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INTRODUCTION

Mr. Tassos Papadopoullos, Minister of Interior during the transitional period, took over on 16th August, 1960, the Ministry of Labour and Social Insurance upon the declaration of Independence, succeeding Mr. P. Yiorgadjhis who moved to the Ministry of Interior.

After the introduction of the Ministerial system in March 1959 and the departure of the expatriate officers on the eve of the establishment of the Republic, the Labour Department was split into four major Divisions, a Senior Officer being placed in charge of each Division, as hereunder:-

1. Employment - Mr. Irfan Suleiman
2. Industrial Relations - Mr. Mikis Sparsis
3. Factories - Mr. Menelaos Florides
4. Social Insurance - Mr. Telesforos Nacouzi

All these officers were made responsible for the administration of their respective Divisions under the general directions of the Minister, their work and activities being co-ordinated by the Administrative Officer of the Ministry. Although the system has been working satisfactorily at Headquarters difficulties have been experienced in the District organisations in adaptation to the new set-up.

2. The establishment in 1960 was practically the same as at the end of 1959. The Divisions were handicapped in their activities owing to the inability of the Public Service Commission to fill a number of vacancies in various grades and many schemes for expansion have been held up until appointments are made to vacant posts.

3. The sub-offices at Yialousa and Lefkonico, in Famagusta District, were re-opened during the year under review. An officer was posted permanently to the former office while the office at Lefkoniko is visited by an officer once a week.

4. Cyprus was admitted as an independent member of the United Nations and of the International Labour Organisation in September 1960. Mr. S.K. Jain, Director of the International Labour Organisation Field Office in Istanbul, visited Cyprus in the Autumn of 1960 making contacts with the senior officials of the Ministry and with representatives of employers and employees with a view to ascertaining the possible needs of the Country for technical assistance from the I.L.O. This was followed by an exploratory mission undertaken by Mr. Don. L. Snyder, Chief of the Employment Section, Manpower Division of the I.L.O.,

concerning Manpower and Productivity. The terms of reference of the mission were to study and make recommendations to the Government regarding assistance to be given by the I.L.O. under the Expanded Programme of Technical Assistance or the Special Fund in the fields of employment service organisation, manpower assessment, vocational training, supervisory training and productivity. Mr. Snyder's report had not yet been received at the close of the year.

5. Mr. M. Salahiddin, Administrative Officer of the Ministry and Mr. M. Spersis, Senior Industrial Relations Officer, attended a seminar in Labour Administration held in Istanbul in October, 1960. Mr. Shinassi Tewfik, Labour Officer, 2nd Grade, returned to Cyprus in April, 1960 having completed a course of study in Vocational Training and Youth Employment Services in the United Kingdom.

6. The following figures show the approved and actual expenditure of the Department in 1960:-

	Approved	Actual
Personal Emoluments (Labour and Social Insurance)	£ 64632.	£ 50816.
Other Charges	£ 18496.	£ 19770.

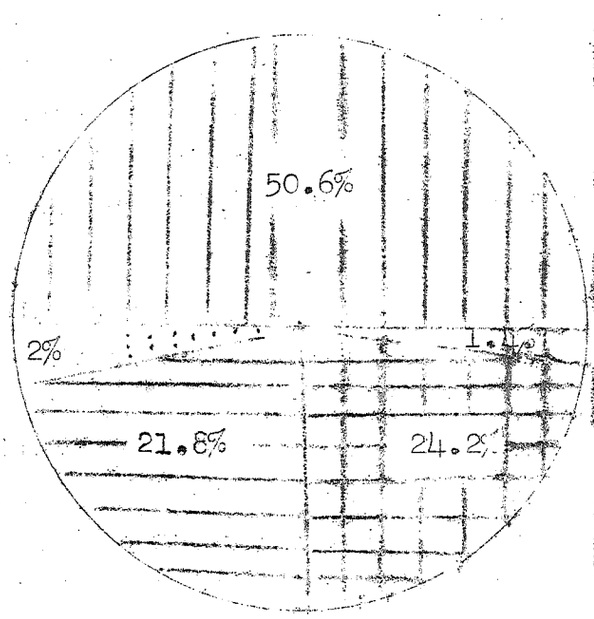
7. Factual data and detailed information about the activities of the various divisions functioning under the Ministry of Labour and Social Insurance are given in the Chapters which follow.

REPORT OF THE SENIOR EMPLOYMENT OFFICER, FOR THE YEAR 1960.

CHAPTER I.

EMPLOYMENT AND UNEMPLOYMENT

8. The estimated mid-year population of Cyprus was about 563,000 of whom 274,360 were males. The Potential Working Population (i.e. those between the ages of 15 and 64) was 330,000 of whom 156,800 males. The graph below shows the distribution of the Economically Active Population.



	IN 000's	%
Agriculture	134.8	50.6
Mining & Quarrying	5.2.	2.
Manufacture and Construction	58.0	21.8
Commerce, Transport etc.	64.5	24.2
Domestic and Personal Services	3.8	1.4
ECONOMICALLY ACTIVE POPULATION.	266.3	100.

9. As it is evident from the above figures, Cyprus is a predominantly agricultural country. 50.6% of the total gainfully employed population earn their living from the land despite the fact that during recent years there has been a continuous influx into the urban areas. The number of persons engaged in industrial employment is shown in Table I(a).

10. The year 1960 started with a comparatively high level of unemployment which, with certain fluctuations, persisted throughout the year. On January 14th, 5,253 persons were registered as unemployed at the Employment Exchanges. This figure was about 2% of the Economically Active Population of the Island, and about 3.5% of the insured population. This figure was, however, the lowest recorded during the year. On March 17th registrations reached their peak for the year when 6,832 persons were registered for employment. This figure was about 2.5% of the Economically Active Population and about 4.5% of the insured population. For detailed information on registrations and placements see Tables II(a), II(b), III(a), III(b). and III(c).

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11. A number of factors contributed to the persistent increase of unemployment during the year. The curtailment of military building works at the end of 1959 and early in 1960, the slow-down of private building in the Island generally, the influx of rural labour to urban centres because of the recent droughts and the farm mechanization, the automation and mechanization in mines, and the adverse effects of the uncertainty in the political field were among the major causes.

12. In February the Joint Council allocated half a million pounds in order to start a number of public works, scattered all over the Island, with a view to providing temporary relief for the unemployed. These public works, and the harvest during the second quarter of the year, provided some employment to a number of the unemployed. Thus on the 16th of June the number of those registered as unemployed was 5,431 compared with 6,832 on the 17th of March.

13. On the 16th of August the administration of the Island was taken over by the Government of the Republic. During the months which followed it was made known that works to relieve unemployment were to be started all over the Island. As recruitment for these projects would normally be made through the Employment Exchanges, many underemployed peasants registered as unemployed hoping to obtain a few days' work on these projects. This factor, together with the possibility of employment in West Germany, which was publicised towards the end of the year, helped to increase registrations at the Employment Exchanges, which stood at 6,400 on the 15th December.

14. The Department's Employment Market Information service could not function properly because of the weakness of the "Interviewing" and "Employer Contact" services. This is due to prolonged shortage of staff and lack of adequate training. During the year, however, more attention was given to the collection of statistical data concerning the unemployed. Thus a monthly analysis of the registered unemployed according to the place of residence declared on the unemployment registration card revealed that the percentage of those from the rural areas varied from 50% to 80% of the total registered unemployed. These figures indicate that a major problem which needs to be tackled is that of underemployment among the rural population of the Island.

15. The mining industry continued to provide employment to a good number of workers. An average of 4,618 workers were engaged by the mining companies during the year. This figure was higher than that for 1959, but was lower than the number of workers employed in previous years (See Table I(b)).

THE COST OF LIVING

16. The average of the Cost of Living Index for the year was 108.6 compared with 107.7 for 1959, and 105.6 for 1958.

EMIGRATION

17. During the year under review 14,589 persons emigrated from the Island as compared with 6,250 during 1959, and 5,273 during 1958.

ADVISORY COMMITTEES TO THE EMPLOYMENT EXCHANGES

18. An Advisory Committee, composed of an equal number of workers' and employers' representatives, is attached to each of the Employment Exchanges in the towns of Nicosia, Limassol, Famagusta, Larnaca and Paphos. These Committees meet regularly to discuss and make recommendations on problems relating to the organization and operation of the Employment Service and the development of Employment Service policy in each of the Districts.

PROFESSIONAL, EXECUTIVE & TECHNICAL REGISTER

19. A special Register is kept at the Ministry for candidates with University degrees or equivalent qualifications. During the year under review new applications were received from 51 persons. At the end of the year the total number registered was 83. Throughout the year efforts were made to find employment for these professional people, the great majority of whom are qualified young Cypriots. It was possible to place only 22 in suitable employment. Six other applicants left the Island to seek employment elsewhere.

20. Qualified aliens are being placed in positions which cannot be filled by local personnel for lack of suitable and qualified candidates, on the condition, where possible, that they train in time local staff to replace them.

SPECIAL CASES

21. During the year under review 263 'special cases' (comprising disabled persons, ex-convicts, young delinquents, and 'other special cases') were registered for work at the Employment Exchanges, and 86 of them were placed in employment.

GOVERNMENT, MILITARY & MINING EMPLOYEES, 1960.

22. The Government is the largest employer in the Island. The following table shows the approximate number of persons on the

Government's payroll, in December, 1960.

GOVERNMENT EMPLOYEES, DECEMBER 1960.

1.	Industrial Employees	6,138
2.	Civil Servants	3,958
3.	Police and Gendarmerie	1,969
4.	Prisons Staff	164
5.	Fire Service Staff	146
	Total	12,375

23. In addition to the above 3048 teachers were in employment at the end of this year. Under the Constitution of the Country education is now the responsibility of the Greek and Turkish Communal Chambers and the teachers are not considered as Civil Servants.

24. The number of daily and weekly paid workers employed by the Government, the Military Authorities and in Mining is given in Table I(c).

PORT LABOUR

25. Since 1953 one of the functions of the Employment Exchanges has been to administer the port labour pools at the three main ports of the Island (Famagusta, Limassol and Larnaca). In each of these towns a section of the Employment Exchange deals exclusively with port labour.

26. Port workers are divided into two major groups: 'registered' port workers who are exclusively attached to the port, and 'unregistered' port workers who are called to work when the demand for port workers is greater than the supply of 'registered' port workers.

27. At each of the three Ports there is a Port Labour Board, composed of appointed members and an equal number of workers' as well as employers' representatives, which meet regularly to consider problems relating to the allocation, conditions of employment, and the safety, health, and welfare of port workers.

28. Table III(d) (Graph C) and Table III(e) (Graph D) show the average number of days worked during 1960 by 'registered' and 'unregistered' port workers respectively, in each of the three ports.

WOMEN, YOUNG PERSONS AND CHILDREN

29. Reliable statistics concerning the employment of women, young persons, and children, are not yet available. The Social Insurance Cards, which could provide a wealth of information have not, for a number of reasons, yet been studied to any worthwhile extent.

30. The figures published elsewhere in this Report (See Report of the Senior Insurance Officer, Chapter IV) however, show that women comprised about 25% and workers under 18 about 7% of the insured population of the Republic.

31. Most of the female workers in rural areas are engaged in agricultural work, and in the cleaning, processing, and packing of agricultural products. In the towns, women are employed in light industrial work and in domestic and personal services. For the educated women there is a fairly wide range of employment possibilities in the clerical occupations, nursing, midwifery, teaching, as well as in the other professions.

32. During the year under review an average of 806 women per month, were employed by Government Labour Employing Departments, and an average of 134 in the mining industry. Demand for domestic servants "to live in" exceeded the supply during the year, despite the comparatively high wages offered, and the prevailing high level of unemployment. The number of women seeking this kind of employment has continued to decline; women now definitely prefer employment in industrial work, or in the services, offering regular hours of work.

33. Employment of women underground in the mines is prohibited by law. No contraventions were reported during the year. The employment of women on heavy work in Government employment is also restricted. The employment of children under 13 in any occupation (except family undertakings where the work is of a light nature), and the employment of children under 14 in industrial undertakings (except after an approved apprenticeship agreement) is also prohibited.

34. A considerable number of employers (especially small employers) either employ children illegally in industrial undertakings, or employ young persons for longer hours than is permitted by the law. Not all of these contraventions can be detected by the Inspectorate of the Ministry. Where contraventions were detected, the employers were advised on the provisions of the law. Where, however, advice did not give the desired result offenders were taken to Court (See Table XX).

35. Registrations for employment by female workers totalled 12,287. 3,959 vacancies for female workers were notified to the Employment Exchanges, of which 3,562 were filled compared with 2,976 and 2,527 respectively, during 1959.

VOCATIONAL TRAINING

Technical Schools.

36. The total number of Greek boys appearing on the 1960 register of the two Greek Technical Schools was 725, 405 in Nicosia and 320 in Limassol. In both Schools two technical courses, one six-year and one four-year, were functioning during the year. The six-year course is aimed at providing theoretical and practical training to boys who intend to become Supervisors. The education offered is of high standard enabling graduates to take up further studies and training, by attending Universities and Higher Technical Colleges should they so wish. The subjects taught are based on the curriculum of recognised Technical Institutions in other countries. The training for the four-year course is intended for those whose aim is to become skilled craftsmen and artisans. In the well equipped workshops of both Schools facilities exist for specialising as technical assistants in building operations and works of engineering construction and in motor car engineering, electrical engineering and workshop practice. Those who want to learn a trade may choose to be motor-car mechanics, electricians, metal workers and fitters. The number of trades will be increased in 1961 by the addition of carpentry, joinery and building.

37. About 250 tradesmen already in employment attended three times a week the evening classes which were available at both Greek Technical Schools. In the list of technical subjects the teaching of Greek and English was also included.

38. In the two Turkish Technical Schools, known as Nicosia Building Institute and Lefka Technical Institute, 80 Turkish boys received technical education and training. Carpentry, joinery and brick-laying were the main trades in the Building Institute. In the Lefka Technical Institute ample facilities in modern workshops were available for those wishing to receive training as electricians, metal workers and fitters, and motor car mechanics. Both Institutes are run on more or less similar lines as the Greek Technical Schools with regard to courses of study and training. Facilities for training of adult workers through evening classes were available in these Institutes.

39. The Ataturk Institute, Nicosia, maintained the 2-year courses for female graduates of secondary schools in cooking,

sewing, embroidery and dress-making.

School for the Deaf.

40. The school for the Deaf at Morphou continued functioning normally during the year and provided education and training to 68 pupils - boys and girls. Facilities for training included wood working and draughtsmanship for boys, and dress-making, weaving and domestic science for girls. Those who have so far completed their training in draughtsmanship have secured suitable employment with the Government and private Architectural and Engineering Offices. No one graduated from the school during the year. All running expenses of the school are met by the Government.

Reform School.

41. Building, carpentry and painting are some of the trades for which facilities for training are provided for the inmates of the Reform School at Lapithos. Maintenance and repair work of the School was carried out by the trainees as part of their training. In the handicrafts section of the School, pottery was introduced during the year in addition to book-binding and wood-carving.

School for the Blind.

42. At the St. Barnabas School for the Blind 24 children, 11 male and 13 female, received education and training. In addition to existing facilities for training as telephone operators and basket and chair makers, a knitting machine was obtained for the training of female children. About 50 blind children in the country are in need of training, but this is impossible at present due to lack of accommodation and workshop facilities. Plans for a fully equipped School have already been prepared at an estimated expenditure of £54,000. A suitable building site was offered by Government, but the execution of the project was postponed till funds were available. In the proposed workshop of the School blind children will have the opportunity of receiving training in a variety of handicrafts to render them self-supported. During the year, one male and one female completed their training as telephone operators and took up employment, the girl at a Government Hospital and the boy at the Presidential Palace. In the School free board and lodging are provided to blind children between the ages of 3 and 16.

REME Workshops.

43. At the Apprentice Training School, REME Workshops, Dhekelia, training was provided to about 60 boys in accordance with an apprenticeship scheme established in 1957. The number of entries during the previous year was 33. The apprenticeship scheme extends over a period of three years and training is provided to youths of 14-17 years old enabling them to learn a skilled trade as telecommunication mechanics, electricians, vehicle mechanics, instrument mechanics, metal machinists, general fitters and sheet metal workers. During training the apprentices are paid allowances at weekly rates varying between £2.535 and £4.710, depending upon their age. Employment with the Service Units is offered to those who successfully complete their training but the apprentices are free to take up employment elsewhere if they so wish.

Forestry College.

44. This Government institution which was established in 1951 provides theoretical and practical instruction in forestry and forest engineering to students from Cyprus and foreign countries. Only students with a secondary school education and some practical experience in forestry are admitted. Since its establishment, over 150 persons have graduated from this college one-third of whom were from countries outside Cyprus. The curriculum comprises Forest Botany, Nursery and Forest Management, Surveying and Forest Engineering and Protection, Forest Pathology, Forest Entomology and Range Management. Field exercises are carried out and technical instruction is given in the case of saw-milling with the grading, afforestation, road and bridge construction, seasoning and preservation of timber, forest protection against fire, grazing and soil erosion.

Apprenticeship.

45. In spite of the fact that industrialists fully realise the value of training for their workers, no firms are so far operating any organised training schemes. New entrants in industry are expected to learn their job by watching a chargehand or other worker in the factory. Section 3 of the Children and Young Persons (Employment) Law, Cap. 178, provides that owners of industrial undertakings may be licenced to employ children as apprentices. The number of licences issued during 1960 was very limited, the reason being that Government was afraid of exploitation because employers were not readily prepared to bear

responsibility towards the trainees under any written agreement.

Vocational Guidance.

46. No facilities for vocational guidance to boys and girls are provided in Cyprus. The need for establishing a service able to advise school-leavers on the possible carreers open to them is considered more than necessary.

Rehabilitation of the Disabled.

47. During 1960 the Rehabilitation Centre at Athalassa was taken over by the Ministry of Health. Previously it was functioning under the auspices of the Ministry of Labour and Social Insurance and it was mainly used for the rehabilitation and training for future employment of ex-tuberculosis patients. The Centre served as the nucleus for a General Rehabilitation Institution to be established for the purpose of providing rehabilitation service to all kinds of handicapped and incapacitated persons. The scheme had to be postponed due to financial stringency. In addition to the service provided to ex-tuberculosis patients, the Centre was usefully utilised by the Medical Authorities for purposes of occupational therapy and training of suitable mental deficients. The object was to give such patients training in those works in which they would be able to earn a living after discharge and return to the community.

REPORT OF THE SENIOR INDUSTRIAL RELATIONS OFFICER, FOR THE YEAR 1960.

