

**CYPRUS BAR ASSOCIATION****CYLA****W**

## **The Protection of Young People in Employment Law of 2001 (48(I)/2001)**

### **History of Modifications**

**48(I)/2001** 15(I)/2012**Preamble**

The House of Representatives votes as follows:

**Short title**

1. This Law shall be cited as the Protection of Young People in Employment Law of 2001.

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**Interpretation**

2. In this Law, unless the context otherwise requires, the following words shall have the meaning assigned to them below:

"safety representative" means the person elected under section 7 of the Occupational Safety and Health Act of 1996;

"Chief Inspector" means a Chief Inspector appointed in accordance with section 24;

"parent" means any person who has all the rights, duties or responsibilities in relation to the young person or his property and generally a person who has parental care under the Parent-Child Relations Laws of 1990 to (No. 2) of 1997 and includes-

(a) Father or mother of the young person together or separately-

(b) a guardian as defined in the Parent-Child Relations Laws of 1990 to (No. 2) of 1997;

(c) a person who does not have parental care of the young person based on the Parent-Child Relations Laws of 1990 to (No. 2) of 1997, but has assumed the care of the young person following the approval of the Director of the Department of Social Welfare Services based on the Children Law;

(d) a person appointed by will by the father or mother of the young person as guardian.

"public place" includes any public park, garden, sea, shore, station, cinema, pub, wine shop or coffee house, as well as any land, space or building to which the public from time to time enters or obtains the right of entry, whether by payment or otherwise;

"break" means any period of time during which the young person interrupts his employment for the purpose of rest in accordance with article 16;

"week" means a continuous period of seven (7) days

"examining doctors" means doctors appointed by the Minister, after consultation with the Minister of Health, who will perform such medical examinations as may be required under this Law;

"Inspector" means an Inspector appointed under section 24;

"safety committee" means the safety committee established under section 8 of the Occupational Safety and Health Act of 1996;

"business" includes industrial or other activities, trade or other professions;

"employer" means any natural or legal person or organization, of public or private law, in any public or private sector or branch of activity, who employs or has employed a young person in accordance with the provisions of this Law, including the Government of the Republic of Cyprus and the Local Government Authorities;

"adolescent" means any young person of at least 15 years of age but under 18 years of age;

"young person" means any person under the age of 18 years;

"night" means the period between the hours of 22.00 of one day and 05.00 of the next day and any period of at least twelve continuous hours including that period;

"child" means any young person who has not completed 15 years of age;

"rest period" means any period of time outside working hours;

"street trading" includes the sale of newspapers, magazines, matches, flowers, lottery tickets and other items on the streets, the performance of a game, song or other such activity for profit, shoe shining and other similar activities carried out on a street or public place;

"Minister" means the Minister of Labour and Social Insurance

"Working time" means the period of time during which the young person is present at his/her employment, during which he/she is at the disposal of the employer and carries out his/her activities or duties, including the breaks to which the young person is entitled in accordance with the provisions of this Law.

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## Scope of the Law

3.-(1) This Law covers the employment of young people by any employer.

(2) From the scope of application of the Law referred to in subsection (1), occasional or short-term employment that is considered not harmful, not damaging and not dangerous for adolescents employed in a family business is excluded.

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## Young people employed as apprentices

4. A young person employed as an apprentice in accordance with the provisions of this Law shall be considered, for the purposes of the Law, as an employed person.

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## Prohibition of child labor

5. Subject to the provisions of articles 6 and 7 of this Law, the employment of children is prohibited.

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## Placing a child in a combined work-training program

6.—(1) A child who has reached the age of 14 and who has successfully completed the secondary school cycle or has been exempted from the obligation to attend school following approval by the Ministry of Education and Culture, based on the Primary and Secondary Education (Compulsory Attendance and Provision of Free Education) Law of 1993, may be placed in a combined work-training program, with the aim of learning a profession or trade following a special permit issued by the Minister in accordance with Regulations issued under this Law, for the specific program.

(2) The provisions of subsections (3), (4) and (6) of article 15 shall also apply to children who fall under the provisions of this article.

(3) For children placed in a combined work-training program, a period of at least one month of free work is ensured during school holidays.

