the
purpose of
proceedings

PART III.—BENEFIT.

12.—(1) Benefit shall be of the following kinds :—

- (a) marriage grant ;
- (b) maternity grant ;
- (c) sickness benefit ;
- (d) unemployment benefit ;
- (e) widow's pension ;
- (f) orphan's benefit ;
- (g) old age pension ;
- (h) death grant.

Kinds of benefit, rate or amount of benefit, and contribution conditions.

(2) Subject to the provisions of this Law—

- (a) the weekly rate or amount of the several kinds of benefit shall be as set out in the second column of the Third Schedule to this Law ; and
- (b) the contribution conditions for the several kinds of benefit shall be as set out in the Fourth Schedule to this Law.

Third Schedule.

Fourth Schedule.

(3) For the purpose of determining whether a person is entitled to benefit of any kind—

- (a) any contribution paid by an employer in respect of an exempt person shall be treated as if it were a contribution paid by that person ;
- (b) any contribution paid under section 7 shall be taken into account only in connection with a claim for a marriage grant, a widow's pension, orphan's benefit or an old age pension ;
- (c) no account shall be taken of any contribution paid in respect of sham employment or of any contribution paid otherwise than in accordance with the provisions of this Law.

(4) Where a person would be entitled to benefit of any kind but for the fact that the relevant contribution conditions are not satisfied as respects the number of contributions paid or credited in the last contribution year or the yearly average of contributions paid or credited, that person shall nevertheless be entitled, if the said number or yearly average is not less than twenty, to benefit of that kind at the reduced rate or of the reduced amount specified for benefit of that kind in the column of the Fifth Schedule to this Law which is appropriate to the said number or yearly average.

Fifth Schedule.

13. Subject to the provisions of this Law, a woman who marries shall be entitled to a marriage grant if at the date of her marriage she satisfies the relevant contribution conditions :

Marriage grant.

Provided that the amount of her marriage grant shall be reduced by the amount of any sickness or unemployment benefit which she has received under this Law for any period before the date of her marriage, or, if she was previously married, for any period after the termination of her previous marriage.

Maternity grant.

14.—(1) Subject to the provisions of this Law, a woman who has been confined shall be entitled to a maternity grant if—

- (a) at the date of her confinement she or her husband satisfies the relevant contribution conditions ; or
- (b) in a case where she is a widow claiming the maternity grant in respect of a posthumous child of her late husband, at the date of his death he satisfied the relevant contribution conditions :

Provided that she shall not be entitled to a maternity grant by virtue both of her own and of her husband's insurance.

(2) A woman who has been confined of twins or a greater number of children shall, if the contribution conditions are satisfied in respect of the confinement, be entitled to a maternity grant for each of them.

Right to sickness and unemployment benefit.

15.—(1) Subject to the provisions of this Law, a person shall be entitled to sickness benefit for any day of incapacity for work which forms part of a period of interruption of employment, and to unemployment benefit for any day of unemployment which forms part of such a period, if on that day he satisfies the relevant contribution conditions and is not an exempt person :

Provided that he shall not be entitled to either benefit for the first three days of any period of interruption of employment.

(2) For the purposes of this Law—

(a) a day shall not be treated—

(i) as a day of incapacity for work unless the person concerned proves that he is incapable of work on that day by reason of some specific disease or bodily or mental disablement, or that he has been advised by a doctor to abstain from work on that day either because he is under treatment for a disease or disablement as aforesaid or because he is under observation by reason of his being a carrier, or having been in contact with a case, of infectious disease ;

(ii) as a day of unemployment unless the person concerned proves that he is unemployed and capable of and available for work on that day ;

(b) a day of incapacity for work shall not be treated as day of unemployment ;

(c) the expression " day of interruption of employment " means a day which is a day of incapacity for work or a day of unemployment ;

(d) any three days of interruption of employment, whether consecutive or not, within a period of six consecutive days shall be treated as a period of interruption of employment, and any two such periods, not separated by a period of more than thirteen weeks, shall be treated as one period of interruption of employment ;

- (e) Sunday or such other day in each week as may be prescribed by the Chief Insurance Officer in any case shall not be treated as a day of incapacity for work or as a day of unemployment and shall be disregarded in computing any period of consecutive days ;
- (f) the daily rate of sickness benefit or unemployment benefit shall be one-sixth of the weekly rate.
- (3) Where a person is entitled under section 10 of the Workmen's Compensation Law to any periodical payments or lump sum of workmen's compensation in respect of temporary incapacity, whether total or partial, due to an injury or disease, the weekly rate of any sickness benefit or unemployment benefit which would, but for this sub-section, be payable to him for any period of that temporary incapacity shall be reduced by the weekly value of the said periodical payments or lump sum.
- (4) For the purposes of this Law a person shall not be deemed to be unemployed on any day—
- (a) if he is following any gainful occupation on that day unless—
- (i) he could ordinarily have followed that occupation in addition to his usual employment and outside the ordinary working hours of that employment ; and
- (ii) the earnings derived therefrom in respect of that day do not exceed two hundred mils, or, where the earnings are earned in respect of a period longer than a day, the earnings do not on a daily average exceed that amount ;
- (b) if he is on holiday ;
- (c) if, notwithstanding that his employment has come to an end or has been interrupted, he receives, in respect of that day, wages or any payment by way of compensation for the loss of, and substantially equivalent to, the remuneration which he would have received for that day if the employment had not come to an end or been interrupted ;
- (d) if he does not ordinarily work on every day in a week (exclusive of Sunday or the day prescribed in his case under paragraph (e) of sub-section (2) of this section) and has, in the week in which the said day occurs, been employed to the full extent normal in his case ;
- (e) if he is a registered port worker, and has, in the week in which the said day occurs, earned at least two pounds ;
- (f) if he is an unregistered port worker, and has, in the week in which the said day occurs, earned at least three pounds.