CHAPTER II.

ISSUES INVOLVED

48. The economic recession and its marked impact upon employment during the year determined to a large extent the content of collective bargaining. Unions sought to consolidate and safeguard acquired rights, and probe gently economic issues in establishments which, they felt, paid unacceptably low wages and offered comparatively unfavourable conditions of employment. Management, on the other hand, stressed repeatedly the necessity for economic stringency, increased productivity and lower production costs, and sought to tighten its ranks against trade union intervention around areas of managerial activity such as dismissals, seniority, redundancy, costs and mechanization.

49. Government industrial employment had a disproportionally large share of the year's industrial unrest. It lost, in seven strikes, 25,223 working days out of an Island-wide total loss of 27,005 working days! The conflict involved no economic issues but centred rather around the Unions' insistence that Government, as an employer, should continue to maintain the same level of industrial employment as its predecessor during the last few years, and their accusation that the Joint Labour Committee - the officially recognized machinery of negotiation for Government industrial employment - was falling into disuse and disrepute. Towards the end of the year the employment situation improved and the Joint Labour Committee was re-constituted on lines suitable to the changed local circumstances. As a result relations between Government and its industrial employees moved back to normal.

ANALYSIS OF MEDIATION ACTIVITY.

50. A total of 52 trade disputes were reported to the Ministry and its District Labour Offices. 29 of these disputes were solved through the mediation services of the Ministry. The rest resulted in strikes involving 25,223 workers and a total number of 27,005 man days lost. The figures below show the loss of man-days due to strikes during the past five years.

Year	Mandays Lost
1956	25,873
1957	12,842
1958	4,069
1959	6,261
1960	27,005

51. Table IV shows the number of disputes, by industry, reported to the Ministry, the number of stoppages and their duration, the number of workers involved and the total man-days lost.

52. The table below shows in summary form the number of stoppages, workers involved, and man-days lost by industry during the last five years.

Man-days lost due to strikes, by Industry

INDUSTRY	YEAR 1956	1957	1958	1959	1960
1. Agriculture, Forestry, Hunting and Fishing	-	255	24	640	-
2. Mining & Quarrying	14,534	3,832	-	-	1,400
3. Manufacturing	2,126	3,409	3,527	2,183	2,055
4. Construction	9,057	4,056	24	354	85
5. Electricity, Gas, Water and Sanitary Services	-	-	-	1,294	-
6. Commerce	-	1,174	216	161	530
7. Transport, Storage and Communication	156	50	22	300	-
8. Services	-	66	256	1,329	22,935
	25,873	12,842	4,069	6,261	27,005

53. An attempt has been made this year to break down mandays lost by major cause of dispute. For this purpose disputes have been broadly divided into three categories: (a) Basic: involving the introduction, amendment, or revocation of a collective agreement or of conditions of employment; (b) Frictional: involving the application of an agreement or the processing and settlement of grievances; and (c) Trade Union Recognition: involving the claim for recognition by the employer of the union's right to collective bargaining. The results are shown below:

Year	Category of Disputes: Basic	Frictional	Trade Union Recognition	Total
1956	11,042	1,130	13,701	25,873
1957	2,901	7,886	2,055	12,842
1958	3,757	242	70	4,069
1959	3,473	2,416	372	6,261
1960	371	24,486	2,148	27,005
	21,544	36,160	18,346	76,050

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54. Even a cursory examination of these results justifies the irresistible inference that far too much human potential, wages, and capital are wasted in friction over the application of existing agreements to the material and psychological damage of all concerned, and that perhaps attention should now be focused on the creation and maintenance of effective consultation and grievance machinery to help bring labour and management together in the discharge of their day to day duties and obligations.

ARBITRATION

55. The use of voluntary arbitration as an instrument of achieving industrial peace is used cautiously by both parties in industry and its effectiveness has not yet been fully accepted by them. It is reluctantly and suspiciously resorted to when all means of settling a dispute have been exhausted unsuccessfully.

56. Compulsory arbitration is provided for by a number of Defence Regulations and is applicable to certain "essential services" the interruption of which may be, in the opinion of the Minister of Labour and Social Insurance, detrimental to the economy of the Island and injurious to the public.

57. Two disputes were referred to voluntary arbitration during the year:

(a) A trade dispute between the Famagusta Water Board and its employees on the latter's claim for revised salary scales A three member Tribunal was set up by the Minister of Labour to examine the case. The members having failed to reach agreement as to their award the matter was decided by the Chairman of the Tribunal as sole arbitrator. The award was accepted by both parties to the dispute.

(b) A trade dispute between the Management and the "Sales Supervisors" of the Coca-Cola Factory, the dispute being whether the said "supervisors" should be allowed by Management to be members of a trade union and whether such trade union should be recognized by Management as the bargaining agent of the employees concerned. The award was not yet issued at the end of 1960.

FORMAL MACHINERY FOR NEGOTIATION AND CONSULTATION.

58. The use of formal machinery for negotiation and consultation had been confined, until very recently, to Government, the U.K. Forces the quasi-Government Organizations of the Electricity Authority of Cyprus and the Cyprus Inland Telecommunications Authority, and the Ports.

59. With the growing maturity of the Cyprus Employers Consultative Association and the re-affirmed belief of the trade unions in formalized employer-employee relationships, however, the idea is beginning to spread and bring practical results. Thus, Transport and Import of Trucks, Cars and Other Vehicles, are trying their first tentative steps towards the establishment of formal, Island-wide collective bargaining Bodies, and Consultation and Grievance Committees at the plant level. The Association, the Unions, and the Ministry are cooperating closely in the introduction of such machinery and every effort is being made to draft suitable rules and regulations as well as definite terms of reference for it.

60. With few exceptions, existing machinery did not function as satisfactorily as in other years. It either lay idle for lack of interest or fell into disuse out of negligence and disregard of its existence. The main reasons for this set-back have been: the adverse effect of the economic recession upon people's minds and attitudes; the change of administration in many branches of Government, quasi-Government and private business activity which brought into negotiation and consultation factors unfamiliar with established practices and procedures; and the impatience, on both sides of industry, to cut new ground in every direction now that "we have a Government of our own". Violent reaction followed in the wake of unilateral and hasty decisions. Their injurious effect, however, spurned those responsible to look for practicable solutions so that towards the end of the period under review there were definite signs of a return to normality.

61. The Government Joint Labour Committee, though having suffered its share of the damage, did commendable work. It met eight times during the year and discussed a variety of subjects including: its own constitution, functions and terms of reference: revision of wage rates; the introduction of a Provident Fund for all Government regular employees: a revised list of public holidays: measures to combat unemployment: and the possibility of appointing a Government "Personnel Manager" for Government industrial employees.

62. Departmental "Works" and "Staff" Committees set up to settle local grievances and advise Departmental Heads on a number of issues outside the scope of the Joint Labour Committee continued to function with some degree of success.

63. The Joint Consultative Committee - the official negotiating body for the Civil Service - was reconstituted to meet the changed circumstances. It met twice during the year but the results have been quite unsatisfactory. At the end of the period under review serious thought was being given to its re-modelling

and reconstitution.

64. The U.K. Forces in the Cyprus Sovereign Base Areas continued to negotiate with and consult their professional, clerical as well as industrial employees on a standing basis.

TRADE UNION GROWTH

Workers Organizations

65. There are 7 trade union groups as shown below:

(a) The Pancyprian Federation of Labour (P.E.O.) - left wing organization commonly known as "Old Trade Unions". This group is the more numerous and is affiliated to the World Federation of Trade Unions.

(b) The Cyprus Confederation of Workers (S.E.K.) or "New Trade Unions". This is a right wing nationalist organization affiliated to the International Confederation of Free Trade Unions (ICFTU) and to the Greek Confederation of Labour (G.S.E.E.).

(c) The Cyprus Federation of Independent Trade Unions have no definite political orientations. The organization was registered in 1957 and covers in its ranks mostly white collared employees.

(d) The Cyprus Turkish Trade Unions Federation whose membership is restricted to members of the Turkish Community.

(e) The Civil Service Trade Unions whose membership is restricted to persons in the civil employment of the Crown. Most of them have been exempted from registration under section 7 of the Trade Unions Law. As from the date of independence, (16.8.60) membership to this group is restricted to persons in the civil employment of the Republic of Cyprus. All other trade unions, previously under this group (Civil Service Union and Civil Service Clerical Association), have as from that date been included in the group of "others".

(f) In June of this year a "Senior Civil Servants Association registered with the Official Receiver and Registrar with an initial membership of approximately one hundred. The new Association is open: (i) to civil servants on the 5th or higher scale or receiving a fixed salary of £1,200 or over, and (ii) to all civil servants possessing a University degree or equivalent qualifications.

(g) Other Trade Unions not affiliated to any federation.

66. The Society of Cyprus Turkish Civil Servants formed in 1958 acts independently in protecting the rights and interests of its members but cooperates with its Greek counter-part in matters of common interest. Its membership is restricted to Turkish Government Officials and pensioners who can, however, join any other civil service trade union if they so wish.

67. Table V shows the changes in membership of the different trade union groups and the number of trade unions in each, during the past five years.

68. The overall picture of trade union organizations at the end of 1960 was as follows:

Registered workers' trade Unions	348 with 282 branches.
Workers' trade unions exempted from Registration.	6 with 14 branches.
Registered Workers' Federations	9 with 12 branches.
Total number of workers in registered and exempted from registration Workers' Trade Unions.	65380
Registered Associations of employers.	11 with 4 branches and 383 members.

Employers Organizations

69. In March, 1960, the Cyprus Employers' Consultative Association was registered under the Companies Law. The declared objects of CECA are to "establish joint consultation in industry, to improve productivity and mainly to strengthen relations between employers and their workpeople for the purpose of establishing industrial balance in the interests of the general economy of the Island".

70. At the time of its registration, CECA's membership (open to individual employers and registered Associations of Employers) was 28 Employers and 4 Associations covering 167 Firms. By the end of the year membership rose to 41 Employers and 7 Associations covering 251 Firms.

71. Since March, 1960 CECA publishes a bi-monthly "Information Bulletin" containing studies on labour matters, statistical and other information and the Association's activities during the period under review.

72. C.E.C.A. has become a member of the Overseas Employers'

Federation and has established contact with the Employers' Relation Division of the International Labour Office with which it exchanges information and views on matters affecting labour legislation, industrial relations, conditions of work etc.

73. Some of the main decisions taken by C.E.C.A. during 1960 are:

(a) Promotion of collective agreements on an industry-wide basis.

(b) Promotion of Joint Consultation

(c) Suggestion to the competent authorities for the establishment of a productivity centre under the auspices of the I.L.O.

74. During 1960 C.E.C.A organized a series of lectures for the benefit of its members and a training course on supervision.

WAGES AND HOURS

75. Tables VI(a)-(d) show the predominant wage rates and normal hours of work, the average wage-rates for typical manual occupations in the principal industries and services covered by the Annual Wages and Hours Survey, distinguishing between those under the age of 18 and those aged 18 and over, and the actual average weekly earnings and actual hours worked in certain selected industries.

76. Most of the bigger private industries contain variation of price clauses providing for the adjustment of wage-rates in accordance with the movement of the Government Retail Price Index.

77. The Retail Price Index moved from 107.9 at the end of December 1959 to 108.5 by the end of December, 1960.

(a) The wage rates for Government workers (affecting an average for the year of 5,411 workers) were, due to the rise in the cost of living, increased as from 1.2.60. The increased wage rates, continued upto the end of the year, are as follows:-

GRADES	MILS PER HOUR
Special Grade	171-210
Skilled Grade I	126-164
Skilled Grade II	117-126
Skilled Grade III	107-117
Unskilled	98-107
Learners	78- 96
Boys & Women (lower Grade)	78- 82
Women (Higher Grade)	Over 82

(b) Wage rates paid by the Cyprus Building Contractors Association were:-

Date	Minimum for skilled (mils per day)	Minimum for unskilled (mils per day)	Minimum for women (mils per day)
1.4.56	.953	.772	.661
1.12.56	1.003	.811	.694
26. 9.57	1.049	.847	.725
24. 4.58	1.092	.881	.754
26. 3.59	1.136	.916	.784

	Minimum Wages (26.3.59)	Predominant Wages
Skilled	1.136	1.355
Unskilled	.916	.935
Women	.784	.790

(c) Civil Servants and Government daily wage employees were paid cost of living allowance at the rate of 25% until February 1, when it was increased to 28½%. This latter rate was paid up to the end of the year.

78. Civil Servants and members of the Police Force continued to draw rent allowances under Government allowances ranging from 20% of total income for officers drawing less than £500 p.a. to 10% for officers drawing over £1.000 p.a.

79. The 44-hour week was observed in most branches of industry, Government and the Services, and by large agricultural firms. The working week in mining varies from 44 to 48 hours.

80. In general, overtime rates paid by Government and in private industry are fixed at a time and a half on normal working days and double time on Saturday afternoons and Sundays. Civil servants work a 39-hour week in winter and a 38-hour week in the summer. Overtime is paid to some staff of the Printing Office, the Postal Department, the Commerce and Industry Department, the Labour Department, the Customs and Excise Department, Agriculture and Veterinary Services, and the Machine Operating Section of the Treasury.

81. Non-manual employees of Banks, the Electricity Authority of Cyprus, the Cyprus Inland Telecommunications Authority, Cyprus Airways and the Grain Commission enjoy from two to four weeks paid leave in addition to 8-14 days public holidays. In most cases salaries and cost of living allowances

resemble those paid by Government, and the working week is 39-40 hours. The normal working week for commercial employees is 45-50 hours, and sometimes even higher.

82. The Government, the Services, Banks, mining concerns, building and manufacturing industries, transport and communications, and the Electricity Authority grant holidays with pay and in addition, workers enjoy from 8 to 15 days annual paid leave.

REPORT OF THE SENIOR INSPECTOR OF FACTORIES FOR THE YEAR 1960.

CHAPTER III.

PATTERN OF INDUSTRY

83. Many interesting developments in the form of increased mechanisation of processes took place during the year in some of the major industries all of which were designed to increase output. In the brick and tile factories much emphasis was placed upon the importance of industrial productivity and in particular productivity per head of the persons employed. As a result much wider adoption of mechanised handling systems and automatic systems of feeding and charging machines was introduced. In building there was a strong tendency towards the adoption of new methods involving the use of machinery and greater economy in manpower. Horizontal and vertical transport of materials was carried out by means of power-driven barrows, tractors or hoists.

84. The Factories Division has been able to assist owners of new industrial undertakings at the design stage and later in the actual erection of premises, the installation of machinery and the provision of safety appliances. This has been made possible by the early submission of plans to the C.I.F. in accordance with the Factories Law. This has by no means always been the case. A number of factories had been erected without the previous approval of the Department with the result that in certain cases objections were raised to the granting of the industrial building permits when the premises were not considered suitable for use as factories of the nature proposed.

85. An application for an industrial building permit, in connection with the erection of a premises in which electric accumulators were to be manufactured, was submitted towards the end of the year for the approval of the Chief Inspector of Factories. No special regulations concerning the protection of persons employed in works of this nature were in force at the time and the attention of the owners had to be drawn on the dangers of possible lead-poisoning. The provision of efficient natural ventilation and exhaust draught to render harmless the dust or fumes given off in the course of the melting of lead or the manipulation of raw exide of lead, the pasting, trimming, brushing, filing or lead burning, the necessary medical examination required for persons to be employed, the provision of protective clothing, washing facilities etc. are conditions compliance with which is considered as a prerequisite for the registration of such premises as "factory."

86. An interesting example of careful design aiming at promoting safety concerned the layout of a very modern steam laundry in which facilities for dry-cleaning and carpet-cleaning were also available. Fully automatic machines were installed in the specially constructed spacious factory. Effective interlocking arrangement was provided for the covers of the hydro-extractors, adequately protecting the operatives from coming into contact with the revolving baskets. For the garment presses, the two-hand control system was used, the design of which involves both hands being occupied while manipulating the controls. Guards were also provided at the feeding positions of the twin type calender. All side and front loading washing machines and drying tumblers had their outer covers interlocked.

87. A factory producing a large variety of plastic goods started operation towards the end of the year. Articles for household use, for offices and hotels, were produced in many attractive shapes and pleasing colours.

88. First class machinery for the grading and sorting of agricultural produce, such as citrus fruit and potatoes, were made in an engineering workshop. In addition, mechanically or electrically driven conveyors and straight or hinged-boom portable sack-pilers suitable for loading or stacking materials were also manufactured. A number of orders was already secured from neighbouring countries.

89. A new industry dealing with the manufacture of steel filing cabinets, office desks and other types of metallic furniture was established during the year. There are good prospects of expansion in this industry.

90. The owners of a factory at present making ready-made ladies' dresses and underwear, have secured a large plot in an industrial zone for the development of their existing plant. In the new premises to be erected soon, the necessary material for the dresses will also be manufactured.

91. Parquetry flooring is another industry which was established towards the end of the year. For the first time in the history of the country local hardwood of excellent quality was used for the manufacturing of parquet flooring. On the lines of a well known Swiss pattern the wood is scientifically treated by means of steam drying kilns. Panels of 48x48 cms made up of uniform timber segments in natural colours are produced by means of uptodate and adequately fenced automatic machines, installed in a modern factory. The flooring made from local eucalyptus timber with a 6.5 kg/mm" hardness supposed to be well over the hardness of similar type so far imported is proposed to meet all

requirements of the respective customers. From the orders so far secured locally and from countries abroad, management anticipates that employment will be made available for a considerable time to about 100 persons at present engaged on the various activities of the undertaking.

GENERAL ACTIVITIES

92. During 1960, 625 Registration Certificates were issued in respect of the registration of premises as factories, and 192 notifications were received in connection with Factories that ceased to function, which were accordingly struck off the Register. Details of the factories which were registered or closed down in the various districts are shown in the following table:-

	Factories registered during 1960	Factories closed during 1960	Total number in operation at 31.12.1960.	
Nicosia Town	128	39	2,005	
District	58	33	670	2,675
Limassol Town	144	42	1,258	
District	61	7	216	1,474
Famagusta Town	47	19	529	
District	24	11	351	880
Larnaca Town	75	17	456	
District	53	2	133	589
Paphos Town	16	9	352	
District	4	-	140	492
Kyrenia Town	8	9	96	
District	7	4	102	198
	625	192	6,308	6,308

93. The number of visits carried out during 1960 by Inspectors in the various industrial undertakings and other places of work showed an increase of about 12% compared with that of the previous year. The table shown below gives details of the undertakings visited.