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### Cultural and related activities

7.—(1) Following a relevant permit issued by the Department of Labor, after consultation with the Social Welfare Services and the Department of Labor Inspection, if such a thing, after an assessment, is in the best interest of the child and in accordance with the Regulations issued under this Law, the employment of a child in order to carry out an activity of a cultural, artistic, sporting or advertising nature is permitted, provided that-

(a) His safety, health (physical and mental) and his physical, intellectual, moral or social development are not harmed, and

(b) his regular school attendance, or his participation in a program provided for in article 6, or his ability to benefit from the education provided to him, is not hindered.

(2) The conditions of employment of children in the activities referred to in subsection (1) of this article and under the conditions referred to in paragraphs (a) and (b) of the same subsection, as well as the details of the application of the procedure preceding the issuance of a permit, shall be determined by Regulations.

(3) The leave is granted for each child separately and for a period of employment, continuous or intermittent, which may not exceed a total of three (3) months per year for each child.

(4) The time spent by children in cultural, artistic, sporting or advertising activities may not exceed-

(a) Two hours a day for children up to six years of age,

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

(c) four hours a day for children from thirteen to fifteen years of age:

It is understood that the above daily working hours are not allowed to coincide, during the school term, with school teaching hours.

(5) The regulations provided for in subsections (4), (5) and (6) of article 15 also apply to children who fall under the provisions of this article.

(6) The employment of children in the activities referred to in subsection (1) of this article is prohibited from 19.00 to 07.00 except during the months of June to September when the hours during which employment will be prohibited are between 20.00 and 07.00.

(7) Children employed in activities provided for in this article are entitled to a minimum rest period of fourteen continuous hours for each twenty-four hour period.

(8) Subject to the provisions of the Occupational Safety and Health Law and the Regulations issued under it, children employed in activities provided for in this article must, during the hours of their employment, be accompanied by their parent or guardian or, if this is not possible, by a chaperone authorized in accordance with Regulations issued under this Law.

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### Children's work and rest hours

8.—(1) No child shall be employed in any work for more than thirty-six (36) hours per week or for more than seven (7) hours and fifteen (15) minutes per day.

(2) Subject to the provisions of article 6, a child attending evening educational courses is not permitted to be employed after 4:00 p.m. during the days of such attendance.

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### Children's daily rest

9. A child employed under article 6 of this Law shall be provided, for each 24-hour period, with a continuous rest period of at least fourteen (14) hours.

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### Weekly rest for children

10. Every child employed pursuant to article 6 of this Law shall be entitled to a minimum weekly rest of two (2) consecutive days (48 hours), one of which shall coincide with a Sunday, unless organizational or technical reasons require the child to be employed on Sunday.

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### Restrictions on children's employment at night

11. Subject to the provisions of subsection (6) of article 7, no child shall be employed in any work between the hours of 19.00 of one day and 07.00 of the next.

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### Itinerant trade

12. Notwithstanding any provision of this Law, no child shall be employed in street trading.

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### Restrictions on the employment of adolescents at night

13.—(1) No adolescent shall be employed in any work between the hours of 23.00 and 07.00.

(2) Notwithstanding the provisions of subsection (1) of this article, a teenager who has reached the age of 16 may be employed between the hours of prohibition referred to in subsection (1), for the purposes and in accordance with the terms and conditions determined by Regulations.

(3) In the event of application of subsection (2) of this article, employment is prohibited between the hours of 00.00 and 04.00.

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### Free health assessment for teenagers working at night

14. [Deleted]

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### Time limits for employment of adolescents

15.—(1) Subject to the provisions of subsection (2) of this article, the working time of adolescents may not exceed seven (7) hours and forty-five (45) minutes per day and thirty-eight (38) hours per week.

(2) The working hours of adolescents who have not reached the age of sixteen (16) may not exceed seven (7) hours and fifteen (15) minutes per day and thirty-six (36) hours per week.

(3) The time spent by the teenager when working in a company, within the framework of a combined work-training program, is included in the working time.

(4) When the teenager is employed by more than one employer, the days and hours of employment he/she carries out are added together.

(5) The daily employment of adolescents who attend high schools, high schools of any type, public or private schools, technical or vocational schools, begins or ends at least two hours after the end or before the start of classes, respectively.

(6) Overtime work by adolescents is prohibited.

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### **Rest hours - break**

16. In the event that the daily working time exceeds 4.5 hours, young people are provided with a break of at least thirty continuous minutes.

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### **Daily rest for teenagers**

17. Teenagers are entitled to a minimum rest period of twelve (12) continuous hours for each 24-hour period.

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### **Weekly rest for teenagers**

18.—(1) Adolescents are entitled to a minimum weekly rest of two (2) consecutive days (48 hours), one of which must coincide with a Sunday, unless organizational or technical reasons require the employment of adolescents on Sunday.