Cap. 216
14 of 1951
22 of 1952
1 of 1954
67 of 1955.

16.—(1) Subject to the provisions of this Law, a person shall be entitled to sickness benefit or unemployment benefit for one day in respect of each contribution which he has paid, and no more, Duration of sickness and unemployment benefit.

(2) A person who does not exhaust his right to benefit in accordance with sub-section (1) of this section shall not be entitled to benefit under section 15 for more than one hundred and fifty-six days which form part of a period of interruption of employment.

(3) Where, under sub-section (1) or sub-section (2) of this section, a person has exhausted his right to benefit under section 15—

(a) he shall requalify therefor when he has paid thirteen contributions in respect of contribution weeks beginning or ending since the last day for which he was entitled to benefit ;

(b) on his requalifying therefor, those sub-sections shall again apply to him, but, in a case where the period of interruption of employment in which he exhausted his right to that benefit continues after his requalification, as if the part before and the part after his requalification were distinct periods of interruption of employment.

Disqualifications for sickness benefit.

17. A person shall be disqualified for receiving sickness benefit for any period not exceeding six weeks if—

(a) he has become incapable of work through his own misconduct ; or

(b) after the Chief Insurance Officer has required him to submit himself to medical or other examination, or to medical or other treatment, he has without good cause refused or failed to attend for, or to submit himself to, such examination or treatment ; or

(c) he has worked on a day for which he has claimed sickness benefit ; or

(d) he has behaved in a manner likely to retard his recovery.

Disqualifications for unemployment benefit.

18.—(1) A person who has lost employment by reason of a stoppage of work which was due to a trade dispute at his place of employment shall be disqualified for receiving unemployment benefit as long as the stoppage of work continues, except in a case where, during the stoppage of work, he has become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation :

Provided that this sub-section shall not apply in the case of a person who proves—

(a) that he is not participating in or financing or directly interested in the trade dispute which caused the stoppage of work ; and

(b) that he does not belong to a grade or class of workers of which, immediately before the stoppage began, there were members employed at his place of employment any of whom are participating in or financing or directly interested in the dispute.

(2) A person shall be disqualified for receiving unemployment benefit for any period not exceeding six weeks if—

(a) he has lost his employment through his misconduct or has voluntarily left his employment without just cause ;

- (b) after a situation in any suitable employment has been notified to him by an employment exchange or other recognised agency, or by or on behalf of an employer, as vacant or about to become vacant, he has without good cause refused or failed to apply for that situation or refused to accept that situation when offered to him ;
- (c) he has neglected to avail himself of a reasonable opportunity of suitable employment.
- (3) For the purposes of this section employment shall not be deemed to be suitable employment in relation to any person if it is either—
- (a) employment in a situation vacant in consequence of a stoppage of work due to a trade dispute ;
- (b) employment in his usual occupation in the district where he was last ordinarily employed at a rate of remuneration lower, or on conditions less favourable, than those which he might reasonably have expected to obtain having regard to those which he habitually obtained in his usual occupation in that district, or would have obtained had he continued to be so employed ;
- (c) employment in his usual occupation in any other district at a rate of remuneration lower, or on conditions less favourable, than those generally observed in that district by agreement between associations of employers and of employees, or, failing any such agreement, than those generally recognised in that district by good employers.
- (4) After the lapse of such an interval from the date on which a person becomes unemployed as in the circumstances of the case is reasonable, employment shall not be deemed to be unsuitable by reason only that it is not in his usual occupation, if it is employment at a rate of remuneration not lower, and on conditions not less favourable, than those generally observed by agreement between associations of employers and of employees, or, failing any such agreement, than those generally recognised by good employers.

19.—(1) Subject to the provisions of this Law, a widow whose husband satisfied the relevant contribution conditions at the date of his death shall be entitled to a widow's pension—

Widow's
pension.

- (a) for any period—
- (i) during which she is pregnant by her late husband ;
or
- (ii) during which she has the care of a child of his or of any other child who was a dependent child of his at the date of his death ; or
- (b) as from the date when she ceases to have the care of any such children as aforesaid, if she is then over the age of forty years or is then permanently incapable of self-support ; or
- (c) as from the date of her husband's death—
- (i) if at any time before that date but after she had reached the age of forty years she had the care

- of a child of her husband's or of any other child who was a dependent child of his at that time ; or
- (ii) if at that date she is over the age of fifty years ; or
 - (iii) if at that date she is permanently incapable of self-support.

(2) If an insured person's death results from an injury caused on or after the appointed day by accident arising out of and in the course of his employment, being insurable employment, then, for the purpose of any claim to widow's pension made by his widow, the relevant contribution conditions shall be deemed to be satisfied ; and any Court which is charged under section 13 of the Workmen's Compensation Law with the distribution of workmen's compensation in respect of the same death shall have regard to any widow's pension which is payable under this Law.