Classification of undertakings	Inspections 1959	Inspections 1960
Factories with power	3,404	3,259

Classification of undertakings	Inspections 1959	Inspections 1960
Factories without power	1,035	1,965
Agriculture	21	13
Docks & Shipping	21	10
Building	129	163
Offices	185	173
Shops	501	769
Transport	14	14
Personal Services	620	659
Mines & Quarries	2	29
	5,932	7,054

94. Lifting machines, cranes, hoists and lifts, chains, ropes and lifting tackle are inspected by the Mechanical Inspector who is also responsible for the examination and testing of air receivers. The majority of air receivers are installed in various industrial undertakings including vehicle painting and tyre vulcanising and retreading establishments. As a result of lack of provision of safety valves the use of a number of locally made air receivers and ex-army fire extinguishers had to be discontinued until compliance with the safety requirements could be ensured.

95. In accordance with the provisions of the Factories Law, air receivers are inspected every twenty six months, cranes every fourteen months and hoists and lifts every six months. The number of passenger lifts in operation in hotels and multi-storey buildings for which certificates were issued during the year was 28. Most of passenger and goods lifts are of modern design, fully automatic with interlock safety devices.

96. The owners of a number of mobile hoists used in building operations were advised to have the hoisting ropes renewed immediately when it was detected, on inspection, that they were in a dangerous condition.

97. The responsibility of certifying steam boilers and Steam receivers as being in safe working condition is part of the duties of the Government Boiler Inspector. In a very limited number of undertakings, properly trained persons fully conversant with boiler house practice are exceptionally authorised to carry out inspections and issue certificates in accordance with the provisions of the Factories Law.

98. About 290 steam boilers and 183 steam receivers were in operation during the year. In the course of inspection it was found that external defects in the nature of a bulge or deformation developed to a number of steam boilers due to overheating and accumulation of scale, sludge and soot. In badly used and

neglected boilers internal defects occurred in the form of pitting and general wasting. As a result the working pressure of about 65 steam boilers was considerably reduced. Certificates were refused in the case of 15 boilers and 4 receivers when their further operation was considered unsafe.

99. The total number of steam boilers and steam receivers installed during the year was 38 and 25 respectively. Although the advice of the Boiler Inspector was readily and freely available, in some cases it was sought too late to avoid unnecessary expenses.

SAFETY

100. The work of promoting safety in industrial undertakings continued during the year. There is no doubt that all factory owners now fully realize their obligation to protect their workers and prevent accidents by providing guards on those parts of machines which experience has shown to be dangerous. The design and construction of guards which could provide a complete enclosure and can still be lifted clear of various shafts is sometimes a very difficult matter. The cooperation of factory-owners is essential if any significant progress is to be made in attaining higher standards of fencing.

101. There was a marked decrease in the number of accidents reported during the year compared with 1959. The total number of accidents was 265, seven of which were fatal. Accidents are reportable when they cause loss of life to a worker or disable a worker for more than three days. They are notified in accordance with the Accident and Occupational Diseases (Notification) Law. The following table shows the accidents which occurred during 1960 in the various Districts and includes those reported from Government Departments and the Military Services, but does not include the accidents in mines and quarries. The latter are notified to the Inspector of Mines. Table XI shows particulars of the Mining Accidents.

ACCIDENTS BY DISTRICT, 1960.

District	Non-Fatal	Fatal	Registered Factories
Nicosia / Kyrenia / Morphou / Lefka	99	3	2,873
Limassol	63	2	1,474
Famagusta	43	1	880
Larnaca	48	1	589
Paphos	5	-	492
	258	7	6,308.

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An analysis of accidents by industry and causation is shown in tables VII, VIII, IX and X.

Accidents on portable electrical apparatus.

102. The use of portable electrical apparatus at mains voltage was responsible for a high proportion of accidents. A fitter received an electric shock, which nearly caused his death, whilst using a portable electric drill. He was trying to drill a hole at the bottom of a four feet deep drum supported on a 20 feet high angle iron structure. The apparatus was provided with 3-core cable and 3-pin plug properly earthed but as the socket-outlet he was to plug into was of a different pattern he thought sufficient to insert only the phase and neutral cable ends. From the water that was left in the tank the drill became wet and its frame was electrified, when it was switched on by the operator. In another case a mechanic sustained serious head injuries when he was thrown onto the ground as a result of an electric shock he received from a single phase portable electric grinder. The tail ends of the 3-core cable were incorrectly inserted in a 4-pin socket-outlet thus charging the metal frame of the apparatus to 240 volts to earth.

Dangers at testing

103. Whilst trying to trace a fault in a fuse-box, an electrician had his face severely burned by flashover. A short circuit was caused when a wire he was using made an accidental connection between a live contact and the metal casing of the fuse-box.

Contact with overhead lines

104. A number of accidents occurred to persons employed on maintenance of distribution network. An employee of the Electricity Authority lost his balance and fell from a pole with overhead lines and was fatally injured. He failed to make use of the safety belt that was issued to him. Another employee sustained fracture of the spine when he touched live wires and fell from a ladder on which he was standing. The habit of working on or near live conductors is extremely dangerous. Management should ensure that the hazards associated with this type of work are fully appreciated by the workers and that effective measures are adopted to prevent accidents.

Building Operations

105. A number of serious accidents occurred from dangerous conditions in building structures due mainly to unsound methods or

from faulty design of scaffolding. A serious problem was that the men themselves failed to appreciate the hazards associated with building operations and works of engineering construction. They were careless and lacking in safety consciousness, particularly as regards the erection and use of temporary scaffolding.

Falls

106. A labourer with the task of fixing asbestos cement corrugated roofing sheets was seriously injured when he stepped on one and fell through. Persons working in the building industry are not fully aware of the fragile nature of the asbestos cement sheets. Working on fragile sheeting is extremely hazardous and precautionary measures, like duck ladders or crawling boards securely supported, should always be provided. Notices should also be prominently affixed at the approaches to the roofs concerned stating that the covers are fragile.

107. In another case a man engaged on maintenance work sustained fracture of his spine when he fell from a 10-feet high scaffolding. A plank which was supposed to be a new scaffolding board broke from a faulty cross grain when the man stepped down on it from a height of four feet. Accidents of this type are not uncommon in the building industry.

Woodworking machinery

108. Accidents at woodworking machinery formed another group where improvement not worth mentioning could be reported, although their number showed an actual decrease.

109. Incorrect handling and feeding were the causes of an accident on an overhead planing machine when the hand of the operative, resting partly on the side of the timber, slipped forward and his fingers came into contact with the cutters. In another case a young worker with very little experience lost the first phalanx of the middle finger when his right hand came in touch with the saw blade. Insufficiently trained persons should not be allowed to be employed on woodworking machines.

Collapse of Wall

110. A pregnant woman was fatally injured when a wall in a store in which she was occupied on sorting almonds collapsed and fell on her. The wall suddenly failed due to the heavy weight of the stacked almonds. On investigation it was found that the premises were used as store without being registered and the partition was of a very weak construction.

Fire

111. An unusual accident occurred in a room adjacent to a druggist's shop, which caused severe burns to the druggist himself and loss of life to his assistant. In the room, which was made out of corrugated iron sheets, paraffin was heated up on a kerosene stove in which lindane powder was to be added for the preparation of D.D.T. insecticides. It appears that the paraffin caught fire which spread all over as a result of which the shed was completely gutted. The owner managed to escape but his assistant was terribly burnt and died few hours later.

HEALTH

112. There is no doubt that workers in factories and other work places are becoming more health conscious. Employers on the other hand are paying increasing attention to conditions in factories, such as cleanliness, ventilation, sanitary conveniences, and to other conditions relating to dusts and fumes, which will help to ensure healthier operatives.

113. The standard of compliance with the requirement for cleanliness in a number of woodworking and saw-milling undertakings was very low. Removal of dirt and refuse from floors and benches and cleaning of floors was rarely carried out.

114. A very limited number of occurrences of ill-health in industrial undertakings were reported during the year, concerning industrial diseases and poisoning.

Lead poisoning

115. A forty-year old dental technician became totally incapacitated as a result of paralysis he suffered due to lead poisoning arising from the nature of his employment. From the investigation carried out it was found out that there was a lack of efficient ventilation in the workroom and no exhaust draught was provided to conduct the fumes into the open air. It was also disclosed that, although symptoms of poisoning were present, proper diagnosis of the cause of the industrial disease was made too late for any medical treatment to prevent the irreparable.

WELFARE

116. Considerable improvement was made to the welfare facilities provided in factories and workshops, including shoe-making and vehicle repairing. All newly-built factories and large size industrial undertakings were equipped with showers, wash fountains and individual clean and dirty clothes lockers. Many difficulties, however, remained to be overcome concerning the

premises used as factories without proper water supply or lacking of good washing facilities. The degree of compliance with the requirement on the provision of clean towels or other suitable means of drying varied considerably. In a number of industrial undertakings, such as printing works, ordinary towels were replaced by hot air driers.

117. Although adequate accommodation for clothing not worn during working hours was provided in the new factories, some of the older factories seemed to take little interest in these matters. Owners of this category of undertaking are not willing to spend money for fear that the workers may not make proper use of them.

118. No worthwhile progress was made towards the improvement of seats at work, always being done sitting, or the extension of sitting facilities for the work so far done standing. There is some prejudice amongst employers who seem to believe that seats tend to encourage laziness.

119. With the exception of a very limited number of undertakings in which, due to the reduction in the number of the persons employed, canteen facilities were withdrawn, the number of canteens in use increased during the year. In nearly all newly-built factories the canteen is regarded as one of the essential employee services. The dining rooms, as a rule, are provided with comfortable chairs and tables. It is not, however, true that all employers have become welfare minded. Some were reluctant on the excuse that they were financially unable to incur the expenses needed to provide canteen and other facilities.

ORGANISATION OF SAFETY.

120. Although impressive evidence of willingness existed on the part of both managements and operatives to promote safety, no accident prevention organization was fostered during the year by any of the large factories or public utility undertakings.

121. One or two mining concerns have for some years now undertaken actively accident prevention organization by the formation of safety committees and the appointment of a qualified Safety Officer. It can be said with certainty that excellent results have been achieved. It is more than true, however, that in industrial undertakings, where no proper accident prevention organization has so far been established, the managements are anxious to carry out recommendations and comply with the requirement of the law so as to give their workmen all the protection necessary. Something more than this, however, is required. Management is primarily concerned with productivity. Matters like

detection of unsafe practices and dangerous conditions, provision and maintenance of guards, instruction and supervision of new comers and young persons and the creation of safety-mindedness throughout the works are duties not considered appropriate for the owner or manager of a factory. Where the number of persons employed justifies it, the appointment of a Safety Officer is indispensable.

INDUSTRIAL SAFETY

122. Lectures on the prevention of accidents were given by the Senior Inspector of Factories to supervisors of industrial undertakings and factories as part of a training course arranged by the Cyprus Employers' Consultative Association and to students of the Nicosia Technical School as part of an industrial safety week campaign initiated by the School Authorities.

REPORT OF THE SENIOR INSURANCE OFFICER
FOR THE YEAR 1960
CHAPTER IV

PART I - SOCIAL INSURANCE SCHEME

GENERAL REVIEW

123. Four years have elapsed since the Social Insurance Law, Cap. 354, established a scheme of Social Insurance providing cash benefits for marriage, maternity, sickness, unemployment, widowhood, orphanhood, old age and death. The year under review was the first year during which all benefits provided by this scheme became payable. The additional benefits paid during the year were old age pensions, widow's pensions, and marriage grants. These three benefits require contributions for at least three years, unlike the other benefits which require such contributions for only six months.

124. There were no changes in the Law during the year. The possibility of including industrial injuries in this scheme to replace the Workmen's Compensation Law, as well as some other amendments have been considered further, but no final decision had been taken by the end of the year. The scheme continued to cover compulsorily all persons working for an employer excluding agricultural workers employed on small farms. Other gainfully employed persons could join the scheme voluntarily. The number of persons who joined the scheme during the year amounted to 15,060. By the end of the year, the total number of insured persons since the scheme was introduced on 7.1.57 amounted to 165,336 of whom 593 joined the Scheme voluntarily. Of the 164,743 persons compulsorily insured it is estimated that at least 50,000 have either left the island died or left insurable employment.

125. Table XII gives the number of persons insured since the start of the scheme by age group, sex and in the case of females only, by marital status as well. Out of the 165,336 persons insured compulsorily and voluntarily so far, as mentioned in paragraph 2 above, 122,815 were males and 42,521 were females. Of the 42,521 females registered 20,486 were married and 22,035 were single.

126. The number of insurance cards exchanged by the end of the year amounted to about 103,000. This is a rough indication of the number of insured persons employed in an insurable employment during the year. This figure includes about 10,000 persons casually employed in insurable employment for periods not exceeding four weeks per year and about 9,000 mostly in the rural areas who have not worked at all.

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FINANCE

127. The Scheme continued to be financed by three equal weekly contributions: one by the employer, one by the employee and one out of the general revenue of the Republic. There was no change in the weekly contribution payable by each contributing party, i.e. 60 mils for men and 30 mils for women. Persons under the age of 18 or over the age of 65, married women and widows entitled to a pension under this scheme continued to be exempt from paying their own share of contributions. Their employers, however, were still liable to pay their share and one-half of that amount was paid out of the general revenue of the Republic.

128. The method of finance continued to be based on the "pay-as-you-go" principle under which the rates of contributions would be varied from time to time so that the income and expenditure of the scheme would balance over successive periods of years, the Fund being no larger than the amount required for a working balance.

129. Contributions are collected by using the stamp system. Every insured person is issued with an insurance card which he delivers to his employer immediately his employment begins, who in turn is liable to stamp the card weekly by affixing an insurance stamp covering the employee's as well as his own share of the contribution. Employers may deduct the employees' share before paying out their wages. Insurance stamps used for the collection of contributions continued to be of three denominations: 120 mils, 60 mils and 30 mils. These stamps are sold by Post Offices and Postal Order Agencies throughout the island.

130. Prosecutions against employers for failing to contribute regularly as well as against employees for failing to obtain insurance cards and deliver them to their employers were intensified during the year. About 149 employers and 26 employees were prosecuted. Inspections under the Law were also increased. As a result of such activities the income of the Fund from contributions was increased by over £20,000.000 mils during the year.

131. The total income of the Fund from contributions during the year amounted to £587,263.795 mils and expenditure to £357,547.093 mils as against £567,157.002 and £272,659.199 mils respectively during 1959. The interest received from investments amounted to £67,635.524 mils as against £45,208.563 mils in 1959. For details of Receipts and Payments for the year under review see Table XIII.

ADMINISTRATION OF BENEFITS

132. As from January, 1960 this Scheme came into full

operation regarding the payment of benefits. The contribution conditions which are given in Table XIV continued to be the same as in previous years. Table XV gives the rate or amount of benefit payable at the full and reduced rates which continued to be the same. Table XVI gives the number of claims received by month during 1960 as compared with the years 1958 and 1959. Table XVII gives the amounts paid monthly upto the nearest pound as compared with the previous two years.

133. The following benefits were paid during the year under review:

(i) Marriage Grants. During the year 245 claims for marriage grants were received and a sum of £1,430.965 mils was paid. This was the first year such grants became payable.

(ii) Maternity Grants. The number of claims received during the year amounted to 8,115 and a sum of £34,401.500 mils was paid as against 8,143 claims and £34,488.000 mils in 1959.

(iii) Sickness Benefit. The number of claims received during the year amounted to 7,462 and the amount paid to £29,551.330 mils as compared with 11,784 claims and £29,030.000 mils in 1959. The number of days for which sickness benefit was paid during the year amounted to 120,500 as compared with 122,064 days in 1959.

(iv) Unemployment Benefit. The number of claims received and dealt with during the year amounted to 78,306 and an amount of £187,340.370 mils paid as against 33,527 claims and £143,633.000 mils paid during 1959. The number of days for which this benefit was paid during the year amounted to 748,000 as against 574,000 days in 1959. The average number of unemployed receiving this benefit per day during the year amounted to 3011 as compared with 1841 in 1959.

(v) Widow's Pension. Pensions claimed during the year included claims from widows whose husbands died a natural death or from an accident not due to their employment. In previous years claims received were only from widows whose husbands died as a result of accidents arising out of or in the course of their employment. The number of widows drawing this pension at the end of the year amounted to 162 of whom 95 claimed this benefit during the

year. An amount of £9,547.400 mils was paid during 1960 as compared with £5,159.000 mils paid in 1959. Table XVIII shows the number of accidents by industry arising out of and in the course of the deceased's employment, for which a widow's pension was paid during the year as well as the weekly rate of benefit awarded.

(vi) Death Grant. During the year 222 claims were received and an amount of £1,732.000 mils was paid as compared with 225 claims and £1,735.000 mils in 1959.

(vii) Orphan's Benefit. One claim was received towards the end of the year and an amount of £24.000 mils was paid. This was the first claim received since the scheme was introduced.

(viii) Old Age Pension. During the year 671 claims were received of which only 588 were allowed and an amount of £32,672.764 mils was paid. Such pensions became payable towards the end of 1959 but the first claims were received early this year. Eighteen old age pensioners died during the year. The number of persons drawing this pension at the end of the year amounted to 570.

Adjudication

134. All claims for benefit are made through Employment Exchanges. Adjudication of claims continued to be carried out centrally. Claims for unemployment benefit continued to be authorised centrally and paid in cash at the Employment Exchanges. All other claims are paid by postal drafts through Post Offices. Insurance Officers, who are specially appointed to adjudicate claims have dealt with 95,117 claims as against 53,699 in 1959. Of the claims received during the year 3,362 were disallowed as not satisfying the contribution conditions as against 7,804 in 1959.

ADMINISTRATION - GENERAL

135. The Ministry of Labour and Social Insurance continued to be responsible for the administration of this Scheme. The day to day work continued to be carried out through Employment Exchanges which have been strengthened by additional staff.

136. The total number of officers employed on Social Insurance work in the Ministry of Labour and Social Insurance during the year amounted to 63 as follows:

1 Senior Social Insurance Officer
1 Insurance Officer
22 Assistant Labour Officers
6 Clerks Grade II
19 Labour Assistants
10 Insurance Clerks
2 Clerical Assistants
1 Office Junior
1 Messenger

137. In addition to the above officers, 28 casual employees continued to be employed during the year assisting in the exchange of cards, posting of contributions and other work.

138. At the end of the year there were five main offices in the five main towns and seven sub-offices in the rural areas or small towns. The sub-office which was operating in Nicosia in addition to the main office was discontinued during the year. Four of the sub-offices in the rural areas were operating only once a week from the main office of the District concerned.

