

and to inspect and examine same and copy any material part thereof;

- (b) to examine, either alone or in the presence of any other person, as he thinks fit, with respect to any matters under this Law any person whom he finds in any premises wherein an occupation to which a minimum wage is applicable is being carried on, or whom he has reasonable cause to believe to be or to have been a worker in any occupation to which a minimum wage is applicable, and to require every such person to be so examined, and to sign a declaration of the truth of the matters in respect of which he is so examined.

(3) If any person hinders or molests any officer in the exercise of the powers given by this section or fails or refuses to produce any wage sheet or any other record of wages that person shall be liable on conviction in respect of each offence to a fine not exceeding five pounds; and if any person makes or causes to be made or knowingly allows to be made any wages sheet or record of wages or record of payments which is false in any material particular or produces or causes to be produced or knowingly allows to be produced any such sheet or record to any officer acting in the exercise of the powers given by this section, knowing the same to be false, or furnishes any information to any such officer knowing the same to be false, he shall be liable on conviction to a fine not exceeding twenty pounds or to imprisonment for a term not exceeding three months.

R. C. S. STANLEY,

19th November, 1941.

Acting Colonial Secretary.

No. 18 OF 1941.

A LAW TO MAKE PROVISION FOR THE PREVENTION AND SETTLEMENT OF TRADE DISPUTES AND TO PROVIDE FOR THE ESTABLISHMENT OF ARBITRATION TRIBUNALS AND BOARDS OF INQUIRY.

J. V. W. SHAW,]

[19th November, 1941.

Officer Administering the Government.

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

1. This Law may be cited as the Trade Disputes Short title.
(Conciliation, Arbitration and Inquiry) Law, 1941.

Interpre-
tation.

2.—(1) In this Law the following expressions have the meanings hereby respectively assigned to them, that is to say—

“trade dispute” means any dispute or difference between employers and workmen, or between workmen and workmen, connected with the employment or non-employment, or the terms of the employment, or with the conditions of labour, of any person ;

“workman” means any person who has entered into or works under a contract with an employer whether the contract be by way of manual labour, clerical work, or otherwise, be expressed or implied, oral or in writing, and whether it be a contract of service or of apprenticeship or a contract personally to execute any work or labour.

Application
of Law to
the Crown.

(2) This Law shall not apply to persons in the naval, military or air services of the Crown, or to the Cyprus Police Force, but otherwise shall apply to workmen employed by or under the Crown in the same manner as if they were employed by or under a private person.

Trade
disputes
may be
reported
to the
Governor.

3.—(1) Any trade dispute as defined by this Law, whether existing or apprehended, may be reported to the Governor by or on behalf of either of the parties to the dispute, and the Governor shall thereupon take the matter into his consideration and take such steps as seem to him expedient for promoting a settlement thereof.

Reference of
disputes to
arbitration
tribunal and
constitution
of the
Tribunal.

(2) Where a trade dispute exists or is apprehended, the Governor may, subject as hereinafter provided, if he thinks fit and if both parties consent, refer the matter for settlement to an Arbitration Tribunal constituted of either—

- (a) a sole arbitrator appointed by the Governor ; or
- (b) an arbitrator appointed by the Governor, assisted by one or more assessors nominated by or on behalf of the employers concerned and an equal number of assessors nominated by or on behalf of the workmen concerned, all of whom shall be appointed by the Governor :

Provided that the award shall be made and issued by the arbitrator only ; or

- (c) one or more arbitrators nominated by or on behalf of the employers concerned and an equal number of arbitrators nominated by or on behalf of the workmen concerned, and an independent chairman, all of whom shall be appointed by the Governor :

Provided that where all the members of the Tribunal are unable to agree as to their award, the matter shall be decided by the chairman as sole arbitrator.

(3) If there are existing in any trade or industry any arrangements for settlement by conciliation or arbitration of disputes in such trade or industry, or any branch thereof, made in pursuance of an agreement between organizations of employers and organizations of workmen representative respectively of substantial proportions of the employers and workmen engaged in that trade or industry, the Governor shall not, unless with the consent of both parties to the dispute, and unless and until there has been a failure to obtain a settlement by means of those arrangements, refer the matter for settlement in accordance with the foregoing provisions of this section.

Means of conciliation before reference to Tribunal.

4.—(1) Whenever an Arbitration Tribunal consists of more than one arbitrator and any vacancy occurs in their number the Tribunal may, with the consent of the parties, act notwithstanding such vacancy.

Vacancies on the Tribunal.

(2) Whenever the Tribunal consists of an arbitrator assisted by assessors and any vacancy occurs in the number of assessors the Tribunal may in the discretion of the arbitrator either act notwithstanding such vacancy or consent to another assessor being nominated and appointed to fill such vacancy.

(3) No act, proceeding or determination of the Tribunal shall be called in question or invalidated by reason of any such vacancy, provided that in the circumstances referred to in sub-section (1) of this section the required consent has been first obtained.

5. Where any trade dispute referred to an Arbitration Tribunal involves questions as to wages, or as to hours of work, or otherwise as to the terms or conditions of or affecting employment which are regulated by any Law other than this Law, the Tribunal shall not make any award which is inconsistent with the provisions of that Law.

Award of Tribunal not to conflict with any law.

6. Any award of an Arbitration Tribunal shall be submitted to the Governor who shall as soon as possible thereafter cause the same to be published in such manner as he thinks fit.

Publication of the award.

7. If any question arises as to the interpretation of any award of an Arbitration Tribunal, the Governor or any party to the award may apply to the Tribunal for a decision on such question, and the Tribunal shall decide the matter

Interpretation of the award.