(2) When justified by technical or organizational reasons, the minimum rest period provided for in subsection (1) of this article may be reduced in accordance with Regulations but in no case may it be less than 36 consecutive hours.

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### **General employer obligations**

19. [Deleted]

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### **Vulnerable nature of young people - Prohibited work**

20. [Deleted]

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### **Presence of a new person on the premises of a business and his employment for the purposes of implementing the Law**

21. A young person employed in an enterprise, whether on a daily wage basis or not, either in the production process or in the cleaning of any part of the premises of the enterprise, or in the cleaning or lubrication of any part of any machinery or mechanical installations of the enterprise or in the transport, collection or distribution

of goods or in the conveyance of messages or the execution of errands, or in the performance of clerical work or any other type of work incidental to or related to the enterprise, shall be deemed, unless otherwise provided in this Law, to be employed therein for the purposes of this Law or any procedure under this Law.

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### **Presence of new people in the business during opening hours and burden of proof**

22. If a young person is found at any time inside or on the premises of an enterprise in which work is being carried out or in which machinery is in motion or operation, including during a break for lunch or rest, he shall be deemed to be employed in the enterprise until proven otherwise. The burden of proof that the young person is not employed in the enterprise shall be borne by the employer.

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### **Fees paid to examining physicians**

23. The Council of Ministers may, by Decree, determine fees to be paid by employers for medical examinations of young people employed and which are required to be carried out for compliance with this Law and any Regulations issued under it.

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### **Implementation of the Law and appointment of Chief Inspector, Inspectors and other persons**

24.—(1)(a) The Minister shall be responsible for the implementation of this Law and any Regulations issued thereunder and shall appoint a Chief Inspector, Inspectors and any other officers he deems appropriate for the effective implementation of the provisions of this Law and any Regulations issued thereunder.

(b) The Chief Inspector shall regulate the matters and the manner in which Inspectors and other officers shall exercise the powers and carry out inspections, examinations, controls, tests, surveys, investigations, for the purposes of this Law and any Regulations issued under it.

(2) The Minister may authorize qualified persons to perform such duties and exercise such powers of an Inspector as are specified in the authorization. Any such person shall be under the supervision and shall be subject to the directions of the Chief Inspector and shall receive as remuneration such sum as may be determined by Order of the Council of Ministers.

(3) The Chief Inspector, Inspectors, other officers and qualified persons appointed under this article must be provided with appropriate identification.

(4) The Chief Inspector and the Inspectors shall -

- (a) have the appropriate qualifications and sufficient training for the performance of their duties;
- (b) to undergo continuous training and education;
- (c) be educated on issues of children's rights and protection of their interests.

(5) The Chief Inspector and the Inspectors shall have at their disposal, from their service -

- (a) suitable and publicly accessible offices, adequate secretarial, administrative and other support and logistical infrastructure; and
- (b) adequate means of transport for the exercise of their duties.

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### **Powers of the Chief Inspector and Inspectors**

25.—(1) A Chief Inspector or Inspector appointed under section 24 shall have power, for the purposes of implementing this Law and any Regulations issued thereunder, to do any or all of the following:

(a) To enter freely and without prior notice, any place of employment of young people, other than domestic premises, which he has reasonable cause to believe it is necessary to enter at any reasonable time, or at any time he believes that a situation exists which may cause an immediate risk of serious personal harm to any young person employed in the particular place of employment:

It is understood that entry into residential premises may be made after obtaining the consent of their owner.

(b) To be accompanied by a police officer if he has reasonable cause to believe that he will be obstructed in the exercise of his powers or in the performance of his duties. The police officer is obliged to accompany the Chief Inspector or Inspector in case the latter requests it.

(c) Be accompanied by any other person and bring with him any equipment or materials necessary for any purpose for which the power of entry to the premises is exercised.

(d) To conduct such examinations, tests, checks, inspections and investigations as may be necessary to ascertain whether there is compliance with the provisions of this Law and any Regulations issued thereunder and to make arrangements for the conduct by any other person of tests, checks and measurements deemed necessary for the exercise of his powers.