139. All records of persons insured, contributions paid as well as benefits paid by the scheme continued to be kept centrally. The issue of the first insurance card is also done centrally to ensure against a double registration but the exchange of such cards is carried out through the local Employment Exchanges.

140. Inspectors appointed under the Law continued to be attached to Employment Exchanges. They inspect the cards held by employers to ensure compliance with the Law. About 7,500 inspections were carried out during the year as against 6,000 in 1959 and 5,000 in 1958. These inspectors have reported 175 contraventions of the Law during the year, 149 of these were against employers and 26 against employees. All these persons were prosecuted and convicted. The cases against employers were for failing to obtain and stamp insurance cards for their employees. Twenty employees were prosecuted for failing to obtain insurance cards and deliver them to their employers and six for falsely declaring to be unemployed and drawing unemployment benefit whilst in fact they were employed. The fines imposed by the Courts in all cases amounted to £1,077.000 mils which includes an amount of £615 being arrears due by employers. Apart from the arrears collected through the courts Inspectors have collected other arrears amounting to several thousands of pounds.

141. The Social Insurance Advisory Board which gives advice and assistance in connection with the administration of this scheme held five meetings during the year. Employers and employees are equally represented on this Board with an independent chairman.

PART II. SOCIAL SECURITY

WORKMEN'S COMPENSATION LAW

142. There were no changes in the Workmen's Compensation Law during the year but a separate scheme to cover cases of pneumoconiosis was introduced towards the end of the year entitled the Pneumoconiosis (Compensation) Law, 1960. Details of this scheme are given in paragraphs 144 - 148 below.

143. Table XIX gives details of the compensation paid during the year under the Workmen's Compensation Law. This table was prepared from annual returns submitted by employers which showed that a total of £19,158.560 mils was paid in 1960 as compared with £15,531.099 mils paid in 1959 and £21,919.239 mils paid in 1958. Sums amounting to £9,940.817 mils were paid during the year by order of the Court (some of the cases dealt with by the Courts were in respect of accidents which occurred in 1959).

PNEUMOCONIOSIS (COMPENSATION) LAW

144. This Law was enacted towards the end of 1960. The object is to create the necessary legal machinery for the setting up and administration of a scheme to provide for the payment of compensation in cases of disablement or death caused or accelerated by pneumoconiosis or by pneumoconiosis accompanied by tuberculosis. Pneumoconiosis under this Law includes silicosis, sidero-silicosis and asbestosis.

145. The Scheme is financed by monthly contributions, from employers alone, which vary according to the industry and number of workers employed, and is administered by the Ministry of Labour and Social Insurance. The contributions are fixed by Order of the Council of Ministers and may vary from time to time where an actuary's report shows that the Fund is or is likely to become insufficient to discharge its liabilities, or is and is likely to continue to be more than reasonably sufficient to discharge its liabilities.

146. The compensation in cases of disablement consists of weekly payments, payable as from the date of disablement and during its duration, calculated at the rates set out in

the following table.

RATES OF DISABLEMENT PENSION

Degree of disablement per centum	Rate of Pension			
	Weekly rate (mils)	Increase for one dependant (mils)	Increase for two dependants (mils)	Increase for more than two dependants (mils)
91 - 100	2.850	1.000	1.500	1.800
81 - 90	2.580	900	1.350	1.620
71 - 80	2.310	800	1.200	1.440
61 - 70	1.990	700	1.050	1.260
51 - 60	1.720	600	900	1.080
41 - 50	1.400	500	750	900
31 - 40	1.130	400	600	720
1 - 30	860	300	450	540

147. All claims for compensation under this Law are submitted to a Compensation Officer, nominated by the Minister of Labour and Social Insurance, under the Law. A Pneumoconiosis Medical Board consisting of three medical officers has also been appointed to examine and assess the disability in cases of disablement or report on the cause of death in the case of death claims.

148. This Scheme covers retrospectively all cases of death or disablement due to pneumoconiosis from January, 1958. No claims were made by the end of the year as the Law was not yet in operation.

THE CYPRUS WIDOWS' AND ORPHANS' PENSION FUND

149. The Cyprus Widows' and Orphans' Pensions Fund which was started in March, 1947, had 1,510 contributors at the end of the year as compared with 1,616 in 1959, 1,426 in 1958 and 1,935 in 1957.

150. The accumulated balance in the Fund on 31st December, 1960 was £542,757.000 mils as against £546,280.000 mils in 1959 and £432,712.000 mils in 1958. Contributions to the Fund are obligatory for all Government Officials appointed to pensionable posts after the 1st March 1947. Officers appointed to pensionable posts prior to that date were able to join the Fund if they so desired and if they were found acceptable. Contributors continued to pay at the rate of five per cent. of their salaries upto a maximum of £60 per annum, and an

equivalent amount was contributed by Government as employer. 17 families had been receiving pensions from the Fund as against 14 in 1959, 14 in 1958 and 10 in 1957. An amount of £2,432.000 mils was paid in 1960 as against £2,659.695 mils in 1959, £2,408.000 in 1958 and £1,692.000 in 1957.

151. The Council of Ministers, after receiving several representations from the overwhelming majority of the contributors to the Fund for its dissolution, decided to dissolve it.[1]

THE GOVERNMENT EMPLOYEES' PROVIDENT FUND

152. The Government Employees' Provident Fund for monthly-paid employees had 1,118 members at the end of this year. The accumulated balance in the fund on 31st December, 1960 amounted to £167,559.000 mils. All permanent but not pensionable Government employees, appointed after the establishment of the Fund in 1945, have to become contributors. They deposit five per cent of their salaries and an equivalent sum is deposited by Government.

THE GOVERNMENT REGULAR EMPLOYEES' PROVIDENT FUND

153. A new Provident Fund was introduced by Government during the year for its regular weekly paid employees (mostly industrial workers). This Fund which was established in July, 1960[2] had 3,129 members at the end of the year. The accumulated balance in the Fund on 31st December amounted to £39,436.935 mils. All regular employees (persons with over six months service with Government) other than salaried employees, are obliged to become contributors. They contribute an average of five per cent. of their wages and an equivalent amount is deposited by Government.

THE GOVERNMENT SOCIAL SECURITY SCHEME

154. The Government Social Security Scheme for regular weekly paid industrial workers employed by Government and by some public utility undertakings, which started in 1944, had 3,885 contributors at the end of 1960 as against 3,997 in 1959 and 5,092 in 1958. This figure includes 941 employees of Cable and Wireless, Ltd., Cyprus Inland Telecommunications Authority, Cyprus Airways Ltd., Kyrenia Municipality, the Water Boards of Famagusta and Nicosia, the Grain Commission and the Electricity Authority. The number of dependants amounted to 9,339.

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1 See Notification No. 306 published in the Official Gazette of the Republic on 17.12.60.

2 See Notification No. 717 published in the Cyprus Gazette No. 4332 of 14.7.60.

155. Contributions paid by workers covered by this scheme continued to be 10 mils per pound earned by the worker and an equal contribution by the employer. Contributors and their dependants are entitled to free medical treatment and hospitalisation through Government hospitals, sick leave with full pay upto a maximum of 40 working days in a calendar year and a maternity grant amounting to £6 for each confinement. This grant, however, is abated by the amount payable under the Social Insurance Law.

156. The income of the scheme during the year amounted to £29,026.424 mils of which £204,293 mils were proceeds from interest on investments. Payments in cash amounted to £14,639.075 mils. This sum includes £13,920.075 mils paid as sick leave, £529.000 mils in maternity grants and £190.000 mils in charitable grants. Payments in kind amounted to £8,511.267 mils. These payments include medical treatment, supply of drugs and special appliances such as artificial limbs, dentures, spectacles, elastic stockings etc. On 31st December the Scheme showed a surplus of £4,663.692 mils as against £4,497.175 mils in 1959.

TRADE UNION MEDICAL BENEFIT SCHEMES

157. The Trade Unions (Pancyprian Federation of Labour and Cyprus Workers Confederation) continued to run satisfactorily medical benefit schemes providing their members and dependants with free medical examination, nominal fees for drugs, and a subsidy to meet the expenses of operations. Medical treatment is provided at clinics owned by trade unions or where there are no trade union clinics by private medical practitioners at fixed fees agreed with the trade unions.

158. The most important of these schemes was the one run by the Pancyprian Federation of Labour. The income throughout Cyprus reached the sum of £26,873.000 mils whilst expenditure amounted to £25,904.000 mils. The members of this scheme amounted to 7,800 with about 15,600 dependants. Over 35,000 visits were paid to the clinics run by this Federation by members and their families for medical examination and minor treatment. About 29,000 prescriptions at a cost of over £9,000.000 mils were dealt with.

159. The other medical scheme run by the Cyprus Workers Confederation had an income of £9,516.464 mils whilst expenditure amounted to £9,498.154 mils. The members of the scheme amounted to 1,698. The sum of £5,962.470 mils was paid for medical treatment.

OTHER PRIVATE MEDICAL BENEFIT SCHEMES

160. A considerable number of private employers provide free medical treatment to their employees. In some cases both employers and employees contribute equally to such schemes and in most cases employers pay the whole cost.

COURT PROCEEDINGS

CHAPTER V.

161. Court proceedings were taken against owners and occupiers of industrial undertakings for contraventions of provisions of the various labour laws or for failure to comply with the conditions recommended by Labour Inspectors. The number of prosecutions instituted by Labour Inspectors or the Police is shown at Table XX.

162. Most of the cases in connection with the Children and Young Persons (Employment) Law, Cap. 178, concerned violation of the provision which defines the minimum age for employment. The relevant section provides that children under the age of fourteen shall not be employed in an industrial undertaking.

163. The majority of proceedings in respect of the Factories Law Cap. 134 were mainly taken as a result of the failure on the part of the owners or occupiers to comply with the conditions considered necessary for the registration of premises as "factory" or with the provisions relating to the adoption of precautionary measures and facilities for promoting the safety, health and welfare of persons employed.

164. Violations of the Shop Assistants Law, Cap. 185, involved abuse of hours of closing of shops, employment of shop assistants during weekly half-holidays, and carrying on of a retail trade or business during the closing hours.

165. The cases under the Accident and Occupational Diseases (Notification) Law, Cap. 176, concerned the negligence of employers to notify accidents which occurred to persons while in their employment.

166. For the various contraventions, fines upto £6.- were imposed by the Courts.

TABLE 1 (*a*).

(*Reference paragraph 9 of the Report*).

NUMBER OF PERSONS ENGAGED IN INDUSTRIAL EMPLOYMENT IN SEPTEMBER, 1955.

CLASSIFIED BY INDUSTRY, SEX AND AGE.

Industry	Total No. of establishments	Total No. of persons employed	Establishments employing persons as under					Persons employed classified by sex and age			
								Males		Females	
			1	2–4	5–9	10–49	50 & over	18 & over	under 18	18 & over	under 18
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
MINING AND QUARRYING:											
Metal mining	5	3,859	—	—	1	—	4	3,654	46	159	—
Crude petroleum prospecting	1	10	—	—	—	1	—	10	—	—	—
Stone quarrying	271	611	199	44	18	9	1	578	2	30	1
Asbestos quarrying (*a*) ..	1	1,603	—	—	—	—	1	1,205	46	339	13
Gypsum and lime, raw, quarrying	75	427	24	31	7	12	1	334	4	88	1
MANUFACTURING:											
Preparation and preserving of meat	566	775	495	62	5	4	—	768	4	3	—
Manufacture of cheese (*b*)	26	199	1	10	7	8	—	131	—	68	—
Other dairy products ..	75	163	7	67	—	1	—	88	—	75	—
Manufacture of jam and marmalades (*a*) ..	2	29	—	—	1	1	—	6	—	21	2
Preserving of dried fruit (*a*)	11	58	—	5	6	—	—	17	—	39	2
Honey Preserving (*a*) ..	26	32	21	5	—	—	—	26	—	6	—
Preserving of vegetables and fruits	1	65	—	—	—	—	1	45	—	20	—
Flour milling	273	557	140	109	21	3	—	478	8	71	—
Manufacture of bread ..	312	767	65	225	19	3	—	527	23	211	6
Confectioneries	115	526	26	69	13	5	2	357	31	133	5
Carob kibbling	25	198	2	6	11	6	—	101	—	97	—
Olive oil pressing (*a*) ..	325	648	170	133	18	4	—	554	10	83	1
Manufacture of macaroni	7	76	—	—	6	1	—	45	—	31	—
Coffee roasting and grinding	45	96	32	10	1	2	—	74	4	16	2
Manufacture of animal fodder	2	26	—	—	—	2	—	20	—	6	—
Manufacture of other food preparations and preserving of vegetables ..	16	102	5	9	1	—	1	78	3	21	—
Manufacture of wines, spirits & beer (*c*) ..	27	651	4	8	3	7	5	439	2	188	2
Manufacture of soft drinks	22	393	1	4	9	5	3	239	1	152	1
Manufacture of cigarettes	6	353	—	—	—	2	4	104	—	248	1
Spinning, weaving and finishing of textiles (*d*) ..	102	522	73	26	—	1	2	100	—	406	16
Manufacture of footwear (incl. repairs)	1,733	3,140	1,137	538	40	16	2	2,698	429	13	—
Manufacture of ropes and felt	16	54	2	13	1	—	—	22	—	32	—
Manufacture of wearing apparel, except footwear :—											
Tailoring (men's) ..	1,111	2,416	435	601	73	2	—	1 765	602	28	21
Dress making (women's)	1,358	2,821	750	508	92	8	—	54	39	1,487	1,241
Shirt making	52	142	12	33	7	—	—	47	4	81	10
Hat and cap making ..	8	11	5	3	—	—	—	3	—	8	—
Manufacture of other wearing apparel ..	7	12	5	1	1	—	—	4	—	8	—
Manufacture of bedspreads	50	81	34	15	1	—	—	72	9	—	—
Manufacture of felt saddle	53	62	46	7	—	—	—	56	4	2	—
Manufacture of laces and other textiles (*e*) ..	2,297	2,391	2,261	30	2	4	—	6	—	1,610	775
Saw milling	100	383	16	60	16	8	—	303	44	35	1
Manufacture of furniture	523	1,326	171	297	50	5	—	951	371	4	—
Manufacture of chairs ..	166	286	112	48	6	—	—	245	37	4	—
Upholstery	26	56	10	14	2	—	—	43	13	—	—
Manufacture of other wood articles	13	21	8	5	—	—	—	20	—	1	—
Manufacture of paper bags (*f*)..	3	23	—	2	—	1	—	21	—	2	—
Printing (incl. Government)	39	368	4	19	10	4	2	302	19	45	2
Publishing	23	121	4	11	2	6	—	114	—	7	—
Engraving (incl. photo engraving)	6	10	2	4	—	—	—	10	—	—	—
Bookbinding	5	17	3	—	2	—	—	7	2	8	—
Lithographing	2	156	—	—	—	1	1	124	9	16	7
Advertising show tables making	11	21	6	5	—	—	—	21	—	—	—
Tanning (factories only)	3	44	—	1	—	2	—	44	—	—	—
Manufacture of leather products	10	27	6	1	3	—	—	21	1	5	—

(*a*) Seasonal and largely seasonal.
(*b*) This includes kachkaval and kefalotyri makers. "Halloumi" makers in the villages are not included.
(*c*) This includes those firms which are fully engaged in the manufacture of wines and spirits. Home manufacture of wines and zivania in the villages is not included.
(*d*) This includes wholly engaged firms of individuals. Women partly engaged in this industry are not included.
(*e*) Part time.
(*f*) Persons partly engaged in this industry at home are not included.

TABLE I (*a*)—*contd.*

(*Reference paragraph 9 of the Report*).

NUMBER OF PERSONS ENGAGED IN INDUSTRIAL EMPLOYMENT IN SEPTEMBER, 1955.

CLASSIFIED BY INDUSTRY, SEX AND AGE.

Industry	Total No. of establishments	Total No. of persons employed	Establishments employing persons as under					Persons employed classified by sex and age			
								Males		Females	
			1	2–4	5–9	10–49	50 & over	18 & over	under 18	18 & over	under 18
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Retreading of tyres ..	20	39	11	9	—	—	—	35	4	—	—
Manufacture of industrial oils	3	119	—	—	—	2	1	118	—	1	—
Manufacture of perfumery and essential oils ..	8	22	3	3	2	—	—	13	—	6	3
Manufacture of soap ..	15	57	2	5	8	—	—	49	—	8	—
Manufacture of shoe cream and shoe polish ..	4	14	—	3	1	—	—	7	—	7	—
Manufacture of candles ..	22	28	18	4	—	—	—	20	2	6	—
Manufacture of bricks and tiles (clay)	157	930	11	116	15	14	1	466	16	411	37
Manufacture of glass products	2	4	1	1	—	—	—	4	—	—	—
Manufacture of pottery, china and earthenware	102	146	78	21	3	—	—	96	2	35	13
Manufacture of bricks & tiles (cement)	39	244	4	23	3	9	—	209	20	15	—
Manufacture of gypsum plasterboards	1	146	—	—	—	—	1	128	8	10	—
Manufacture of asbestos sheets	1	42	—	—	—	1	—	27	1	11	3
Manufacture of earth colours	4	53	—	—	1	3	—	49	—	4	—
Blacksmith shops ..	333	745	152	148	26	7	—	594	146	5	—
Tinsmith shops	126	194	84	40	2	—	—	177	12	5	—
Coppersmith shops ..	10	20	3	7	—	—	—	19	—	1	—
Manufacture of metal products, except machinery & transport equipment, n.e.s.	15	83	8	3	1	3	—	58	2	21	2
Machine shops	110	501	23	58	21	8	—	415	86	—	—
Battery charging	20	49	4	15	1	—	—	40	9	—	—
Repairs of radios, refrigerators and other electric household appliances (electric installation is included in construction)	19	59	9	8	1	1	—	52	5	1	1
Boat building and repairing	10	39	1	7	1	1	—	38	1	—	—
Repair of motor vehicles	147	884	7	72	53	13	2	644	240	—	—
Repair of motor cycles ..	33	70	13	20	—	—	—	56	14	—	—
Repair of bicycles ..	167	267	89	77	1	—	—	214	53	—	—
Manufacture of motor car cabinets	27	107	5	15	6	1	—	91	16	—	—
Manufacture of carts ..	37	65	19	17	1	—	—	59	6	—	—
Repair of watches and clocks	40	52	32	7	1	—	—	48	4	—	—
Manufacture of jewellery and related articles ..	66	111	36	30	—	—	—	98	11	2	—
Manufacture of musical instruments	2	2	2	—	—	—	—	2	—	—	—
Manufacture of buttons ..	2	271	—	—	—	—	2	87	2	173	9
Manufacture of artificial teeth	1	50	—	—	—	—	1	18	—	32	—
Manufacture of gum ..	1	n.a.									
Manufacture of ice ..	8	74	—	5	1	1	1	66	—	8	—
Manufacture of artificial flowers and garlands of all kinds	5	8	3	2	—	—	—	1	—	5	2
Manufacture of brooms and brushes	45	65	31	13	1	—	—	53	2	10	—
Manufacture of basketware	533	691	405	128	—	—	—	92	—	534	65
Construction (Municipality)	4	177	—	—	—	2	2	177	—	—	—
Building and construction (excluding Government but including Military)	—	12,952(*a*)	—	—	—	—	—	15,627	1,550	1,040	40
Building, Government (including village roads) ..	—	3,940	—	—	—	—	—	—	—	—	—
Irrigation, Government ..	—	1,365	—	—	—	—	—	—	—	—	—
Wells, boring (water, etc.)	38	47	31	7	—	—	—	43	4	—	—
Carpenter shops	542	953	363	151	25	3	—	776	169	8	—
Electricians shops ..	22	67	2	16	4	—	—	62	5	—	—
Plumbers	31	105	8	16	6	1	—	86	19	—	—
Civil engineering ..	49	146	7	37	5	—	—	132	6	8	—
Generation, transmission and distribution of electric energy	10	877	1	8	—	—	1	843	27	7	—
Gas manufacture	1	13	—	—	—	1	—	13	—	—	—
Collection and distribution of water to domestic and industrial consumers ..	31	166	23	5	—	2	1	165	—	1	—
Totals ..	12,815	53,774	7,783	4,136	645	207	43	38,995	4,209	8,282	2,285

(*a*) This figure includes an estimated 2,000 employed by the Service Departments.