(3) A widow who remarries shall cease to be entitled to a widow's pension, but shall be entitled to a grant equal to fifty-two times the weekly rate of the widow's pension to which she was entitled immediately before her remarriage.

(4) A widow shall not be entitled to a widow's pension for any period during which she is cohabiting with a man as his wife.

Cap. 216
14 of 1951
22 of 1952
1 of 1954
67 of 1955

Orphan's
benefit.

20. Subject to the provisions of this Law, a person who has the care of a child shall be entitled to orphan's benefit if—

- (a) the parents of the child are dead ; and
- (b) one at least of them was an insured person.

Old age
pension.

21.—(1) Subject to the provisions of this Law, a person shall be entitled to an old age pension—

- (a) if he satisfies the relevant contribution conditions on the day on which he reaches the age of sixty-five, as from that day ;
- (b) if he does not satisfy those conditions on that day, as from the first day thereafter on which he satisfies those conditions :

Provided that, where a person is over the age of fifty-five on the appointed day, and the number of contributions paid by him for contribution weeks which begin before the day on which he reaches the age of sixty-five, excluding contributions paid by him under section 7, is less than fifty, that person shall be deemed for the purposes of this section to reach the age of sixty-five, if he is then alive, on the tenth anniversary of the appointed day.

(2) For the purposes of this section, a widow shall be entitled to elect that, in calculating the yearly average of the contributions paid by or credited to her, there shall be treated as so paid or credited either—

- (a) for each insurance year falling wholly or partly before her husband's death ; or
- (b) for each insurance year falling wholly or partly during the period of their marriage ;

a number of contributions equal to the yearly average of the contributions paid by or credited to him (being the yearly average

which was ascertained in connection with her claim for a widow's pension, or would have been so ascertained if she had made such a claim) instead of the number of contributions actually paid by or credited to her for that year.

22. Where a widow would be entitled, but for this section, to a widow's pension and an old age pension at the same time, she shall not be entitled to both pensions, but shall be entitled to the pension which was first awarded or, if the other pension is payable at a higher rate, to that other pension. Duplicate rights.

23.—(1) Subject to the provisions of this Law, a death grant shall be payable in respect of the death of an insured person if he satisfied the relevant contribution conditions at the date of his death. Death grant.

(2) Any death grant which is payable under this section shall be paid—

- (a) where the insured person was married, to the widow or widower of the insured person ; or
- (b) in any other case, to such person as the Chief Insurance Officer shall appoint to receive it.

24. Where a person is over the age of fifty-five on the appointed day, and on reaching the age of sixty-five is not entitled to a widow's pension or an old age pension, that person shall be entitled to elect, by giving notice to the Chief Insurance Officer, to have a refund of contributions ; and, if he so elects, he shall be entitled to receive a grant equal to the amount of all the contributions which he has paid less the amount of any benefit which has been paid by virtue of those contributions, and no further benefit shall be paid by virtue of those contributions. Refund of contributions.

25. A person shall be disqualified for receiving sickness benefit, unemployment benefit, a widow's pension, orphan's benefit or an old age pension for any period during which that person— Persons abroad or in prison.

- (a) is absent from Cyprus ; or
- (b) is undergoing penal servitude, imprisonment or detention in legal custody :

Provided that, if a person has been absent from Cyprus for any period of not more than six months, payment of arrears of a widow's pension or old age pension shall be made to him on his return to Cyprus ; and, if he has been absent for the purpose of being treated for incapacity which began before he left Cyprus, payment of arrears of sickness benefit may, at the discretion of the Chief Insurance Officer, be made to him on his return to Cyprus.

26.—(1) Subject to the provisions of this Law, where a person is entitled to sickness benefit, unemployment benefit, a widow's pension or an old age pension at the full rate set out in the second column of the Third Schedule to this Law, and— Increase of benefit for dependants. Third Schedule.

- (a) has his wife living with him or is wholly or mainly maintaining her ; or
- (b) has a dependent child ; or
- (c) is wholly or mainly maintaining—
 - (i) his father who is incapable of self-support ; or

(ii) his widowed mother, mother who has never been married, or mother whose husband is incapable of self-support; or

(iii) a person who has the care of his dependent child; or

(iv) her husband who is incapable of self-support;

the weekly rate of benefit payable to that person shall be increased, if he has only one such dependant, by the amount set out in the third column of that Schedule, and, if he has more than one such dependant, by the amount set out in the fourth column of that Schedule.

(2) Subject to the provisions of this Law, where a person is entitled to sickness benefit, unemployment benefit, a widow's pension or an old age pension at a reduced rate by virtue of the provisions of sub-section (4) of section 12 of this Law, the weekly rate of benefit payable to him shall be increased, if he has only one dependant such as is specified in sub-section (1) of this section, by the amount set out in the penultimate line of that column of the Fifth Schedule to this Law which shows his weekly rate of benefit, and, if he has more than one such dependant, by the amount set out in the last line of that column of the Fifth Schedule which shows his weekly rate of benefit.

Fifth
Schedule.

(3) An increase of benefit shall not be paid under this section in respect of any person who is entitled to sickness benefit, unemployment benefit, a widow's pension or an old age pension.

Time and
manner of
making
claims.