(e) Where he considers that the employment of any young person in any undertaking or in any particular type of work in an undertaking is injurious to the health of the young person, he may serve a written notice as soon as possible on the employer of the young person requiring him to terminate the employment of such young person in such undertaking or in such work or type of work. The period specified in the notice within which the employment of the young person must be terminated shall not be more than seven days after the service thereof:

It is understood that the employer will not continue to employ this young person after the above period unless and until an examining physician has examined the young person, after the service of the above notice, and has confirmed that he is fit for employment in such an enterprise.

(f) To require the production of any record, certificate, notice or document kept for the purposes of this Law and any Regulations issued thereunder, as well as any other book or document, which it is necessary to see, for the purposes of any inspection, examination, interrogation or investigation and to inspect, photocopy and copy any of them.

(g) To require any person whom he has reasonable cause to believe may provide information relevant to any inspection, examination, interrogation or investigation, to answer relevant questions alone or in the presence of any other person he may permit to be present and to require such person to sign a declaration that his answers are true.

(h) To require any person at the workplace to provide him with such facilities and assistance, for matters which are under the control or responsibility of that person and which are necessary to assist him in exercising any of the powers conferred on him under this section, and, in particular, to require any person to provide to him or to any other person accompanying him under paragraphs (c) and (d) of this section-

(i) Safe access to any part of the premises, and

(ii) any reasonably available means for carrying out any tests, measurements, checks, investigations, inspections or examinations which are reasonably necessary for the exercise of its powers.

(i) To take such measurements or photographs and to conduct such recordings for the purposes of any inspection, examination, interrogation or investigation pursuant to this article.

(j) To take and remove samples from any objects or substances found on any premises and from the atmosphere in or near such premises.

(k) To give instructions that the premises or any part thereof or any installation or equipment or substance within the premises remain as they are for such time as is reasonably necessary for the purposes of any test, measurement, examination, investigation or inspection.

(l) In the event of finding any object or any substance on any premises, which he has reasonable cause to believe may have created or is likely to create a hazard, to require their disassembly or their submission to any process or test, but not in a manner that causes them damage or destruction unless this is necessary, under the circumstances, for the purposes referred to in this subsection.

(m) In the case of any object or substance specified in paragraph (k) of this subsection, to seize and detain the object or substance for such time as is reasonably necessary for any of the following reasons:

- (i) For his examination or submission to anything for which he is empowered under paragraph (k),
- (ii) to ensure that they are not falsified before their completion or examination by him,
- (iii) to ensure that they are available for use as evidence in any criminal proceedings under this Law.

(2) Where, in exercise of the powers conferred on him by paragraph (m) of subsection (1) of this section, the Chief Inspector or the Inspector takes possession of any article or substance found in any workplace, he shall leave a notice with a responsible person, or if that is impracticable, affix in a conspicuous place a notice which provides sufficient evidence for the identification of the article or substance. Before the Chief Inspector or the Inspector takes possession of any such substance, he shall, if practicable, take a sample of the substance and deliver a portion thereof to a responsible person on the premises, marked in a manner sufficient for its identification.

(3) Before the Chief Inspector or Inspector exercises any power conferred on him by paragraph (l) of subsection (1) of this section, he must consult, if he considers it necessary, such persons as he considers appropriate with a view to ascertaining what possible risks may be created if what he proposes to do is done in accordance with those powers.

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### **Disclosure of information**

26.—(1) No person shall disclose any information relating to a trade or industrial secret which has been obtained in the exercise, whether by himself or by another person, of powers conferred by this Law and any Regulations made thereunder, except-

- (a) If the consent of the person responsible for the premises from which the information was obtained is given, or
- (b) for the purposes of implementing any provisions of this Law, or
- (c) for the purposes of criminal proceedings under this Law, or
- (d) for the purposes of any investigation conducted by or on behalf of the Minister in relation to the application of any of the provisions of this Law and any Regulations issued under it which he is obliged to apply.

(2) Notwithstanding the provisions of subsection (1) of this section, the Inspector may, in any premises, in cases where it is necessary to do so for the purposes of adequate information and briefing of persons at work or their representatives, provide the following descriptive information:

- (a) Information on events related to these premises or the activities carried out on the premises;
- (b) information regarding any measures which he has taken or intends to take in relation to such premises in the performance of his duties, and to provide the same information to the employer of the persons at work.

(3) Notwithstanding the provisions of subsection (1) of this section, the Inspector may provide the information referred to in paragraph (a) of subsection (2) of this section to any person affected by the above events or to his authorized representative, provided that the information is requested in writing by the affected person or his authorized representative and that it will be used for the purposes of a civil procedure.