TABLE I (*b*).

(*Reference Paragraph* 15 *of the Report*).

EMPLOYMENT IN MINING 1955–1960.

	Year					
	1955	1956	1957	1958	1959	1960
	£	£	£	£	£	£
Males	5,969	5,836	5,147	4,805	4,142	4,484
Females	495	414	301	201	137	134
Total ..	6,464	6,250	5,448	5,006	4,279	4,618

TABLE I (*c*).

(*Reference paragraph 24 of the Report*).

NUMBER OF DAILY AND WEEKLY PAID WAGE-EARNERS EMPLOYED BY THE GOVERNMENT, THE MILITARY AUTHORITIES, AND IN MINING AT THE DATES SHOWN.

	1954	1955	1956	1957	1958				1959				1960			
	Dec.	*Dec.*	*Dec.*	*Dec.*	*March*	*June*	*Sept.*	*Dec.*	*March*	*June*	*Sept.*	*Dec.*	*March*	*June*	*Sept.*	*Dec.*
Government ..	5,797	5,678	7,924	6,600	5,718	4,667	5,283	5,738	3,770	4,342	5,646	6,264	5,182	5,211	4,735	6,138
Military Authorities (Civilian) ..	4,043	5,842	7,456	8,812	8,866	8,923	9,139	9,023	8,970	8,991	9,041	8,602	7,667	7,915	*Oct.* 6,803	*Nov.* 6,750
Mining	5,180	6,464	5,194	4,874	4,841	5,271	5,097	4,469	3,973	4,410	4,416	4,090	3,988	4,918	*Sept.* 5,195	*Dec.* 4,335

TABLE II (*a*).

(*Reference paragraph 10 of the Report*).

NUMBER OF PERSONS BY OCCUPATION ON THE LIVE REGISTERS OF THE EMPLOYMENT EXCHANGES AT DATES SHOWN.

Occupation	Number of Registrations				
	17.12.59	17.3.60	16.6.60	15.9.60	15.12.60
0. Occupations Unidentifiable, Etc. :					
(1) Students	—	—	2	2	—
(2) Others	—	20	8	—	—
(3) Disabled, Retired and not gainfully occupied ..	52	64	54	74	—
1. Professional, Technical and Related Occupations :					
(1) Nurses, professional	2	2	2	1	1
(2) Nurses non-professional (incl. medical Orderlies) ..	2	5	4	4	3
(3) Others	—	2	—	2	1
2. Managerial and Administration Staff Function Occupations :					
(1) Managers, Admin. Personal Services (Hotels, Cafes, Restaurants, etc.)	18	39	52	20	—
(2) Book-keepers	—	1	2	11	—
(3) Computing Clerks (Statistics clerks, Time keepers, Adding Machine operators)	34	50	128	55	61
(4) Typists, teletypists ; key-punch operators	9	12	11	11	24
(5) Stenographers	1	3	2	3	6
(6) Storekeepers	3	3	1	2	—
(7) Other clerical occupations	284	339	287	435	375
(8) Messengers and Office Boys	51	57	30	22	29
(9) Foremen..	12	14	6	14	5
3. Sales and Related Occupations :					
(1) Shop assistants	13	22	20	30	27
(2) Others	4	12	8	—	—
4. Farming, Hunting, Fishing & Forestry Occupations:					
(1) Gardeners	2	7	—	1	—
(2) Others	—	—	—	—	32
(3) Unskilled workers	3	9	5	20	165
(4) Farmers, Tobacco	3	—	—	10	—
5. Mining, Quarrying & Well Drilling Occupations :					
(1) Miners	21	112	30	42	74
6. Operating Transport Occupations :					
(1) Deck Officers, sailors and related occupations ..	—	96	5	1	—
(2) Drivers, motor vehicles	278	210	361	279	298
(3) Others	—	151	2	1	1
7. & 8. Crafts, Production Process and related Occupations :					
Textiles, Tailors & Shoemakers :					
(1) Weavers	16	7	3	2	2
(2) Crocketers and Embroiderers	1	—	—	—	1
(3) Tapestry makers	4	1	—	1	1
(4) Spinners, etc.	19	1	3	1	1
(5) Dressmakers	54	33	34	31	31
(6) Shoemakers	—	180	84	60	41
(7) Tailors	20	50	36	55	30
(8) Others	—	—	—	—	2

TABLE II (*a*)—*contd.*

NUMBER OF PERSONS BY OCCUPATION ON THE LIVE REGISTERS OF THE EMPLOYMENT EXCHANGES AT DATES SHOWN.

Occupation	Number of Registrations				
	17.12.59	17.3.60	16.6.60	15.9.60	15.12.60
Woodworking and related occupations :					
(1) Furniture makers	13	32	47	28	30
(2) Carpenters and joiners	121	244	300	251	252
(3) Sawmill operatives	—	5	4	3	1
(4) Other	2	1	5	2	—
Metal making occupations :					
(1) Blacksmiths	12	23	24	25	22
(2) Fitters	7	9	11	6	5
(3) Turners	5	4	3	1	5
(4) Upholsterers	—	4	4	1	—
(5) Bicycle repairmen	—	—	2	—	—
(6) Motor transport mechanics	65	88	137	74	110
(7) Others	—	5	1	16	2
Metal Working Occupations, Misc. :					
(1) Tinsmiths	1	9	6	6	2
(2) Plumbers and Pipe fitters	28	39	50	44	54
(3) Welders	7	12	12	15	14
(4) Others	1	2	1	2	1
Electrical and Electronic Occupations :					
(1) Electricians	33	55	59	56	54
(2) Repairmen (Electrical Machines)	—	—	1	—	—
(3) Electrical Power Station Operatives	—	—	—	—	—
(4) Radio Fitters and Repairment	—	—	—	1	2
(5) Linesmen (Electrical Telegraph and Telephone)	—	—	—	1	—
(6) Others	1	1	—	—	—
Construction, etc.:					
(1) Masons	187	419	330	267	414
(2) Painters	39	64	63	64	64
(3) Construction workers misc.	174	291	253	227	319
(4) Others	34	61	1	29	100
(5) Unskilled workers construction (Road workers)	1,375	2,624	1,520	1,657	1,854
Stationary Engines and Related Construction Machinery operation occupations :					
(1) Excavating machine operators	2	5	9	4	4
(2) Sationary engine operators and Steam Boilers Firemen	6	7	—	2	10
Printing, bookbinding and Paper products making occupations :					
(1) Photo Engravers	—	2	2	—	—
(2) Printers	1	4	3	8	15
Chemical and Related Processing Occupations :					
(1) Soap makers	—	—	1	—	—
Pelt and Hide Treating Occupations :					
(1) Tanners	—	2	—	2	—
Food and Tobacco processing Occupations :					
(1) Food canners e.t.c.	—	—	—	2	—
(2) Others	3	14	2	2	40
Misc. Crafts, Production Process and Related Occupations:					
(1) Dry cleaners and Laundrerers	9	19	7	9	6
(2) Rubber tyre retreading	—	1	—	—	—
(3) Artificial teeth workers	—	—	2	21	—
(4) Others	9	1	1	1	2
Labourers :					
(1) Porters	5	176	102	163	154
(2) Stevedores	1	137	23	137	137
(3) Lightermen	2	34	85	20	20
(4) Other unskilled labour	128	373	721	756	994
9. SERVICE OCCUPATIONS :					
(1) Cooks	37	40	25	32	52
(2) Waiters	75	62	48	49	81
(3) Domestic Service workers	108	257	255	247	262
(4) Police	32	28	5	4	—
(5) Watchmen	150	173	120	99	107
(6) Others	—	3	6	—	—
Total	3,579	6,832	5,431	5,524	6,400

TABLE II (*b*).

(*Reference paragraph 10 of the Report.*)

PERSONS REGISTERED AS UNEMPLOYED AT THE EMPLOYMENT EXCHANGES BY SEX AND AGE GROUP ON THE DATES SHOWN.

Date	Male			Female			Grand Total
	Under 18	18 and over	Total	Under 18	18 and over	Total	
17th December, 1959	42	2,955	2,997	4	578	582	3,579
17th March, 1960	89	5,696	5,785	8	1,039	1,047	6,832
16th June, 1960	121	4,449	4,570	9	852	861	5,431
15th September, 1960	78	4,364	4,442	32	1,050	1,082	5,524
15th December, 1960	90	5,050	5,140	18	1,242	1,260	6,400

TABLE III (*a*).

(*Reference paragraph 10 of the Report.*)

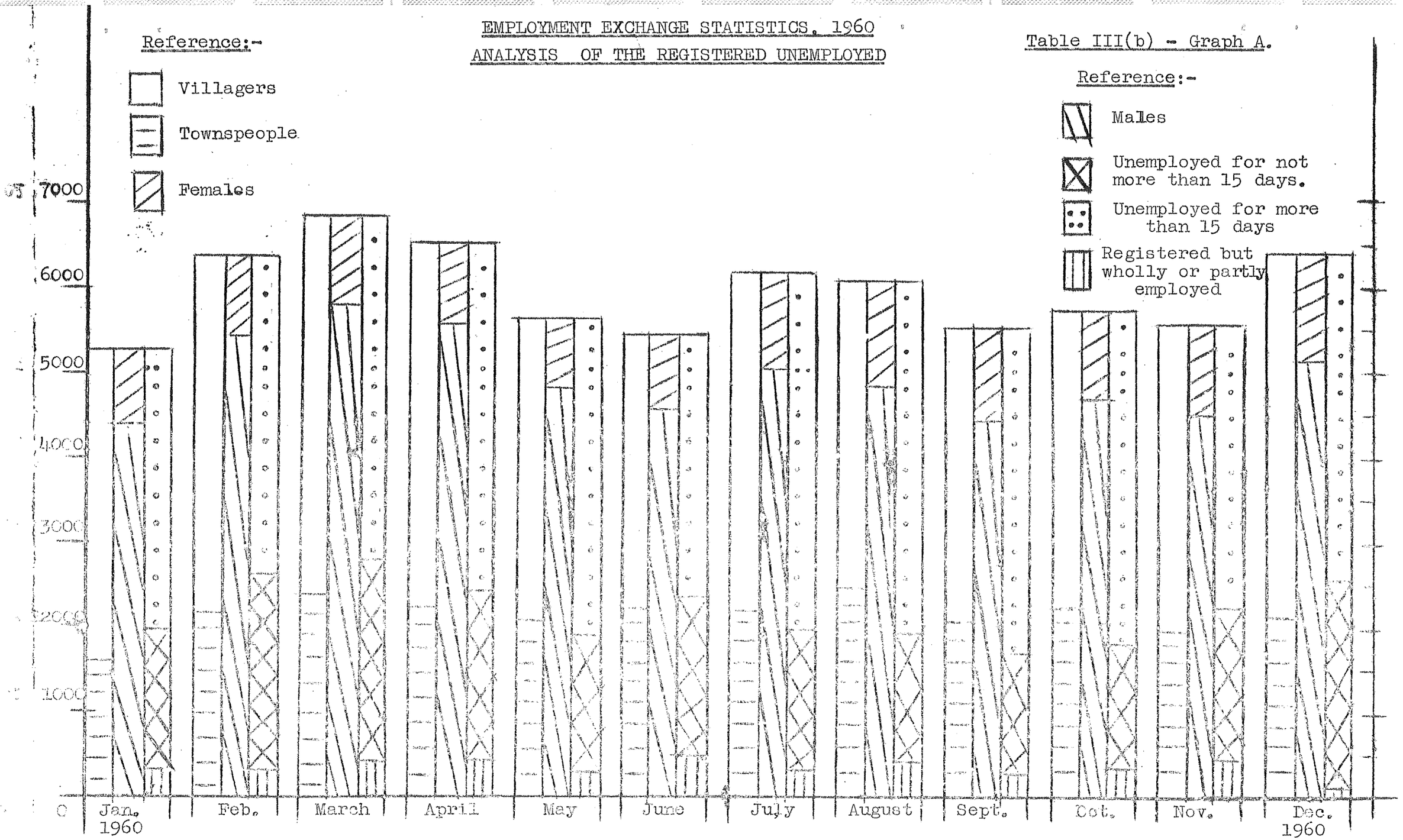
TOTAL NUMBER OF REGISTRATIONS OF UNEMPLOYED, VACANCIES NOTIFIED TO, AND VACANCIES FILLED BY THE EMPLOYMENT EXCHANGES DURING 1960 AND VACANCIES OUTSTANDING AT THE END OF THE YEAR.

District	Registrations during 1960			Vacancies notified during 1960			Vacancies filled during 1960			Vacancies outstanding at 31.12.60		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nicosia/Kyrenia ..	28,193	6,307	34,500	4,835	1,904	6,739	4,737	1,581	6,318	5	18	23
Famagusta	11,358	1,902	13,260	2,678	695	3,373	2,678	695	3,373	—	—	—
Limassol	6,943	1,496	8,439	1,465	457	1,922	1,292	391	1,683	4	2	6
Larnaca	6,402	1,236	7,638	1,617	152	1,769	1,308	144	1,452	3	2	5
Paphos	6,278	1,346	7,624	1,583	751	2,334	1,583	751	2,334	—	—	—
Total ..	59,174	12,287	71,461	12,178	3,959	16,137	11,598	3,562	15,160	12	22	34

EMPLOYMENT EXCHANGE STATISTICS, 1960

ANALYSIS OF THE REGISTERED UNEMPLOYED

Table III(b) - Graph A.