27.—(1) It shall be a condition of any person's right to any benefit—

(a) that, within the prescribed time, he makes a claim therefor at an employment exchange on the form provided by the Chief Insurance Officer for that benefit or in such manner as that Officer may accept as sufficient in the circumstances of the case;

(b) that he produces such certificates, documents, information and evidence for the purpose of determining the right to benefit as the Chief Insurance Officer may from time to time require and shall for that purpose attend at such office or place as that Officer may direct; and

(c) that, if the claim is for unemployment benefit, he delivers his insurance card to the employment exchange at which he makes his claim, and attends at that employment exchange on every working day, or on such working days as the Chief Insurance Officer may direct, at such times as that Officer may direct, and, if required to do so, shall there sign a register.

(2) The prescribed time for the purpose of this section shall be—

(a) in the case of a marriage grant, maternity grant or death grant, the period of three months from the date of the marriage, confinement or death, as the case may be;

(b) in the case of sickness benefit, the period of ten days from the day for which benefit is claimed;

(c) in the case of unemployment benefit, the day for which benefit is claimed; and

(d) in the case of a widow's pension, orphan's benefit or old age pension, the period of three months from the day as from which the pension or benefit is claimed :

Provided that, if the claimant shows that there was good cause for the delay, the prescribed time shall be extended to the date on which the claim is made.

28.—(1) Where any person is entitled to any benefit, payment shall be made— Payments.

(a) at the employment exchange of the district where he lives, or at such post office or other office as the Chief Insurance Officer, after inquiry of the person, may from time to time determine ;

(b)—(i) in the case of a marriage grant, maternity grant or death grant, as soon as possible after the claim has been determined ;

(ii) in the case of sickness benefit, weekly in arrear ;

(iii) in the case of unemployment benefit, on Friday (or as soon as possible thereafter) for the week which ended on the previous Wednesday ;

(iv) in the case of a widow's pension, orphan's benefit or old age pension, on Tuesday (or as soon as possible thereafter) for the week beginning on that day.

(2) Where the day on which a person becomes entitled to a widow's pension, orphan's benefit or old age pension, or becomes entitled to such a pension or benefit at a new rate, is not Tuesday, payment shall be made only, or the new rate shall take effect only, as from the following Tuesday.

(3) Where the day on which a person ceases to be entitled to a widow's pension, orphan's benefit or old age pension, or, being entitled to such a pension or benefit, dies, is not Monday, payment shall be made for the whole of the week which ends on the following Monday.

(4) Where a person entitled to benefit has not obtained payment on the day on which the benefit is payable, his right to receive payment shall not be extinguished until six months after that date.

29. Where a person who has made a claim for benefit or who is alleged to be or to have been entitled to benefit or to whom any benefit is payable is unable to act or dies, the Chief Insurance Officer may appoint such person as he may think fit to proceed with, or to make, a claim or to receive payment or benefit on behalf of or as representative of that person. Representation of deceased persons and persons unable to act.

30. Subject to the provisions of this Law, every assignment of, or charge on, benefit, and every agreement to assign or charge benefit shall be void, and, on the bankruptcy of any person entitled to benefit, the benefit shall not pass to any trustee or other person acting on behalf of his creditors. Benefit to be inalienable.

Repayment of benefit improperly received.

31.—(1) If it is found that any person, by reason of the non-disclosure or misrepresentation by him of a material fact (whether the non-disclosure or misrepresentation was or was not fraudulent), has received any sum by way of benefit while he was not entitled to that benefit, he shall be liable to repay the sum so received by him.

(2) Where any person is liable to repay any sum received by him by way of benefit, that sum may, unless that person shows that he received it in good faith and without knowledge that he was not entitled to it, be recovered, without prejudice to any other remedy, by means of deductions from any benefit to which he thereafter becomes entitled.

PART IV.—ADJUDICATION.

Appointment of umpire, deputy umpires and insurance officers.

32. For the purposes of this Law—

- (a) the Governor may appoint an umpire and one or more deputy umpires ; and
- (b) the Chief Insurance Officer may, with the sanction of the Commissioner of Labour, appoint officers, in this Law referred to as “insurance officers”, to act for such areas as the Chief Insurance Officer may direct.

Constitution of local tribunals.

33.—(1) A local tribunal for the purposes of this Law shall—

- (a) relate to such area as the Chief Insurance Officer thinks fit ; and
- (b) consist of—
 - (i) one or more members drawn from a panel of persons chosen to represent employers in that area ;
 - (ii) an equal number of members drawn from a panel of persons chosen to represent employed persons in that area ; and
 - (iii) a chairman.

(2) The chairman of each local tribunal and the members of the panel shall be appointed by the Chief Insurance Officer, but, before appointing members to either of the panels, the Chief Insurance Officer may take into consideration any recommendation from the Social Insurance Advisory Board or from organisations concerned with the interests of employers or employed persons.

(3) As far as practicable, each member of a panel shall be summoned to serve in turn on a local tribunal :

Provided that—

- (a) no member of a panel shall sit on a tribunal during the consideration of a case—
 - (i) in which he appears as the representative of the claimant ; or
 - (ii) by which he is or may be directly affected ; or
 - (iii) in which he has taken any part as an employer or as an official of an association or as a witness ;
- (b) where the claimant is a woman, at least one of the members of the tribunal, if practicable, shall be a woman,

(4) The local tribunal may, with the consent of the claimant, but not otherwise, proceed with any case in the absence of any member other than the chairman, and in any such case the chairman, shall, if the number of the members of the tribunal is an even number, have a second or casting vote.

