



SUPPLEMENT No. 2
TO
THE SOVEREIGN BASE AREAS GAZETTE
No. 998 of 26th July, 1993
LEGISLATION

ORDINANCE 13 OF 1993

AN ORDINANCE
TO AMEND THE IMMOVABLE PROPERTY (TENURE
REGISTRATION AND VALUATION) ORDINANCE

A.G.H. HARLEY
ADMINISTRATOR

23rd July, 1993.

BE it enacted by the Administrator of the Sovereign Base Areas of Akrotiri and Dhekelia as follows:-

1. This Ordinance may be cited as the Immovable Property (Tenure, Registration and Valuation) (Amendment) Ordinance, 1993 and shall be read as one with the Immovable Property (Tenure, Registration and Valuation) Ordinance, as amended from time to time (hereinafter referred to as "the principal Ordinance.").

Short title.

Cap.224 (Laws of Cyprus) 12/66, 11/84, 12/85, 5/87, 18/87, 21/88, 8/90 and 14/90.

2. Section 71 of the principal Ordinance is hereby amended by repealing paragraph (b) thereof and substituting therefor the following new paragraph:-

Section 71 of the principal Ordinance amended.

"(b) when the valuation or revaluation has been made, the following provisions shall have effect:-

- (i) The Chief Officer shall give notice thereof to the person or persons affected; or
- (ii) deposit the lists with the Head of the Community of the town, village or quarter concerned and shall cause to be published in the Gazette and to be posted up a notice to the effect that the lists have been so deposited; and
- (iii) any person interested in any immovable property to which such notice relates, may inspect the lists at all reasonable times and the Head of the Community concerned, shall at all reasonable times allow such person to make any extract therefrom free of any charge;
- (iv) the valuation or revaluation shall be final and conclusive

unless the person affected objects thereto in writing to the Chief Officer within thirty days from the date of the giving of the notice provided for in sub-paragraph (i) of paragraph (b) hereof or within six months from the date of the posting up of the notice provided for in sub-paragraph (ii) of paragraph (b), as the case may be, or unless the Chief Officer applies to the Court for the revision of the valuation or revaluation, as in paragraph (d) hereof provided.”.

23rd July, 1993
(118/3A)

G.L. JONES
Chief Officer.

**AN ORDINANCE
TO PROVIDE FOR EQUAL REMUNERATION FOR
MALE AND FEMALE EMPLOYED PERSONS
FOR WORK OF EQUAL VALUE**

**A.G.H. HARLEY
ADMINISTRATOR**

26th July, 1993.

BE it enacted by the Administrator of the Sovereign Base Areas of Akrotiri and Dhekelia as follows:-

1. This Ordinance may be cited as the Equal Pay Ordinance, 1993.

Short title.

2. In this Ordinance unless the context otherwise requires -

Interpretation.

“Contract of Employment” means any agreement in respect of employment concluded either verbally or in writing between an employed person or a group of employed persons or their Trade Union or Unions and an employer or an Employers’ Organisation;

“equal remuneration for male and female employed persons for work of equal value” means the exclusion of any discriminatory element on account of the sex of the employed person in the determination and payment of such remuneration;

“Industrial Disputes Tribunal” means the Tribunal established under the provisions of Section 16 of the Annual Holidays with Pay Ordinance, 1973;

“Inspector” means a person appointed as an inspector under the provisions of Section 6 of this Ordinance;

“remuneration” includes the normal basic remuneration and any additional allowances payable directly or indirectly either in cash or in kind, by the employer to the employed person, in return for work;

“work of equal value” means work performed by male and female employed persons which is equal or of a like nature in substance.

Ordinance 10 of 1973, 12 of 1979 and 21 of 1980.

3.-(1) Every employer must pay equal remuneration for work of equal value to all male and female persons in his employment.

(2) Any employer who acts in contravention of the provisions of subsection (1) of this Section shall be guilty of an offence and shall on conviction, be liable to a fine not exceeding two thousand pounds.

4. If a contract of employment contains any provision which is contrary to the provisions of subsection (1) of Section 3 of this Ordinance, then -

Payment of equal wages to male and female employed persons for work of equal value.

(a) Any condition of the contract in respect of a female employed person which is less favourable than a similar condition applicable to a male employed person, shall be deemed to be of no effect and the contract shall be construed as if the condition applicable to a male employed person was included therein;

(b) any condition which is beneficial to a male employed person shall if a similar one is not included in the contract of a female employed person, be deemed to be also included in the contract of the female employed person.

Re-adjustment of conditions if a contract of employment is opposed to the provisions of this Ordinance.

Protection of
employed persons.

5. -(1) No person shall be discharged from employment or subjected to any unfavourable treatment by an employer for reporting a breach or possible breach of any provision of this Ordinance or for giving evidence or contributing to the prosecution of a person or the taking of any other measures which would reasonably assist in the enforcement or observance of this Ordinance.

(2) Any employer who acts in contravention of the provisions of subsection (1) of this Section, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding one thousand pounds.

Inspectors.

6. The Chief Officer shall appoint inspectors by whatever title he so decides and any other officials if he deems the appointment of such other officials necessary for the enforcement of this Ordinance. Such inspectors and officials shall be under the supervision of the Chief Inspector of Factories.

Industrial Disputes
Tribunal.

7. -(1) Any dispute arising from an alleged breach of this Ordinance shall be deemed to be an "industrial dispute" for the purposes of Part VII of the Annual Holidays with Pay Ordinance.

(2) The Industrial Disputes Tribunal may appoint a technical committee in order to assist in determining work of equal value.

(3) The Industrial Disputes Tribunal may, on an application by a female employed person or on an application by a Trade Union representing a female employed person, take such measures as are necessary to end any discrimination or unfavourable treatment suffered by that person.

(4) In the event of a breach of the provisions of subsection (1) of Section 3 of this Ordinance, the measures referred to in subsection (1) above may include -

- (a) An Order enforcing the rights of the applicant in relation to the discrimination reported;
- (b) Directions to the respondent to desist from any unfavourable treatment of the applicant.

(5) Without prejudice to the provisions of paragraphs (a) and (b) of subsection (4) of this Section, the Industrial Disputes Tribunal may award compensation in respect of any damage or loss sustained by an applicant as a result of a breach of this Ordinance.

26th July, 1993
(107/4/3)

G.L. JONES
Chief Officer.