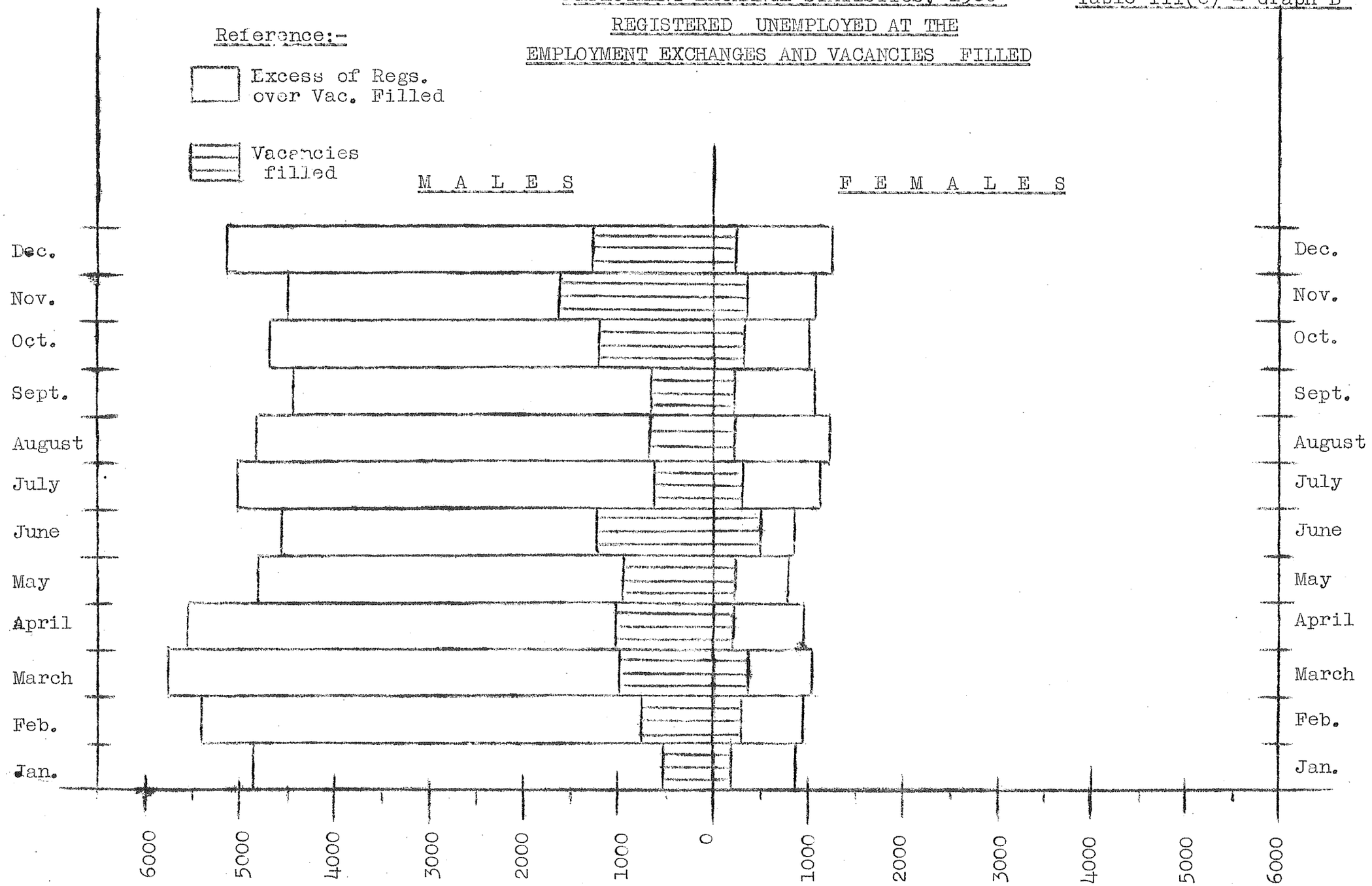


EMPLOYMENT EXCHANGE STATISTICS, 1960

REGISTERED UNEMPLOYED AT THE

EMPLOYMENT EXCHANGES AND VACANCIES FILLED

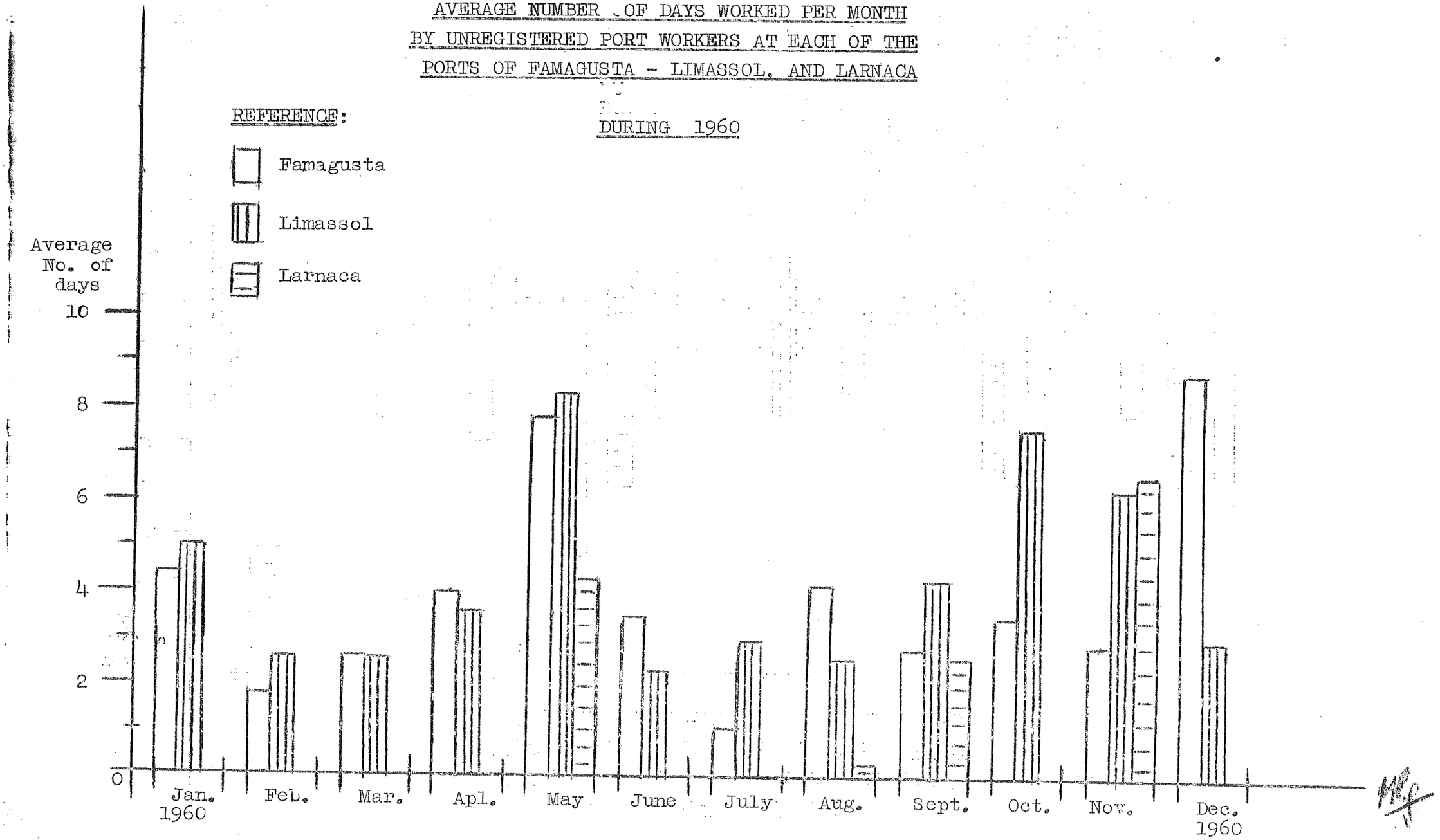
Table III(c) - Graph B



PORT LABOUR STATISTICS

AVERAGE NUMBER OF DAYS WORKED PER MONTH BY UNREGISTERED PORT WORKERS AT EACH OF THE PORTS OF FAMAGUSTA - LIMASSOL, AND LARNACA

DURING 1960



PORT LABOUR STATISTICS

AVERAGE NUMBER OF DAYS WORKED PER MONTH BY REGISTERED PORT WORKERS AT EACH OF THE PORTS OF FAMAGUSTA - LIMASSOL, AND LARNACA,

DURING 1960

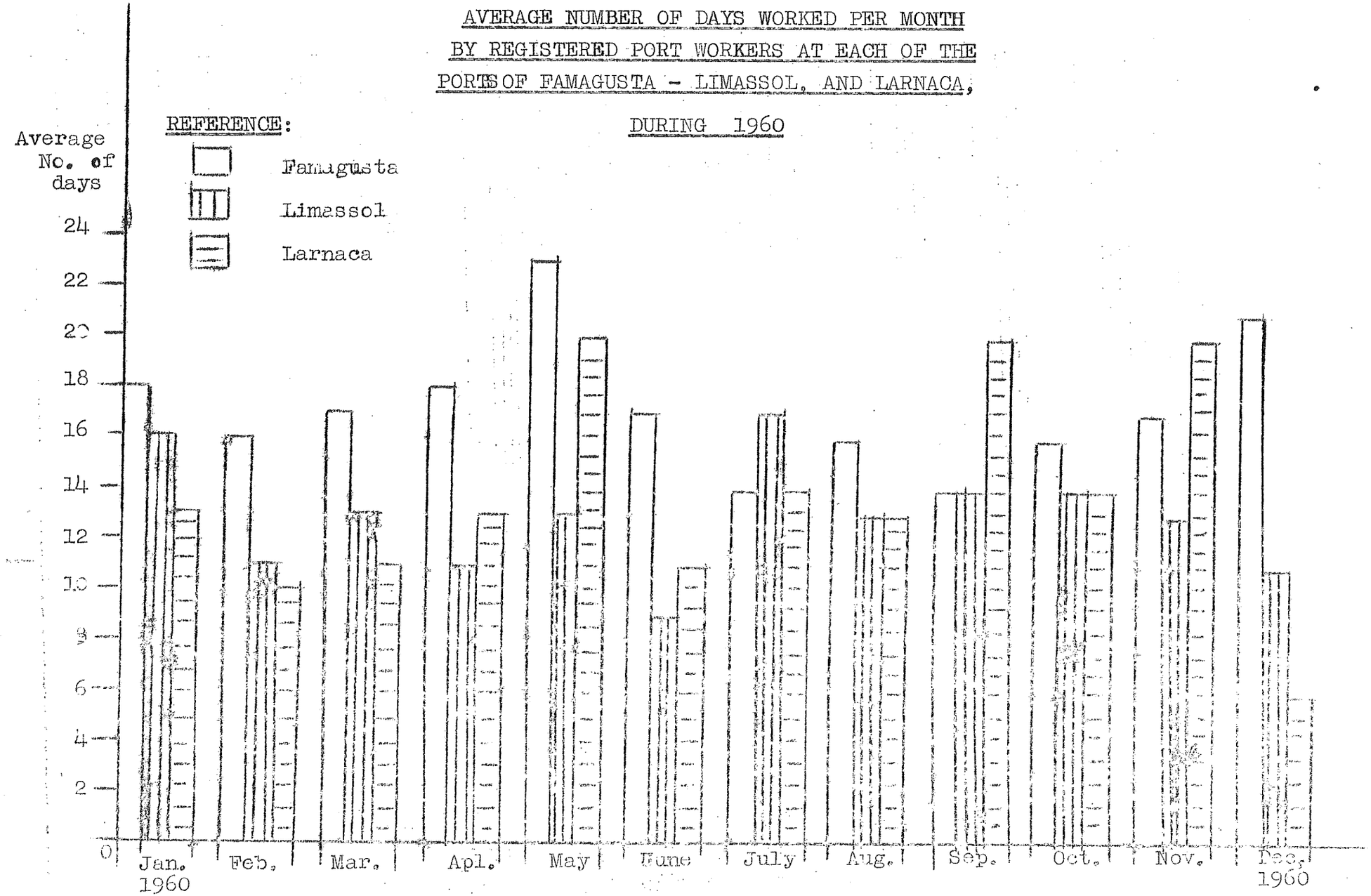


TABLE IV.

(*Reference paragraph 51 of the Report.*)

INDUSTRIAL DISPUTES REPORTED TO THE MINISTRY DURING THE YEAR 1960.

Industry or trade affected	No. of workmen involved		Cause of Dispute *	Action taken by the Ministry	Results	Duration of Strike (Days)	No. of man-days lost in case of stoppage of work
	In non-stoppages	In stoppages					
AGRICULTURE, FORESTRY, HUNTING AND FISHING.							
1. Agriculture	35		1. T. U. Recognition. 2. Basic. B, C, D, E, F, H, I, K, L and M. 3. Frictional. B.	Conciliation	1. Accepted. 2. Accepted or partly accepted except I and K which were dropped. 3. Agreement reached.		
2. do.	17		Basic. A.	do.	Negotiations deferred.		
3. do.	5		Basic. A, C, D, E, F.	do.	D, E. Accepted. A, C, F. Partly accepted.		
MINING AND QUARRYING.							
4. Metal mining	28		1. Frictional. A and C. 2. Basic. A.	do.	1. Accepted. 2. Withdrawn.		
5. do.		400	1. T. U. Recognition. 2. Frictional. C.	do.	1. Management reserved its reply. 2. A workers' committee was elected to discuss the points raised.	3	1,200
6. do.		200	T. U. Recognition.	—	The workers agreed to wait the management's reply on this issue.	1	200
7. Stone Quarrying	7		Basic. B, C, D, F, H.	Conciliation	Claims accepted.		
8. Asbestos Mining	740		Basic. A, D, F, H, I, J.	Mediation	Temporary Agreement reached.		
Carried forward ..	832	600					1,400

* See explanatory note at end of table.

TABLE IV.

(Reference paragraph 51 of the Report.)

INDUSTRIAL DISPUTES REPORTED TO THE MINISTRY DURING THE YEAR 1960.

Industry or trade affected	No. of workmen involved		Cause of Dispute	Action taken by the Ministry	Results	Duration of Strike (Days)	No. of man-days lost in case of stoppage of work
	In non-stoppages	In stoppages					
Brought forward ..	832	600					1,400
MANUFACTURING.							
9. Food Manufacturing	6		Basic. C, E.	Conciliation	Partly accepted.		
10. do.	7		Frictional. B.	do.	Accepted.		
11. do.		51	Frictional. B.	do.	do.	1–2	60
12. do.		21	Basic. A, B, C, D, E, F, H, I and M.	do.	B, C, D, H, and M. Accepted. A and F. Partly accepted. E and I. Deferred.	5	105
13. Aerated Waters	120		Frictional. C.	do.	Compromise agreement reached.		
14. do.	51		Basic. A, C, D, E, F, G, H, I, L and M.	do.	Partly accepted.		
15. do.	13		Basic. K.	do.	Accepted.		
16. do.	15		Basic. A, B, C, E, F, K, L and M.	Mediation	Negotiations not finalized as at end of 1960.		
17. do.		116	1. T. U. Recognition. 2. Basic. A, B, and C.	Mediation	1. Referred to Arbitration Tribunal. 2. A Joint Negotiating Committee was established to examine these and other points.	6–8	748
18. do.		5	1. Frictional. A. 2. Basic. B and C.	do.	1. Accepted. 2. Agreement reached.	1 (part)	2
19. do.		69	1. Frictional. B. 2. Basic. L.	Conciliation	1. Accepted. 2. Agreement reached.	1	69
20. do.		80	Frictional. B.	do.	Agreement reached.	1 (part)	20
21. Manufacture of Footwear ..	140		Frictional. C.	do.	do.		
22. do.		93	Frictional. C.	do.	do.	6–9	801
23. Printing and Publishing		28	Basic. F.	Mediation	Agreed to defer discussion.	2–3	72
24. Manufacture of Chemicals ..	4		Basic. A.	Conciliation	Agreement reached.		
25. Manufacture of Cement	172		Basic. A, B, C, E, F, I, K, and L.	do.	Agreement reached on certain points. Others under discussion.		
26. do.		168	Basic. A and D.	Mediation	Agreement reached on most of the points. Discussions continue.	1	168
27. Repairs of Motor Vehicles ..		21	Frictional. C.	Conciliation	Compromise agreement reached.	1 (part)	10
Carried forward ..	1,360	1,252					3,455

TABLE IV.

(Reference paragraph 51 of the Report.)

INDUSTRIAL DISPUTES REPORTED TO THE MINISTRY DURING THE YEAR 1960.

Industry or trade affected	No. of workmen involved		Cause of Dispute	Action taken by the Ministry	Results	Duration of Strike (Days)	No. of man-days lost in case of stoppage of work
	In non-stoppages	In stoppages					
Brought forward ..	1,360	1,252					3,445
CONSTRUCTION.							
28. Building	29		Frictional. A.	Conciliation	Employees' claim accepted.		
29. do.		85	Frictional. B.	Mediation	do.	1	85
COMMERCE.							
30. Wholesale Trade	13		Basic. E, H, I and L.	Conciliation	Negotiations not finalized.		
31. do.		16	Frictional. B.	do.	Compromise agreement reached.	30–32	504
32. Retail Trade		23	Basic. C, E, F, G, H, I, K and L.	Conciliation	C. Compromise. All others granted.	1	23
33. do.		6	Basic. A, C and F.	do.	Granted to a certain extent.	1 (part)	3
34. Banks	163		Basic. B, E, I and L.	Mediation	do.		
35. do.	400		Frictional. C.	—	Not settled as at end of 1960.		
TRANSPORT, STORAGE & COMMUNICATION.							
36. Transport	120		Basic. B, D, E, H and I.	Mediation	Mostly accepted.		
37. do.	20		Frictional. B. Basic. L.	Conciliation	Agreement reached.		
38. do.	53		Basic. A, B, C, E, F and H.	Mediation	Granted.		
39. do.	13		Frictional. B.	Conciliation	Agreement reached.		
40. do.	20		Basic. E and L.	do.	do.		
41. Storage	28		Basic. A, D and K.	Mediation	A, D. Withdrawn. K. Granted.		
42. Communication	116		Frictional. A. Basic. A, K and L.	do.	Not settled as at end of 1960.		
SERVICES.							
43. Local Government.	180		Basic. A, E and L.	Conciliation	Not settled as at end of 1960.		
44. Recreation Services	51		Basic. A, H, I and L.	do.	H, L. Agreed. A, I. Deferred for 1961.		
45. do.		15	Frictional. B.	Direct negotiations	Compromise agreement reached.	6	90
46. Personal Services	18		Frictional. B.	Conciliation	do.		
	2,584	1,397					4,160
GOVERNMENT LABOUR EMPLOYING DEPARTMENTS.							
47.		2,980	Frictional. C.	—	—	1 (part)	2,153
48.		5,600	Frictional. B and C.	—	—	1	5,600
49.		5,600	Frictional. B.	—	—	1	5,600
50.		4,735	Frictional. B.	—	—	1	4,735
51.		411	Frictional. C.	—	—	1 (part)	257
52.		4,500	Frictional. A.	—	—	1	4,500
	2,584	25,223					27,005

EXPLANATORY NOTE TO TABLE IV.

Basic.

Disputes arising out of introduction, amendment or revocation of an existing labour agreement or of existing conditions of work. The following code is used to indicate to which particualr condition such amendment, etc. refers.

A : Wages/Salaries.

B : Cost-of-Living Allowance.

C : Hours of Work.

D : Overtime Payment.

E : Paid Annual Leave.

F : Paid Public Holidays.

G : Sick Leave with Pay.

H : Medical Treatment.

I : Provident Fund.

J : Gratuities.

K : Bonuses.

L : Any other Benefits.

M : Notice of Dismissal.

Frictional

Disputes arising out of—

A : The Application of an existing Agreement.

B : Engagement or Dismissal of Employees.

C : Complaints by the Employer against his Employee/Employees or by the Employee/Employees against his/their Employer.

Trade Union Recognition.

Recognition of the right of the Trade Unions to bargain collectively.

TABLE V.

(Reference paragraph 67 of the Report.)

TABLE SHOWING THE DISTRIBUTION OF EMPLOYEES, TRADE UNIONS AND THEIR MEMBERSHIP BY GROUPS.

(CONTRIBUTION OF THE OFFICIAL RECEIVER AND REGISTRAR OF TRADE UNIONS).

Year (31st December)	Pancyprian Federation of Labour ("Old" Trade Unions)		Cyprus Workers Confederation ("New" Trade Unions)		Cyprus Federation of Independent Trade Unions		Cyprus Turkish Trade Unions Federation (Turkish Trade Unions)		Others*		Total	
	Trade Unions	Membership	Trade Unions	Membership	Trade Unions	Membership	Trade Unions	Membership	Trade Unions	Membership	Trade Unions	Membersihp
1956	45	27,143	69	5,129	12	2,954	16	1,813	25	5,889	167	42,928
1957	40	30,375	130	9,767	13	2,506	15	1,268	30	8,549	228	52,465
1958	38	31,723	190	12,852	12	2,036	8	1,137	36	8,794	284	56,542
1959	34	33,770	236	16,867	15	2,591	36	4,829	21	7,324	342	65,381
1960	30	35,544	246	15,587	16	2,416	38	4,381	24	7,452	354	65,380

* Include Civil Servants.

TABLE VI (*a*).

(*Reference paragraph 75 of the Report.*)

STATISTICS OF PREDOMINANT WAGE-RATES AND NORMAL HOURS OF WORK.

The Data refer to the week ended the 22nd October, 1960.