34. The Chief Insurance Officer may pay such remuneration to the chairman of a local tribunal, such travelling allowances and compensation for loss of remuneration to the other members of the tribunal, and such other expenses in connection with the tribunal as, with the consent of the Accountant-General, he may determine.

Expenses of local tribunals.

35.—(1) All claims for benefit shall be submitted forthwith to one of the insurance officers.

Determination of claims by insurance officers and local tribunals.

(2) The insurance officer to whom a claim has been submitted may—

(a) allow the claim ; or

(b) disallow the claim ; or

(c) after giving notice to the claimant, refer the claim to a local tribunal.

(3) Where the insurance officer has disallowed a claim, the claimant shall be notified in writing of the disallowance and the reasons therefor and of his right of appeal to the tribunal ; and may appeal to the tribunal by giving notice to the employment exchange within twenty-one days after the date of the insurance officer's disallowance or within such further time as the chairman of the tribunal may for good cause allow.

(4) Reasonable notice of the time and place of the hearing before the local tribunal shall be given to the claimant, and to any other person who may appear to the chairman of the tribunal to be interested in the case.

(5) The claimant and the insurance officer shall be entitled to be present at the hearing before the local tribunal and to be heard, and the claimant may be represented by any other person, not being an advocate :

Provided that, for the purpose of discussing the case, the tribunal may order all persons who are not members of the tribunal to withdraw from the sitting of the tribunal.

(6) A local tribunal shall record their decisions in writing and shall include in the record of every decision a statement of their findings on questions of fact material to the decision.

(7) The decision of the majority of the local tribunal shall be the decision of the tribunal, but, if a decision is not unanimous, the tribunal shall record the reason given by the minority for dissenting from the decision of the tribunal.

(8) A copy of the record of a local tribunal's decision shall be sent to the claimant and to any other person who appears to the tribunal to be interested, and, if the claim has been disallowed, the claimant shall be informed of the conditions governing appeals to the umpire.

Appeals to
the umpire.

36.—(1) An appeal shall lie to the umpire from any decision of a local tribunal at the instance of—

(a) an insurance officer ;

(b) the claimant, if the decision of the tribunal is not unanimous or if the chairman of the tribunal has given leave to appeal ;

(c) an association of employed persons if the claimant or the person by virtue of whose insurance the claim was made was a member of that association at the date of the claim or, if that person is dead, at the date of his death.

(2) Any appeal to the umpire must be brought within three months after the date of the local tribunal's decision or within such further time as the umpire may for good reason allow.

(3) The umpire's decision on any appeal shall be final.

Power
to revise
decisions.

37. An insurance officer, local tribunal or the umpire, having given a decision on any claim for benefit, may review that decision if he is or they are satisfied—

(a) that it was given in ignorance of, or was based on a mistake as to, some material fact ; or

(b) that since the date of the decision there has been a relevant change of circumstances ;

and may give a revised decision to have effect either as from the date of the claim for benefit or as from a subsequent date :

Provided that any sickness benefit or unemployment benefit which was paid in accordance with the former decision shall be taken into account in determining whether the insured person has under section 16 exhausted his right to sickness benefit and unemployment benefit.

Proceedings
before local
tribunals
and the
umpire.

38. Subject to the provisions of this Law, the procedure for the consideration and determination of claims for benefit by a local tribunal or the umpire shall be such as the chairman of the tribunal or the umpire, as the case may be, shall determine.

Payment of
benefit
pending
appeal to
the umpire.

39.—(1) Where a local tribunal allows a claim for benefit, benefit shall be payable in accordance with the decision of the tribunal, notwithstanding that an appeal to the umpire is pending, except in a case where an appeal has been brought by an insurance officer within seven days after the date of the tribunal's decision.

(2) Any sickness benefit or unemployment benefit which has been paid in accordance with the decision of a local tribunal shall, notwithstanding that the tribunal's decision is reversed by the umpire, be taken into account in determining whether the insured person has under section 16 exhausted his right to sickness benefit and unemployment benefit.

Determina-
tion of
questions.

40. In sections 35 to 39 (both inclusive) references to claims for benefit shall be construed as including references to questions arising in connection with such claims, other than questions specified in sub-section (1) of section 10, and references to allowing or disallowing a claim shall be construed as including references to determining a question in favour of or adversely to a claimant.

PART V.—ADMINISTRATION AND FINANCE.

41.—(1) The Chief Insurance Officer may, with the sanction of the Commissioner of Labour, appoint such labour officers and other officers of the Department of Labour as he may determine as inspectors for the purpose of carrying out his duties and exercising his powers under this Law.

Adminis-
tration by
the Depart-
ment of
Labour.

(2) Anything required or authorised under this Law to be done by the Chief Insurance Officer may be done by any inspector appointed under this section or by any other officer of the Department of Labour who is authorised in that behalf by the Chief Insurance Officer.

42.—(1) An inspector appointed under the last foregoing section shall, for the purposes of the execution of this Law, have power to do all or any of the following things, namely :—

Powers of
inspectors.

- (a) to enter at all reasonable times any premises or place, other than a private dwelling house, where he has reasonable grounds for supposing that any employed persons are employed ;
- (b) to make such examination and inquiry as may be necessary for ascertaining whether the provisions of this Law are being or have been complied with in any such premises or place ;
- (c) to examine, either alone or in the presence of any other person, as he thinks fit, with respect to any matters under this Law on which he may reasonably require information, every person whom he finds in any such premises or place, or whom he has reasonable cause to believe to be or to have been an employed person, and to require every such person to be so examined ;
- (d) to exercise such other powers as may be necessary for carrying this Law into effect.

