

Provided that if a woman dies during the said periods payment shall only be made up to and including the day of her death.

181. Any person who acts in contravention of or fails to comply with any of the provisions of this Part commits an offence.

Offence under this Part.

182. The Minister may from time to time make regulations applying all or any of the provisions of this Act to domestic servants and may make regulations not inconsistent with any of the provisions of this Act, to provide generally for the engagement, repatriation and working conditions of domestic servants.

Application to domestic servants.
40 of 1963.

PART XV

Severance Pay Provisions

183.-(1) Where a worker who has been continuously employed by an employer for a period of—

Severance pay to be paid.
4 of 1979.
3 of 2011.

(a) five to ten years and—

(i) his employment is terminated by the employer; or

(ii) the worker retires on or after attaining the age of sixty years or on medical grounds,

that worker shall be paid a severance pay of one week's wages in respect of each complete year of service; or

(b) over ten years and his employment is—

(i) terminated by the employer for reasons, which do not amount to dismissal,

- (ii) abandoned by the worker pursuant to section 41;
- (iii) contracted for a definite period and the employment is terminated on the expiration of such period and the contract either makes no provision for or makes less favourable provisions for severance pay; or
- (iv) ended because the worker retires on or after attaining the age of sixty years or on medical grounds,

that worker shall be paid a severance pay of two weeks' wages in respect of each complete year of service.

(2) A worker with a minimum of ten years' continuous service who resigns his employment shall be eligible for a gratuity equal to severance pay computed in accordance with this section

(3) Notwithstanding sub-section (1)(b), where an employee has completed over ten years of continuous employment, the severance pay shall be computed as follows—

S.I. 63 of 2011.

- (i) for the period served before day 1st of May, 2011, at the rate of one week's pay for each complete year of service; and

S.I. 63 of 2011.

- (ii) for the period served after the 1st day of May, 2011, at the rate of two weeks' pay for each complete year of service.

Meaning of the expression "continuously employed." 4 of 1979. 3 of 2011.

184.-(1) A worker whose employment is of a casual nature but who has worked for an aggregate of one hundred and eighty days within any calendar year for at least the continuous period specified in section 183 (1) and (2) with the same employer,