Industry	Predominant wage-rates				Normal hours of work per week				Remarks
	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	
	Mils	*Mils*	*Mils*	*Mils*	No.	No.	No.	No.	
1. AGRICULTURE.									
(*a*) Agricultural workers	0.980		0.620		44		44		Wage-rates are fixed by private and collective agreement. Most shepherds are paid on monthly basis and they are provided with food and lodging.
(*b*) Shepherds	0.835				50				
2. MINING.									
I. Cupreous Ore Mining and Quarrying :—									
(i) Underground :—									
(*a*) Miners	1.330				48				Basic wage-rates are paid and in addition a bonus for output in excess of the fixed output per shift. Piece-rates are also in existence. Overtime work is calculated on the basis of one and a half times the normal time. Rates are fixed by private and collective agreement. Holidays with pay have been introduced by the principal mining concerns.
(*b*) Operatives and labourers	1.185				44				
(*c*) Tractor drivers	1.255				44				
(*d*) Brakemen	1.240				48				
(*e*) Pipe fitters	1.295				48				
(*f*) Pumpmen	1.080				44				
(*g*) Timbermen	1.320				48				
(*h*) Trackmen	1.320				48				
(*i*) Blasters	1.320				48				
(ii) Surface :—									
(*a*) Operatives and labourers	1.100		0.735		44		44		
(*b*) Tractor drivers	1.320				44				
(*c*) Brakemen	1.220				48				
(*d*) Pipe fitters	1.295				44				
(*e*) Blacksmiths	1.380				48				
(*f*) Mechanics and repairmen	1.330				48				
(*g*) Electricians	1.390				48				
(*h*) Drillers	1.240				44				
(*i*) Driller assistants	0.985				44				
(*j*) Hoistmen	1.365				48				
(*k*) Moulders	1.440				48				
(*l*) Masons	1.335				48				
(*m*) Carpenters	1.340				48				
(*n*) Painters	1.240				48				
(*o*) Watchmen	1.100				48				
II. Other Ore Mining and Quarrying :—									
(i) Underground :—									
(*a*) Drillers	1.315				40				Rates are fixed by collective bargaining in certain cases.
(*b*) Driller assistants	1.190								
(*c*) Operatives and labourers	1.140								
(*d*) Timbermen	1.390								
(ii) Surface :—									
(*a*) Foremen	1.330				44				
(*b*) Mechanics and Repairmen	1.155								
(*c*) Electricians	1.280								
(*d*) Masons	1.365								
(*e*) Carpenters	1.370								
(*f*) Lorry drivers	1.310								
(*g*) Operatives and labourers	0.990		0.730				44		
3. TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS.									
(i) Bricks and fire clay goods :—									
Cement tile makers :—									
(*a*) Skilled	1.425				44				Wage-rates are fixed by collective bargaining.
(*b*) S/skilled	1.120								
(*c*) Unskilled	0.840		0.575				44		
(ii) Gypsum :—									
(*a*) Craftsmen	1.010				44				Wage-rates are fixed by private agreement. Overtime is calculated on the basis of one and a half times the normal time.
(*b*) Operatives and labourers :—									
Skilled	0.910								
S/skilled	n.a.								
(*c*) Apprentices			n.a.				44		
4. CHEMICAL AND ALLIED TRADES.									
(i) Pharmaceutical preparations :									
(*a*) Dispensers	1.925				44				Wage-rates are fixed by private agreement. Most employees are paid on a
(*b*) Dispenser apprentices	0.900*								
(*c*) Messengers and office boys	0.840								

* Estimate.
n.a. Not available.

TABLE VI (*a*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF PREDOMINANT WAGE-RATES AND NORMAL HOURS OF WORK.—*contd.*

The Data refer to the week ended the 22nd October, 1960.

Industry	Predominant wage-rates				Normal hours of work per week				Remarks
	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	
	Mils	*Mils*	*Mils*	*Mils*	No.	No.	No.	No.	
(ii) Soap manufacture :—									monthly basis. Class (*c*) is covered by the Minimum Wage Law.
(*a*) Operatives, skilled	1.385								
(*b*) Operatives, unskilled ..	0.985		0.485	0.510	44		44	44	
(iii) Oil mills :— Operatives and labourers ..	0.965								
5. Engineering and Metal Works.									
(*a*) Blacksmiths	1.340								Wage-rates are normally fixed by collective bargaining.
(*b*) Blacksmith assistants ..	0.785								
(*c*) Fitters	1.425								
(*d*) Plumbers	1.380								
(*e*) Moulders	1.260				44				
(*f*) Turners	1.275								
(*g*) Electro-welders	1.275								
(*h*) Coppersmiths	1.500*								
(*i*) Coppersmith assistants ..	n.a.								
(*j*) Tinsmiths	1.000*								
(*k*) Apprentices metal working trades		0.290				44			
6. Vehicles.									
(i) Motor repairs and garages :									
(*a*) Mechanics and repairmen (Automobile)	1.275				44				Wage-rates are fixed by collective bargaining in some undertakings. Mechanics and repairmen are paid monthly.
(*b*) Apprentices Auto-mechanics	0.475	0.200			44	44			
(ii) Bicycle repairs :									
(*a*) Repairers	0.850*				44				Wage-rates are fixed by private agreement.
(*b*) Apprentices		0.190				44			
7. Precision Instruments, Jewellery Etc.									
Jewellery and Plates :—									
(*a*) Goldsmiths	1.195				44				Wage-rates are fixed by private agreement.
(*b*) Apprentices		0.300				44			
8. Textiles.									
(i) Cotton spinning :—									
(*a*) Spinners, textile			0.525						Wage-rates are fixed by private and collective agreement.
(*b*) Operatives and labourers, Skilled	0.895		0.815		44		44		
(*c*) Operatives and labourers, Unskilled			0.480	0.430				44	
(*d*) Apprentices			0.450	0.300				44	
9. Leather and Leather Goods. (excluding footwear)									
(i) Leather (tanning and dressing)									
(*a*) Craftsmen and kindred workers	1.280				44				Wage-rates are fixed by collective bargaining.
(*b*) Operatives and labourers ..	1.080				44				
(ii) Leather goods, incl. saddlery :									
(*a*) Craftsmen	1.100*				44				
(*b*) Machinists			0.625				44		
(*c*) Operatives and labourers ..			0.465	0.395			44	44	
10. Clothing (including footwear).									
(i) Tailoring :—									(i) Wage-rates are fixed by collective bargaining.
(*a*) Coat-makers	1.170				44				
(*b*) Trouser-makers	0.915								
(*c*) Assistants	0.650								
(*d*) Apprentices		0.225				44			
(ii) Dress making :— Dressmakers and seamstresses			0.780				44		(ii) Wage-rates are fixed by private agreement.
(iii) Manufacture and repair of boots and shoes :—									(iii) Wage-rates are fixed by collective bargaining.
(*a*) Shoemakers	1.150				44				
(*b*) Shoemakers assistants ..	0.710								
(*c*) Machinists	1.410		0.545	0.445			44	44	
(*d*) Repairers	1.150*								
(*e*) Apprentices		0.470				44			

* = Estimate.
n.a. = Not available.

TABLE VI (*a*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF PREDOMINANT WAGE-RATES AND NORMAL HOURS OF WORK.—*contd.*

The Data refer to the week ended the 22nd October, 1960.

Industry	Predominant wage-rates				Normal hours of work per week				Remarks
	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	
	Mils	*Mils*	*Mils*	*Mils*	No.	No.	No.	No.	
11. FOOD.									
(i) Grain milling :—									(i) Wage-rates are fixed by collective bargaining.
(*a*) Millers	1.665				44				
(*b*) Operatives and labourers	0.940		0.575		44		44		
(ii) Bread :—									(ii) In most undertakings wage-rates are fixed by collective bargaining. A guaranteed minimum for four bakings a day exists ; over that overtime is paid.
(*a*) Kneaders	1.200				44				
(*b*) Ovenmen	1.230								
(*c*) Salesmen	1.095								
(*d*) Operatives and labourers	1.000*								
(iii) Flour Confectionery :—									(iii) Wage-rates are fixed by private agreement. In most undertakings confectioners are paid on a monthly basis.
(*a*) Confectioners	1.470				44				
(*b*) Waiters	0.900				44				
(*c*) Apprentices, confectioners		0.470				44			
(*d*) Operatives and labourers			0.730				44		
(iv) Macaroni :—									(iv) In certain undertakings wage-rates are fixed by collective bargaining. In others by private agreement.
(*a*) Craftsmen	1.335				44				
(*b*) Operatives and labourers	0.790		0.455		44		44		
(v) Sugar confectionery :—									
(*a*) Confectioners	1.350				44				
(*b*) Operatives and labourers	0.965		0.475	0.330	44		44	44	
(vi) Carob kibbling :—									(v) Wage-rates are fixed by private agreement. Overtime work is calculated on the basis of one and a half times the normal time.
(*a*) Craftsmen	1.570				44				
(*b*) Operatives and labourers	0.910		0.550		44		44		
(vii) Citrus grading, packing and by-products :									(vi) This kind of employment is seasonal. Wage-rates are fixed by collective bargaining. In certain undertakings piece rates are in existence.
(*a*) Carpenters	1.490				44				
(*b*) Porters	1.480				44				
(*c*) Wrappers			1.015				44		
(*d*) Packers			0.920						
(viii) Food & fodder industries, n.e.s. :									
Operatives & labourers	1.020		0.460		44		44		
12. DRINK.									
(i) Wines and brandies :									(i) Wage-rates are fixed in certain industries by private agreement and in others by collective bargaining. Overtime is calculated on the basis of one and a half times the normal time.
(*a*) Coopers	1.425				44				
(*b*) Mechanics	1.340								
(*c*) Operatives & labourers	0.930		0.485				44		
(ii) Aerated Waters :									(ii) Wage-rates are fixed by collective bargaining.
(*a*) Distributors	1.500				44				
(*b*) Operatives & labourers	1.130		0.680		44		44		
13. TOBACCO.									Wage-rates are fixed by private and collective agreement. Mechanics and Mixers are usually paid on a monthly basis. Overtime work is calculated on the basis of one and a half times the normal time. Work on Sundays is paid twice the normal time.
(*a*) Mechanics	1.795				44				
(*b*) Mixers	2.000								
(*c*) Craftsmen	1.845								
(*d*) Operatives & labourers	1.280		0.480	0.475			44	44	
14. WOOD WORKING.									
(i) Timber (Saw-milling, etc.) :									(i) Rates are fixed by collective bargaining.
(*a*) Carpenters	1.290				44				
(*b*) Carpenter apprentices		0.350				44			
(ii) Furniture & Upholstery :									(ii) Rates are fixed by collective bargaining.
(*a*) Furniture makers	1.180				44				
(*b*) Furniture makers assistants	0.720				44				
(*c*) Furniture makers apprentices		0.220				44			
(*d*) Upholsterers	1.070				44				
(iii) Job Carpentry :									(iii) Rates are fixed by collective bargaining.
(*a*) Carpenters	1.250				44				
(*b*) Carpenter assistants	0.780				44				
(*c*) Carpenter apprentices		0.425				44			

n.a. Not available.

TABLE VI (*a*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF PREDOMINANT WAGE-RATES AND NORMAL HOURS OF WORK.—*contd.*

The Data refer to the week ended the 22th October, 1960.

Industry	Predominant wage-rates				Normal hours of work per week				Remarks
	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	
	Mils	*Mils*	*Mils*	*Mils*	No.	No.	No.	No.	
15. PAPER AND PRINTING.									
(i) Printing & Publishing :									(i) Wage-rates are fixed by collective bargaining.
(*a*) Compositors, hand	1.550				44				
(*b*) Machine minders	1.510				44				
(*c*) Linotypists	1.690				42				
(*d*) Apprentices, printing trade ..		0.440				44			
(*e*) Operatives & labourers ..	0.735		0.465	0.375	44		44	44	
(ii) Lithographic works :									(ii) Wage-rates are fixed by collective bargaining. Overtime work is calculated on the basis of one and one-third times the normal time.
(*a*) Lithographers	1.695				44				
(*b*) Craftsmen ..	1.445								
(*c*) Bookbinders	n.a.								
(*d*) Operatives & labourers ..	0.775		0.440	0.390	44		44	44	
16. OTHER MANUFACTURING INDUSTRIES.									
(i) Button Industry :									Wage-rates are fixed by collective bargaining. Overtime work is calculated on the basis of one and one-third times the normal time.
Operatives and labourers ..			0.460				44		
(ii) Teeth Industry :									
(*a*) Craftsmen	n.a.				44				
(*b*) Operatives & labourers ..	n.a.		n.a.		44		44		
(iii) Zip Fastener Industry :									
Operatives and labourers ..			0.450				44		do.
17. BUILDING AND CONTRACTING.									
(*a*) Stone masons and brick layers	1.355								Wage-rates are fixed by collective bargaining.
(*b*) Stone masons and brick layers apprentices		0.545				44			
(*c*) Carpenters and joiners ..	1.225								
(*d*) Carpenters & joiners apprentices		0.700*			44	44			
(*e*) Operatives & labourers ..	0.935		0.790				44		
(*f*) Painters	1.360								
(*g*) Electric fitters	1.000								
(*h*) Electric fitters apprentices ..		0.375				44			
18. ELECTRICITY & WATER SUPPLY.									
(i) Electricity :									(i) Wage-rates are fixed by collective bargaining. Most of the employees are paid on a monthly basis.
(*a*) Fitters..	1.460								
(*b*) Fitters assistants	n.a.								
(*c*) Engine drivers	1.550								
(*d*) Motor transport drivers ..	1.185				44				
(*e*) Electricians	1.060								
(*f*) Wiremen	1.430								
(*g*) Linesmen	1.055								
(*h*) Operatives & labourers ..	0.860								
(ii) Water Supply :									(ii) Wage-rates are fixed by collective bargaining. Most of the employees are paid on a monthly basis.
(*a*) Mechanics & repairmen ..	1.985								
(*b*) Plumbers and pipe fitters, skilled	1.220								
(*c*) Plumbers and pipe fitters, S/skilled	1.035				44				
(*d*) Oilers, skilled	1.650								
(*e*) Oilers, S/skilled	1.140								
(*f*) Operatives & labourers ..	0.820								
19. TRANSPORT & COMMUNICATION.									
(i) Road passenger and goods transport :									In certain undertakings wage-rates are fixed by collective bargaining. Others by private agreement.
(*a*) Bus and lorry drivers ..	1.230								
(*b*) Taxi drivers	1.225				44				
(*c*) Porters	1.000								
(*d*) Mechanics and repairmen ..	1.225								
(*e*) Mechanics and repairmen apprentices		0.285				44			
20. DISTRIBUTIVE TRADES.									
(*a*) Salesmen	29.650†	16.650			208‡	208‡			Wage-rates are fixed largely by private agreement, if they fall above the minimum Wage Law.
(*b*) Saleswomen			21.500†				208‡		
(*c*) Porters	1.150				44				

* Estimate. † Per month, including the estimated value of payments in kind. ‡ Per month. n.a. Not available.

TABLE VI (*a*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF PREDOMINANT WAGE-RATES AND NORMAL HOURS OF WORK.—*contd.*

The Data refer to the week ended the 22nd October, 1960.

Industry	Predominant wage-rates				Normal hours of work per week				Remarks
	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)	
	Mils	*Mils*	*Mils*	*Mils*	No.	No.	No.	No.	
21. PUBLIC ADMINISTRATION, PUBLIC WORKS, ETC.									
(i) Central Government Services :									(i) Wage-rates are fixed by collective bargaining. Overtime on week days is paid at time and a half the normal rate; on Sundays and holidays it is double time the normal rate.
(*a*) Fitters	1.355								
(*b*) Machine & tools operators	1.390								
(*c*) Plumbers	1.220								
(*d*) Blacksmiths	1.335								
(*e*) Electric Welders	1.590								
(*f*) Oxygen Welders	1.450								
(*g*) Coppersmiths	1.350								
(*h*) Moulders	1.380								
(*i*) Pattern makers	1.575								
(*j*) Motor transport fitters	1.245								
(*k*) Electric fitters	1.285								
(*l*) Operatives & labourers	0.810	0.685	0.585		44	44	44		
(*m*) Motor transport drivers	1.235								
(*n*) Roller & engine drivers	1.665								
(*o*) Sailors	1.410								
(*p*) Watchmen	0.870								
(*q*) Water-carriers	0.970								
(*r*) Masons	1.320								
(*s*) Carpenters	1.365								
(*t*) Cabinet makers	1.410								
(*u*) Painters	1.285								
(*v*) Foremen	1.655								
(*w*) Asphalt sprayers	1.145								
(*x*) Packers	1.185								
(*y*) Seamstresses			1.010				44		
(*z*) Wardmaids			0.805				44		
(ii) Local Government Services :									(ii) Wage-rates are fixed by collective bargaining.
(*a*) Masons	1.455								
(*b*) Carpenters	1.175								
(*c*) Motor transport drivers	1.210								
(*d*) Roller drivers	1.080				44				
(*e*) Gardeners	0.885								
(*f*) Operatives and labourers	0.980								
(*g*) Scavengers	0.980								
27. MISCELLANEOUS SERVICES.									
(i) Hotels, coffee shops and restaurants :									(i) Wage-rates are fixed by collective bargaining. Board and lodging are usually provided and a 10% service charge is distributed in accordance with the Hotels (Conditions of Service) Regulations, 1946.
(*a*) Cooks	33.000*								
(*b*) Waiters	26.300*				208†				
(*c*) Barmen	31.800*								
(*d*) Chamber maids			17.000*				208†		
(*e*) Laundress			20.750*				208†		
(ii) Dry cleaning : Operatives	1.290		0.695		44		44		(ii) Wage-rates are mostly fixed by collective bargaining.
(iii) Hair-dressing and manicure :									(iii) do.
(*a*) Barbers and manicurists	1.020		1.125		44		44		
(*b*) Barbers apprentices		0.350				44			

* Per month, including the estimated value of payments in kind.
† Per month.

TABLE VI (*b*).

(*Reference paragraph 75 of the Report.*)

PREDOMINANT AND AVERAGE MONTHLY SALARIES (INCLUDING ALL ALLOWANCES) IN CERTAIN ECONOMIC ACTIVITIES.

The Data refer to the month of October, 1960.