(2) The occupier of any such premises or place, and any other person who is or has been employing any employed person, and the servants and agents of any such occupier or other person, and any employed person shall furnish to an inspector all such information and shall produce for inspection all such documents as the inspector may reasonably require.

(3) If any person—

- (a) wilfully delays or obstructs an inspector in the exercise of any power under this section ; or
- (b) refuses or neglects to answer any question or to furnish any information or to produce any document when required to do so under this section ; or
- (c) conceals or tries to conceal any person or prevents or tries to prevent any person from appearing before or being examined by an inspector ;

he shall be guilty of an offence and shall be liable on conviction to a fine not exceeding ten pounds :

Provided that no one shall be required under this section to answer any questions or to give any evidence tending to incriminate himself,

... given by the Accountant-General to be the amount of the ...
... this section shall be (1) not less than ...

(4) Every inspector shall be furnished with a certificate of his appointment, and on applying for admission to any premises or place for the purposes of this Law shall, if so required, produce the said certificate.

Establishment, constitution and functions of the Social Insurance Advisory Board.

43.—(1) There shall be established a Board to be called the Social Insurance Advisory Board to give advice and assistance in connection with the administration of this Law (hereinafter referred to as "the Board").

(2) The Board shall consist of a Chairman appointed by the Governor and not less than eight nor more than sixteen other members, appointed by the Governor (after consultation with organisations representative of employers and organisations representative of workers) to hold office for such time as may be fixed by the Governor :

Provided that, on making any appointment under this section, due care shall be taken by the Governor that the employers' interests and the workers' interests shall be equally represented on the Board :

Provided further that any appointment of any member may, at any time, be revoked by the Governor.

(3) The Board may make rules governing its own proceedings, the convening of its meetings and the quorum thereof.

(4) The Board may act notwithstanding any vacancy amongst the members thereof.

(5) The Commissioner of Labour may, from time to time, refer to the Board for consideration and advice such questions relating to the administration of this Law as he thinks fit (including questions as to the advisability of amending this Law).

Social Insurance Fund.

44.—(1) For the purposes of this Law, there shall be established, under the control and management of the Governor, a fund called "the Social Insurance Fund", into which shall be paid all contributions payable under this Law by insured persons, by employers and out of the general revenue of the Colony, and out of which shall be paid all benefit which is payable under this Law.

(2) The accounts of the Social Insurance Fund shall be examined by the Director of Audit and shall be published together with his report thereon.

(3) Any monies forming part of the Social Insurance Fund may from time to time be invested by the Accountant-General, in accordance with such directions as may be given by the Financial Secretary, in any securities which are for the time being authorised as suitable investments for savings banks funds.

Expenses of administration.

45.—(1) Any expenses incurred by the Chief Insurance Officer, the Commissioner of Labour, or any other Government officer in carrying this Law into effect shall be defrayed out of the general revenue of the Colony.

(2) There shall be paid out of the Social Insurance Fund into the general revenue of the Colony, at such times and in such manner as the Accountant-General may direct, such sum as the Chief Insurance Officer may estimate, in accordance with directions given by the Accountant-General, to be the amount of the expenses specified in sub-section (1) of this section.

46. The Commissioner of Labour shall ask an actuary— Actuarial reports.

- (a) to review the operation of this Law during the period ending on the 31st December, 1961, and thereafter during the period ending on the 31st December in every fifth year, and on each such review, to make a report to the Governor on the financial condition of the Social Insurance Fund ; and
- (b) to make an interim review on the operation of this Law if at any time the Chief Insurance Officer is not satisfied that the fund is sufficient to discharge its liabilities and, on each such interim review, to make a report to the Governor on the financial condition of the fund.

47.—(1) If any actuary's report, obtained under section 46 of this Law, shows that the Social Insurance Fund is or is likely to become insufficient to discharge its liabilities, or is and is likely to continue to be more than reasonably sufficient to discharge its liabilities, the Governor in Council may make an order for the amendment of any provision of this Law (other than a provision contained in sub-section (1) of section 5) or any provision of a previous order made under this section, being such amendments as are likely to make the fund, as the case may be, sufficient or no more than reasonably sufficient to discharge its liabilities. Power to make orders.

(2) The Governor may at any time instruct the Chief Insurance Officer to review the rates and amounts of benefit in relation—

- (a) to the circumstances of insured persons, including in particular the expenditure which is necessary for the preservation of health and working capacity ; and,
- (b) to any changes in those circumstances since the rates and amounts of benefit were laid down by this Law or by any order made under this section or by any Law amending this Law and to the likelihood of future changes ;

and the Governor in Council, having received a report on any such review, may make an order amending the rates and amounts of benefit and the weekly rates of contributions set out in the Second Schedule to this Law or in any order made under this section or in any Law amending this Law, the amendments of the weekly rates of contributions being such as are likely to balance the effect of the amendments of the rates and amounts of benefit on the financial condition of the Social Insurance Fund. Second Schedule.

48.—(1) The Governor in Council may make Regulations generally for carrying into effect the provisions of this Law. Power to make Regulations.

