

FRAMEWORK AGREEMENT ON WORK-RELATED STRESS

“POLICY STATEMENT”

Following the signing of the Framework Agreement on work-related stress between BusinessEurope (former UNICE) / UEAPME και CEEP that represent the employers' side at European level and ETUC that represents the employees' side at European level, and

Due to the Cypriot Employer and Employee Organizations' wish to implement and put into practice the Framework Agreement,

The Cyprus Employers and Industrialists Federation (OEB), the Cyprus Chamber of Commerce and Industry (CCCI), the Cyprus Workers' Confederation (SEK), The Pancyprian Federation of Labour (PEO) and the Democratic Labour Federation of Cyprus (DEOK), agree and decide on the following:

1. The Framework Agreement on work-related stress is adopted unconditionally and in all its breadth.
2. A dialogue regarding the implementation of the agreement will begin within the third quarter of 2008.
3. They call upon the Federations, Trade Unions, Associations, Organizations and Enterprises that are members of the Cypriot Employer and Employee Organizations to enter into a dialogue at sectoral or enterprise level as appropriate, aiming to the adaptation and specialization of the Agreement in the particularities and distinctiveness of the labour environment of each case.
4. They call upon their members to complete the aforementioned procedure in an appointed time-frame, that will be agreed between them and ideally it will not exceed the renewal of the next collective agreement of each case.
5. They will monitor the procedure and assist their members, providing technical support in their attempt to adopt the aforementioned, and state their willingness to interfere whenever they are asked to, in order to facilitate the procedure.

OEB, CCCI, SEK, PEO, DEOK consider that the proper implementation of the Agreement will contribute in the following:

- Improvement of the work environment
- Advancement of the labour relations
- Support the spirit of cooperation at workplace
- Increase the productivity
- Improvement of the competitiveness of the enterprises

- Save nursing costs
- Decrease of the absences
- Increase the job satisfaction of the employees

and they call upon all Trade Unions, Organizations, Enterprises or Employer Associations, to subscribe and implement the present Agreement.

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Dr. ANDREAS PITTAS
President OEB

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MANTHOS MAVROMMATIS
President CCCI

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NICOS MOYSEOS
Secretary Gen. SEK

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PAMPIS KYRITSIS
Secretary Gen. PEO

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DIOMIDES DIOMIDOUS
Secretary Gen. DEOK

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SOTEROULA CHARALAMBOUS
Minister of Labour & Social Insurance

Nicosia, 17 June 2008.