(4) The Minister, by Order published in the Official Gazette of the Republic, may determine fees for reports provided for the purposes of political proceedings.

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### **Duty to provide information**

27.—(1)(a) Every person who employs or has employed any young person in any undertaking and every representative and/or employee of such employer must, when required, give to the Inspector any information in his possession relating to matters regulated by this Law and any Regulations issued under it.



(b) The employer referred to in paragraph (a) of subsection (1) of this article, his representatives and/or employees must provide the means required by the Inspector, which will be necessary for the entry, inspection, examination, investigation or other exercise of power under the Law and the provisions of any Regulations issued under it in relation to the business of such employer.

(2) The parent of a young person employed in any business must, when required, give the Inspector any information in his possession regarding the age and conditions of employment of that young person.

(3) Every young person employed in street trading shall provide any Inspector who may request from him any information concerning his name and address, the name of his parent or guardian, his age and details of his employment.

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### Special provisions for proof

28.—(1) Where in the Court, during the trial of an offence in contravention of the provisions of this Law or any Regulations issued under this Law, any birth certificate or statement of a Medical Officer is produced as evidence that any person claiming to be a child or adolescent or a child under a specified age on the date of the offence was a child or adolescent or a child under that specified age on the above date, it shall be presumed, until the contrary is proved, that such person was a child or adolescent or a child under that specified age on the above date.

(2) Where it is required by this Law or by any Regulations made under this Law to make any entry in a register, certificate, book, notice or document, the facts stated in an entry made by the employer shall be admissible as evidence against him and the fact that any entry so required in respect of the compliance with any provision of this Law or any Regulations made under it has not been made shall be admissible as evidence that that provision has not been complied with.

(3) In any proceedings either under this Law or any Regulations made thereunder, the following shall be admissible in evidence on the production of-

(a) Any register or part thereof which appears to have been kept in accordance with this Law or any Regulation issued thereunder;

(b) any official copy from any such register which appears to have been certified as correct by the Minister or the Chief Inspector.

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### Registers

29.—(1) The employer of any young person employed in any undertaking or the master of any ship on which a child or adolescent is employed shall cause to be kept within or on the premises of the undertaking or on board the ship, as the case may be, where the child or adolescent is employed, a register in such form and containing such particulars as may be prescribed by Regulations made under this Law.

(2) A register required under the provisions of this section shall be available at any time for inspection by any examining physician or any police officer.

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### Offences and penalties

30.—(1) Subject to the provisions hereinafter provided in this Law, any person who employs any young person in contravention of the provisions of this Law or the Regulations made thereunder or who fails to comply with such provisions shall be guilty of an offence and shall be liable on conviction to a fine not exceeding ten thousand pounds or to imprisonment for a term not exceeding two years or to both such penalties.

(2) If a young person is employed in any undertaking in contravention of the provisions of this Law or the Regulations issued thereunder, the person responsible for that undertaking at the time of the employment is guilty of an offence.

(3) Where an offence committed under this Law or the Regulations made thereunder by a company or a cooperative organization or other organization is proved to have been committed with the consent or connivance of, or that its commission has been facilitated by negligence on the part of any managing director, chairman, director, secretary or other employee of the company or cooperative organization or other organization, both he and the company or cooperative organization or other organization shall be deemed guilty of an offence and, in the event of conviction, shall be liable to prosecution and punishment accordingly.

(4) Where an act or omission for which the employer is liable under this Law or the Regulations made thereunder is in fact the act or omission of any agent, employee, worker or other person, such agent, employee, worker or other person is guilty of an offence and, on conviction, is liable to the same punishment as if he were the employer.

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### **Offense and punishment for a parent**

31. The parent of a young person who is engaged in any employment in violation of the provisions of this Law or the Regulations issued under it, is guilty of an offence and, in the event of conviction, is liable to imprisonment not exceeding six months or to a fine not exceeding three thousand pounds or to both penalties together, unless the Court finds that the offence was committed not with the consent, connivance or wilful omission of the parent.

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### **Report on the practical implementation of the provisions of this Law**

31A. The Department of Labor prepares a report on the practical implementation of the provisions of the Law, which is transmitted to the European Commission:

It is understood that the first report shall be prepared one (1) year after the entry into force of this Law.