(2) Without prejudice to the generality of sub-section (1), the Governor in Council may by such Regulations—

- (a) prescribe any matter required to be prescribed under the provisions of this Law ;
- (b) provide for the imposition of imprisonment not exceeding three months or a fine not exceeding ten pounds or both such imprisonment and fine for any contravention thereof.

PART VI.—MISCELLANEOUS.

Reciprocal
agreements.

49. For the purpose of giving effect to any agreement with the government of any country, being an agreement which provides for reciprocity in matters of social insurance or social security, the Governor in Council may make an order modifying or adapting this Law in its application to cases affected by the agreement.

Offences and
penalties.

50.—(1) If any employer fails or neglects to pay any contribution which he is liable under this Law to pay, he shall for each offence be liable on conviction to a fine not exceeding ten pounds.

(2) In any case where an employer has been convicted of the offence of failing or neglecting to pay a contribution, he shall be liable to pay to the Social Insurance Fund a sum equal to the amount which he has failed or neglected to pay.

(3) On any such conviction as is mentioned in the foregoing sub-section, if notice of intention to do so has been served with the summons or warrant, evidence may be given of the failure or neglect of the employer to pay other contributions in respect of the same person during the two years before the date of the offence and on proof of such failure or neglect the employer shall be liable to pay to the Social Insurance Fund a sum equal to the total of all the contributions which he is so proved to have failed or neglected to pay.

(4) Any sum ordered by a court to be paid to the Social Insurance Fund under this section shall be recoverable as a penalty.

(5) Any sum paid by an employer under the foregoing provisions of this section shall be treated as a payment in satisfaction of the unpaid contributions, and any of those contributions which are payable by any employed person shall not be recoverable from that employed person.

(6) If any person—

(a) buys, sells or offers for sale, takes or gives in exchange, or pawns or takes in pawn any insurance card or any used insurance stamp ; or

(b) sticks any used insurance stamp on any insurance card ; or

(c) for the purpose of obtaining any benefit or other payment under this Law, whether for himself or for some other person, or for any other purpose connected with this Law—

(i) knowingly or recklessly makes any false statement or false representation ; or

(ii) produces or furnishes, or causes or knowingly allows to be produced or furnished, any document or information which he knows to be false in a material particular ;

he shall be liable on conviction to a fine not exceeding one hundred pounds or to imprisonment for a term not exceeding three months, or to both such fine and imprisonment.

(7) In any proceedings under sub-section (6) of this section with respect to used stamps, a stamp shall be deemed to have

been used if it has been stuck on an insurance card or cancelled or defaced in any way whatsoever and whether it has actually been used for the purpose of payment of a contribution or not.

(8) If any person—

- (a) forges an insurance stamp ;
- (b) makes or, without lawful excuse, has in his possession a die, plate, instrument or materials for forging an insurance stamp ;
- (c) knowingly utters, sells, deals in, hawks, distributes, or uses, a forged insurance stamp ;
- (d) causes or procures to be done, or knowingly aids, abets or assists in doing, any of the acts mentioned in paragraphs (a), (b) and (c) of this sub-section ;

he shall be guilty of an offence and shall be liable on conviction to imprisonment for any period not exceeding seven years.

(9) If any person is guilty of any contravention of, or non-compliance with, any of the requirements of this Law in respect of which no special penalty is provided, he shall for each offence be liable on conviction to a fine not exceeding ten pounds.

(10) Nothing in this section shall be construed as preventing the Chief Insurance Officer from recovering by means of civil proceedings any sums due to the Social Insurance Fund.

51.—(1) Proceedings for an offence under this Law shall not be instituted except by or with the consent of the Chief Insurance Officer.

Prosecutions

(2) Any inspector or other officer, authorised by the Chief Insurance Officer to institute any such proceedings as aforesaid, may, although not an advocate, prosecute or conduct any such proceedings before a court of summary jurisdiction.

52.—(1) All sums due to the Social Insurance Fund shall be recoverable as debts due to the Crown, and, without prejudice to any other remedy, may be recovered summarily as a civil debt by the Chief Insurance Officer.

Civil proceedings.

(2) Proceedings for the summary recovery as civil debts of sums due to the Social Insurance Fund may be instituted by an inspector or other officer authorised in that behalf by special or general directions of the Chief Insurance Officer, and any such inspector or officer may, although not an advocate, conduct such proceedings.

53.—(1) Where an employer has failed or neglected—

- (a) to pay any contributions which under this Law he is liable to pay in respect of any employed person in his employment ; or
- (b) to comply, in relation to any such person, with the requirements of this Law relating to the payment and collection of contributions ;

Proceedings against employer for benefit lost by employer's default.

and by reason thereof that person or his wife or widow has lost, in whole or in part, any benefit to which he or she would have been entitled, that person or his wife or widow, as the case may be,

shall be entitled to recover summarily from the employer as a civil debt a sum equal to the amount of the benefit so lost, or, if that benefit is a widow's pension or retirement pension, a sum not exceeding one hundred pounds.

(2) Proceedings may be taken under this section notwithstanding that proceedings have been taken under any other section of this Law in respect of the same failure or neglect.

(3) Proceedings under this section may, notwithstanding the provisions of any Law to the contrary, be brought at any time within one year after the date on which the employed person or his wife or widow, but for the failure or neglect of the employer, would have become entitled to the benefit which he or she has lost.

Exemption from stamp duty.

54. Stamp duty shall not be chargeable upon any draft or order or receipt given in respect of benefit payable under this Law.

Date of coming into operation.

55. This Law shall come into operation on a date to be appointed by the Governor by notice published in the *Gazette*.

FIRST SCHEDULE.—(Section 4.)

INSURABLE AND EXCEPTED EMPLOYMENTS.

PART I.—*Employments within the meaning of this Law.*

1. Employment in Cyprus under any contract of service or apprenticeship, written or oral, and whether expressed or implied, including employment by or under the Crown.
2. Employment under such a contract as aforesaid where the employed person is ordinarily resident in Cyprus and is employed as master or a member of the crew of—
 - (i) any ship or vessel registered in Famagusta ;
 - (ii) any other British ship or vessel of which the owner, or, if there is more than one owner, the managing owner or manager resides or has his principal place of business in Cyprus ;
 - (iii) any ship or vessel belonging to Her Majesty and stationed in Cyprus.

PART II.—*Excepted Employment.*

1. Employment in agriculture, including horticulture and forestry, but excluding—
 - (a) employment by or under the Crown ;
 - (b) employment in connection with any Government contract or any other public contract which has been entered into with assistance from the Government by way of grant, loan, subsidy, licence, guarantee or other similar form of assistance ; and
 - (c) employment on a farm owned by a company or partnership registered under any Law in force for the time being or where five or more persons are employed for one hundred and eighty or more days in any year.
2. Employment as a member of any of the naval, military or air forces of the Crown.
3. Employment in the civil service of the Crown where the person employed was engaged outside Cyprus and is not employed under the Government of Cyprus.
4. Employment in or about a place of religious worship, as an acolyte, bell-ringer, caretaker, choirmaster, clerk, doorkeeper, member of the choir, organ-blower, organist, sacristan, sexton or verger.
5. Employment in the service of the husband or wife of the person employed.
6. Employment in respect of which no wages or other remuneration is paid, where the person employed is the father, mother, grandfather or grandmother of the employer.

7. Employment of a person who is not ordinarily resident in Cyprus if the employer of that person is not ordinarily resident in Cyprus and has no place of business there.

8. Employment by any one employer for less than four hours in a contribution week.

9. Employment by any one employer in cleaning or other domestic work for less than eight hours in a contribution week.

10. Employment, involving part-time service only, as a special constable or member of a fire brigade.

11. Employment as secretary or clerk of a society, club, philanthropic institution, school or other similar body or institution, where personal service is ordinarily required only occasionally or outside the ordinary hours of work.

12. Employment, involving part-time service only, in the performance of clerical duties after 5 p.m. or outside the ordinary hours of work.

13. Employment, involving part-time service only, as a caretaker or key-keeper of an ancient monument.

14. Employment as a caretaker in respect of which the person employed receives no wages or other money payment.

15. Employment as a mukhtar.

SECOND SCHEDULE.—(Section 5).

WEEKLY RATES OF CONTRIBUTION.

Sex of the employed person.	Weekly rate of contribution payable by each of the contributing parties (i.e. by the employed person, by his employer and out of the general revenue of the Colony).
Male	60 mils.
Female	30 mils.

THIRD SCHEDULE.—(Section 12).

RATE OR AMOUNT OF BENEFIT.

Kind of benefit.	Rate or amount		
	Weekly rate.	Increase for one dependant.	Increase for two or more dependants.
Sickness benefit	£1.200 mils.	600 mils.	900 mils.
Unemployment benefit			
Widow's pension	600 mils.		
Old age pension			
Orphan's benefit ..			
	Amount		
Marriage grant	£10.		
Maternity grant	£5.		
Death grant	£10.		

FOURTH SCHEDULE.—(Section 12).

CONTRIBUTION CONDITIONS.

1. The contribution conditions for sickness benefit, unemployment benefit, a maternity grant or a death grant are—
- (a) that not less than twenty-six contributions have been paid by the insured person ; and
 - (b) that not less than fifty contributions have been paid by or credited to him for the last complete contribution year before the beginning of the benefit year which includes the day on which the conditions are required to be satisfied.
2. The contribution conditions for a marriage grant, widow's pension or old age pension are—
- (a) that not less than one hundred and fifty-six contributions have been paid by the insured person ; and
 - (b) that the yearly average of the contributions paid by or credited to him over the period —
 - (i) beginning on the first day of the contribution year which includes the appointed day or, if he reaches the age of sixteen years after the appointed day, on the first day of the contribution year in which he reaches that age ; and
 - (ii) ending on the last day of the last complete contribution year before the beginning of the benefit year which includes the day on which the conditions are required to be satisfied ;
 is not less than fifty.

FIFTH SCHEDULE.—(Section 12).

REDUCED RATE OR AMOUNT OF BENEFIT.

Kind of benefit.	Reduced rate or amount.		
	Number of contributions paid or credited in the last contribution year or yearly average of contributions paid or credited.		
	40-49	30-39	20-29
Sickness benefit	£1,000 mils	800 mils	600 mils.
Unemployment benefit			
Widow's pension			
Old age pension			
Marriage grant	£8.	£6.	£5.
Maternity grant	£4.	£3.	£2.500 mils.
Death grant	£8.	£6.	£5.
Increase of benefit for—			
(a) one dependant	500 mils	400 mils	300 mils
(b) two or more dependants..	750 mils	600 mils	450 mils

25th October, 1956.

A. F. J. REDDAWAY,
Acting Administrative Secretary.