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### **Establishment of an Advisory Committee**

31B.-(1) The Minister shall appoint a Child Employment Advisory Committee, to be called the "Advisory Committee", for general policy matters relating to the implementation of this Law and which shall consist of-

- (a) one (1) representative of the Department of Labor, as Chairman;
- (b) one (1) representative of Social Welfare Services, as a member,
- (c) one (1) representative of the Department of Labor Inspection, as a member,
- (d) one (1) representative of a non-governmental organization dealing with youth rights issues, as a member,
- (e) one (1) representative of organized youth groups, as a member.

(2) The term of office of the members is three years.

(3) Subject to the provisions of this Law, the Advisory Committee shall regulate the terms of its meetings, the manner and time of their convening and the procedure followed therein and for this purpose may issue internal regulations concerning its operation.

(4) Three (3) of the members of the Committee, including its Chairman, constitute a quorum.

(5) The Ministry shall provide the Advisory Committee with secretarial, logistical and technical support in the performance of its duties.

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### **Offense and penalty for owner of a public place where street vending is carried out by a child**

32. The owner, occupier or licensee of any public place in which a child is engaged in street trading at any time shall be guilty of an offence and shall be liable on conviction to imprisonment for a term not exceeding six months or to a fine not exceeding three thousand pounds or to both, unless the Court finds that the child was in such public place without the knowledge of such person.

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### **Offence and penalty for obstructing the implementation of the provisions of the Law**

33.—(1) A person who-

- (a) Deliberately delays or obstructs the Chief Inspector or any Inspector or any other authorized officers or qualified persons in the proper exercise of any power conferred on them by this Law or the Regulations issued thereunder;
- (b) refuses to answer or answers falsely during any investigation conducted under this Law or the Regulations issued thereunder;
- (c) fails to produce any register, certificate, book, notice or document required to be produced in accordance with this Law or the Regulations issued thereunder;
- (d) removes, damages or alters any notice or document posted in accordance with this Law or damages or alters any register, certificate or book kept under this Law or the Regulations issued thereunder;
- (e) conceals or obstructs, or attempts to conceal or obstruct, any person, child or young person from appearing before or being examined, as the case may be, by the Chief Inspector or any Inspector or any authorized officer or qualified person,

is guilty of an offence and is liable on conviction to imprisonment for a term not exceeding one year or to a fine not exceeding five thousand pounds or to both.

(2) A person who-

- (a) Forges or falsifies any certificate required by or under or for the purposes of this Law or the Regulations issued thereunder;
- (b) gives or signs any such certificate knowing that it is untrue in relation to any material fact thereof;
- (c) knowingly presents or uses any such certificate in such a manner as to be forged, falsified or false in relation to any material element thereof, as mentioned above;
- (d) knowingly issues or uses as a reference to any person a certificate which does not concern that person;
- (e) impersonates any person named in any such certificate;
- (f) falsely pretends to be the Chief Inspector or the Inspector or any other authorized officer or qualified person;
- (g) intentionally abets any such forgery, falsification, provision, signature, issuance, use, impersonation or pretense as mentioned above; (h) intentionally makes a false entry in any register, certificate, book, notice or document, which is required by this Law or the Regulations issued under it to be kept or kept up to date;
- (i) intentionally prepares or signs a false declaration required by this Law or the Regulations issued thereunder;
- (j) knowingly uses any such false registration or statement as mentioned above,

is guilty of an offence and is liable on conviction to imprisonment for a term not exceeding one year or to a fine not exceeding five thousand pounds or to both.

(3) In the event of being found guilty of an offence under this Law for which no specific penalty is provided by this Law, such person shall be liable to imprisonment not exceeding six months or to a fine not exceeding three thousand pounds or to both penalties.

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**Power of the Council of Ministers to issue Regulations**

34. The Council of Ministers may issue Regulations for the implementation of this Law and in particular, but without prejudice to the generality of the above power, may issue Regulations-

- (a) Which prescribe anything which by virtue of this Law is required or declared to be prescribed;
- (b) regulating the working conditions of children and details of the procedure to be followed by employers;
- (c) allowing derogations from the specified working hours of young people employed in accordance with article 8;
- (d) regulating the conditions of employment of children in cultural and related activities and the details and conditions for the granting of the relevant employment permit in accordance with article 7;
- (e) regulating the terms and conditions for derogation from the provisions of subsection (1) of article 13 for the employment of adolescents at night;
- (f) regulating any derogation from subsection (2) of article 18 for the weekly rest of adolescents.

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**Abolition**

35. Upon the entry into force of this Law, the Employment of Children and Young Persons Law is repealed.

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**ANNEXES****ANNEX I**

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**ANNEX II**

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