Activity	Predominant Monthly Salary				Average Monthly Salary			
	Men		Women		Men		Women	
	Over 18	Under 18	Over 18	Under 18	Over 18	Under 18	Over 18	Under 18
	Mils	*Mils*	*Mils*	*Mils*	*Mils*	*Mils*	*Mils*	*Mils*
1. Mining and Quarrying :—								
Clerks	59.000		27.400		55.400		27.400	
2. Manufacture & Construction :								
21. Beverage Industries :—								
Soft drinks :—								
Clerks	43.000		34.000		43.000		34.000	
Wines and Brandies :—								
Clerks	48.300				48.600			
22. Tobacco :—								
Clerks	35.400				35.400			
6. Commerce :—								
61. Wholesale & Retail Trade :								
Clerks	38.500		27.600		38.500		27.600	
Messengers	26.800				26.800			
Office boys		n.a.				n.a.		
Oil Companies :—								
Clerks	60.000				72.000			
62. Banks and other Financial Institutions :—								
Clerks	57.900		38.100		61.700		39.700	
Messengers	40.800				44.900			
7. Transport, Storage and Communications :—								
71. Transport :—								
Services Incidental to Transport :—								
Shipping Agencies :—								
Clerks	51.300		31.700		51.300		30.400	
Messengers	31.400				31.400			
8. Services :—								
Educational Services (Non-Government) :—								
Secondary Schools :—								
Teachers	65.250		57.500		71.900		56.900	
9. Domestic Servants				5.650*				6.250*

* Excluding the estimated value of payments in kind. n.a. Not available.

TABLE VI (*c*).

(*Reference paragraph 75 of the Report.*)

STATISTICS OF AVERAGE WAGE-RATES.

The Data refer to the week ended 22nd October, 1960.

Industry	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)
	Mils	*Mils*	*Mils*	*Mils*
1. Agriculture :				
(*a*) Agricultural workers	.965		.570	
(*b*) Shepherds	.835			
2. Mining :				
(I) Cupreous Ore Mining and Quarrying :				
(i) Underground :				
(*a*) Miners	1.350			
(*b*) Operatives and labourers	1.200			
(*c*) Tractor drivers	1.255			
(*d*) Brakemen	1.240			
(*e*) Pipe fitters	1.295			
(*f*) Pumpmen	1.080			
(*g*) Timbermen	1.325			
(*h*) Trackmen	1.320			
(*i*) Blasters	1.335			
(ii) Surface :				
(*a*) Operatives and labourers	1.040		.735	
(*b*) Tractor drivers	1.285			
(*c*) Brakemen	1.230			
(*d*) Pipe fitters	1.295			
(*e*) Blacksmiths	1.415			
(*f*) Mechanics and repairmen	1.320			
(*g*) Electricians	1.390			
(*h*) Drillers	1.220			
(*i*) Driller assistants	0.985			
(*j*) Hoistmen	1.365			
(*k*) Moulders	1.440			
(*l*) Masons	1.330			
(*m*) Carpenters	1.335			
(*n*) Painters	1.260			
(*o*) Watchmen	1.100			
(II) Other Ore Mining and Quarrying :				
(i) Underground :				
(*a*) Drillers	1.315			
(*b*) Driller assistants	1.200			
(*c*) Operatives and labourers	1.140			
(*d*) Timbermen	1.400			
(ii) Surface :				
(*a*) Foremen	1.400			
(*b*) Mechanics and repairmen	1.125			
(*c*) Electricians	1.280			
(*d*) Masons	1.365			
(*e*) Carpenters	1.370			
(*f*) Lorry drivers	1.295			
(*g*) Operatives and labourers	0.955		0.730	
3. Treatment of Non-Metalliferous Mining Products :				
(i) Bricks and fire clay goods :				
(*a*) Cement tile makers, skilled	1.425			
(*b*) Cement tile makers, S/skilled	1.120			
(*c*) Cement tile makers, unskilled	.845		.615	
(ii) Gypsum :				
(*a*) Craftsmen	1.010			
(*b*) Operatives and labourers, skilled	.910			
(*c*) Operatives and labourers, S/skilled	n.a.			
(*d*) Apprentices		n.a.		

TABLE VI (*c*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF AVERAGE WAGE-RATES.—*contd.*

The Data refer to the week ended 22nd October, 1960.

Industry	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)
	Mils	*Mils*	*Mils*	*Mils*
4. Chemical and Allied Trades :				
(i) Pharmaceutical preparations :				
(*a*) Dispensers	1.925			
(*b*) ,, apprentices	.900*			
(*c*) Messengers and Office boys	.840			
(ii) Soap manufacture :				
(*a*) Operatives, skilled	1.385			
(*b*) ,, unskilled	.965		.485	.510
(iii) Oil mills :				
(*a*) Operatives and labourers	.965			
5. Engineering and Metal Works :				
(*a*) Blacksmiths	1.340			
(*b*) Blacksmiths assistants	.785			
(*c*) Fitters	1.380			
(*d*) Plumbers	1.380			
(*e*) Moulders	1.260			
(*f*) Turners	1.275			
(*g*) Electro-welders	1.275			
(*h*) Coppersmiths	1.500*			
(*i*) Coppersmiths assistants	n.a.			
(*j*) Tinsmiths	1.000*			
(*k*) Apprentices, metal-working trades		.290		
6. Vehicles.				
(i) Motor repairs and garages :				
(*a*) Mechanics and repairmen (automobile)	1.275			
(*b*) Apprentices Auto-mechanics	.475	.275		
(ii) Bicycle repairs :				
(*a*) Repairers	.850*			
(*b*) Apprentices		.190		
7. Precision Instruments, Jewellery, etc.				
Jewellery and plates :				
(*a*) Goldsmiths	1.195			
(*b*) Apprentices		.300		
8. Textiles.				
(i) Cotton spinning :				
(*a*) Spinners, textile			.525	
(*b*) Operatives and labourers, skilled	.895		.815	
(*c*) Operatives and labourers S/skilled			.495	.430
(*d*) Apprentices			.450	.300
9. Leather and Leather Goods (excluding footwear).				
(i) Leather (tanning and dressing) :				
(*a*) Craftsmen and kindred workers	1.280			
(*b*) Operatives and labourers	1.080			
(ii) Leather goods, including saddlery :				
(*a*) Craftsmen	1.100*			
(*b*) Machinists			.625	
(*c*) Operatives and labourers			.465	.395
10. Clothing (including footwear).				
(i) Tailoring :				
(*a*) Coat-makers	1.270			
(*b*) Trouser-makers	.915			
(*c*) Assistants	.740			
(*d*) Apprentices		.225		

* Estimate, n.a. Not available.

TABLE VI (*c*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF AVERAGE WAGE-RATES—*contd.*

The Data refer to the week ended 22nd October, 1959.

INDUSTRY	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)
	Mils	*Mils*	*Mils*	*Mils*
10. CLOTHING (including footwear).—(*contd.*)				
(ii) Dressmaking :				
Dressmakers and seamstresses			.780	
(iii) Manufacture and repair of boots and shoes :—				
(*a*) Shoemakers	1.230			
(*b*) Shoemaker assistants	.710			
(*c*) Machinists	1.410		.545	.445
(*d*) Repairers	1.150*			
(*e*) Apprentices		.470		
11. FOOD.				
(i) Grain milling :				
(*a*) Millers	1.665			
(*b*) Operatives and labourers	1.020		.575	
(ii) Bread :				
(*a*) Kneaders	1.200			
(*b*) Ovenmen	1.230			
(*c*) Salesmen	1.095			
(*d*) Operatives and labourers	1.000*			
(iii) Flour confectionery :				
(*a*) Confectioners	1.470			
(*b*) Waiters	.900			
(*c*) Apprentices, confectioners		.470		
(*d*) Operatives and labourers			.730	
(iv) Macaroni :				
(*a*) Craftsmen	1.335			
(*b*) Operatives ond labourers	.790		.455	
(v) Sugar confectionery :				
(*a*) Confectioners	1.350			
(*b*) Operatives and labourers	965		.485	.330
(vi) Carob kibbling :				
(*a*) Craftsmen	1.570			
(*b*) Operatives and labourers	910		.550	
(vii) Citrus grading, packing and by-products :				
(*a*) Carpenters	1.490			
(*b*) Porters	1.500			
(*c*) Wrappers			1.015	
(*d*) Packers			1.010	
(viii) Food and fodder industries, n.e.s. :				
Operatives and labourers	1.010		.460	
12. DRINK.				
(i) Wines and brandies :				
(*a*) Coopers	1.310			
(*b*) Mechanics	1.340			
(*c*) Operatives and labourers	1.000		.545	
(ii) Aerated Waters :				
(*a*) Distributors	1.500			
(*b*) Operatives and labourers	1.025		.590	
13. TOBACCO.				
(*a*) Mechanics	1.795			
(*b*) Mixers	2.000			
(*c*) Craftsmen	1.845			
(*d*) Operatives and labourers	1.155		.545	.470

* Estimate

TABLE VI (*c*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF AVERAGE WAGE-RATES—*contd.*

The Data refer to the week ended 22nd October, 1960.

Industry	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)
	Mils	*Mils*	*Mils*	*Mils*
14. Wood Working.				
(i) Timber (Saw-milling, etc.) :				
(*a*) Carpenters	1.290			
(*b*) Carpenter apprentices		.350		
(ii) Furniture and Upholstery :				
(*a*) Furniture makers	1.180			
(*b*) Furniture makers assistants	.715			
(*c*) Furniture makers apprentices		.295		
(*d*) Upholsterers	1.070			
(iii) Job Carpentry :				
(*a*) Carpenters	1.335			
(*b*) Carpenter assistants	.780			
(*c*) Carpenter apprentices		.425		
15. Paper and Printing.				
(i) Printing and publishing :				
(*a*) Compositors, hand	1.550			
(*b*) Machine minders	1.510			
(*c*) Linotypists	1.690			
(*d*) Apprentices, printing trade		.440		
(*e*) Operatives and labourers	.735		.555	.375
(ii) Lithographic works :				
(*a*) Lithographers	1.695			
(*b*) Craftsmen	1.445			
(*c*) Bookbinders	n.a.			
(*d*) Operatives and labourers	.775		.500	.390
16. Other Manufacturing Industries.				
(i) Button Industry :				
Operatives and labourers			.460	
(ii) Teeth Industry :				
(*a*) Craftsmen	n.a.			
(*b*) Operatives and labourers	n.a.		n.a.	
(iii) Zip Fastener Industry :				
Operatives and labourers			.450	
17. Building and Contracting.				
(*a*) Stone masons and brick layers	1.315			
(*b*) Stone masons and brick layers, apprentices		.545		
(*c*) Carpenters and joiners	1.225			
(*d*) Carpenters and joiners, apprentices		.700*		
(*e*) Operatives and labourers	.980		.790	
(*f*) Painters	1.360			
(*g*) Electric fitters	1.070			
(*h*) Electric fitters, apprentices		.375		
18. Electricity and Water Supply.				
(i) Electricity :				
(*a*) Fitters	1.460			
(*b*) Fitters assistants	n.a.			
(*c*) Engine drivers	1.550			
(*d*) Motor transport drivers	1.185			
(*e*) Electricians	1.205			
(*f*) Wiremen	1.430			
(*g*) Linesmen	1.470			
(*h*) Operatives and labourers	.865			
(ii) Water Supply :				
(*a*) Mechanics and repairmen	1.985			
(*b*) Plumbers and pipe fitters, skilled	1.295			
(*c*) Plumbers and pipe-fitters, S/skilled	.995			
(*d*) Oilers, skilled	1.650			
(*e*) Oilers, S/skilled	1.140			
(*f*) Operatives and labourers	.835			

* Estimate. n.a. Not available.

TABLE VI (*c*)—*contd.*

(*Reference paragraph 75 of the Report.*)

STATISTICS OF AVERAGE WAGE-RATES—*contd.*

The Data refer to the week ended 22nd October, 1960.

Industry	Men (18 & over)	Boys (under 18)	Women (18 & over)	Girls (under 18)
	Mils	*Mils*	*Mils*	*Mils*
19. Transport and Communication.				
Road passenger and goods transport:				
(*a*) Bus and lorry drivers	1.245			
(*b*) Taxi drivers	1.190			
(*c*) Porters	1.015			
(*d*) Mechanics and repairmen	1.225			
(*e*) Mechanics and repairmen apprentices		.285		
20. Distributive Trades.				
(*a*) Salesmen	29.650†	16.650†		
(*b*) Saleswomen			21.500†	
(*c*) Porters	1.150			
21. Public Administration, Public Works, Etc.				
(i) Central Government Service :				
(*a*) Fitters	1.355			
(*b*) Machine and tools operators	1.510			
(*c*) Plumbers	1.295			
(*d*) Blacksmiths	1.305			
(*e*) Electric welders	1.590			
(*f*) Oxygen welders	1.450			
(*g*) Coppersmiths	1.350			
(*h*) Moulders	1.380			
(*i*) Pattern makers	1.575			
(*j*) Motor transport fitters	1.245			
(*k*) Electric fitters	1.285			
(*l*) Operatives and labourers	.905	.685	.620	
(*m*) Motor transport drivers	1.125			
(*n*) Roller and engine drivers	1.665			
(*o*) Sailors	1.410			
(*p*) Watchmen	.885			
(*q*) Water-carriers	.900			
(*r*) Masons	1.320			
(*s*) Carpenters	1.365			
(*t*) Cabinet makers	1.410			
(*u*) Painters	1.285			
(*v*) Foremen	1.525			
(*w*) Asphalt sprayers	1.110			
(*x*) Packers	1.185			
(*y*) Seamstresses			1.010	
(*z*) Wardmaids			.745	
(ii) Local Government Service :				
(*a*) Masons	1.455			
(*b*) Carpenters	1.175			
(*c*) Motor transport drivers	1.210			
(*d*) Roller drivers	1.080			
(*e*) Gardeners	.920			
(*f*) Operatives and labourers	1.025			
(*g*) Scavengers	1.000			
22. Miscellaneous Services.				
(i) Hotels, coffee-shops and restaurants :				
(*a*) Cooks	33.000†			
(*b*) Waiters	26.750†			
(*c*) Barmen	31.800†			
(*d*) Chamber maids			17.000†	
(*e*) Laundress			20.750†	
(ii) Dry cleaning :				
Operatives	1.290		.695	
(iii) Hair-dressing and manicure :				
(*a*) Barbers and manicurists	1.020		1.125	
(*b*) Barbers apprentices		.350		

† Per month, including the estimated value of payments in kind. n.a. Not available.

TABLE VI (*d*).

(*Reference paragraph 75 of the Report*).

ACTUAL AVERAGE WEEKLY EARNINGS AND ACTUAL HOURS WORKED IN CERTAIN INDUSTRIES.

(*Typical week selected* 16.10.60 *to* 22.10.60).

Note : 1,000 mils = £1.

Industry	Average number of hours worked					Average weekly earnings				
	Men (18 and over)	Boys (under 18)	Women (18 and over)	Girls (under 18)	All wage earners	Men (18 and over)	Boys (under 18)	Women (18 and over)	Girls (under 18)	All wage earners
						mils.	mils.	mils.	mils.	mils.
1. Agriculture	42	—	40	—	41	5.075	—	2.530	—	3.565
2. Mining	41	—	44	—	42	6.485	—	4.430	—	6.405
3. Treatment of Non-Metalliferous Mining Products ..	46	—	44	—	45	6.485	—	3.695	—	6.085
4. Chemical and allied trades ..	42	—	44	44	43	6.025	—	2.970	3.075	4.510
5. Engineering	44	40	—	—	42	7.500	2.245	—	—	5.245
6. Vehicles	43	42	—	—	43	5.135	1.465	—	—	2.705
7. Precision instruments, jewellery etc.	43	44	—	—	43	6.625	2.190	—	—	5.225
8. Textiles	44	—	45	37	44	5.570	—	3.030	2.335	3.260
9. Leather, leather goods (excluding boots and shoes) ..	44	—	37	44	41	7.490	—	2.860	2.375	4.825
10. Clothing (including boots and shoes)	39	42	43	37	40	6.340	2.110	3.775	2.785	5.190
11. Food manufacture and packing	50	44	45	45	47	8.585	2.395	4.730	2.170	6.375
12. Drink manufacture	49	—	44	—	48	6.975	—	3.265	—	5.860
13. Tobacco manufacture ..	45	—	38	36	39	7.620	—	2.895	1.945	3.840
14. Wood Working	43	42	—	—	43	6.450	2.275	—	—	4.820
15. Paper and printing	45	39	44	44	44	7.665	3.150	3.350	2.315	5.845
16. Other manufacturing industries	—	—	44	—	44	—	—	2.760	—	2.760
17. Building and contracting ..	41	42	38	—	41	6.425	3.430	4.485	—	6.040
18. Electricity and water supply	46	—	—	—	46	7.270	—	—	—	7.270
19. Transport and communication	45	36	—	—	44	7.265	2.200	—	—	6.945
20. Distributive trades*	204	202	217	—	208	31.400	16.450	22.400	—	27.900
21. Public administration, public works, etc.	43	41	42	—	43	6.125	3.550	3.755	—	5.820
22. Miscellaneous services, various	48	44	45	—	47	6.790	3.295	4.625	—	5.850

* Figures refer to October, 1960.

TABLE VII

(Reference paragraph 101 of the Report)

Accidents Notified to the Ministry of Labour and Social Insurance during 1960.

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 & Over	Fatal	Non-Fatal	
Agriculture	1	1	-	-	1	-	1	Hand tools
"	1	-	1	-	1	1	-	Struck by falling objects
"	1	1	-	-	1	1	-	Motor vehicles
"	4	4	-	-	4	-	4	Persons falling
"	1	-	1	-	1	-	1	" "
Forestry	1	1	-	-	1	-	1	Persons falling
"	2	2	-	-	2	-	2	Struck by falling objects
"	2	2	-	-	2	-	2	Flying objects
"	1	1	-	-	1	-	1	Other accidents
Stone Quarrying	2	2	-	-	2	-	2	Striking against objects and caught between objects
"	2	2	-	-	2	-	2	Persons falling
Food Manufacturing Manufacture of dairy products, Canning and Preserving	1	1	-	-	1	-	1	Struck by falling objects
"	1	-	1	-	1	-	1	Persons falling
"	1	-	1	-	1	-	1	Striking against objects and caught between objects.

TABLE VII - contd.

Accidents Notified to the Ministry of Labour and Social Insurance during 1960

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 & Over	Fatal	Non-Fatal	
Manufacture of bakery products	1	1	-	-	1	-	1	Explosion (Other than fire or steam boiler)
Manufacture of miscellaneous food products	1	1	-	-	1	-	1	Other
Grain Commission	2	2	-	-	2	-	2	Motor vehicles
"	3	3	-	-	3	-	3	Struck by falling objects
Wines & Spirits	1	1	-	-	1	-	1	Planing machines
"	2	2	-	-	2	-	2	Persons falling
Soft drinks	1	1	-	-	1	-	1	Dangerous occurrence
"	1	1	-	-	1	-	1	Electric shock circuit
"	1	-	1	-	1	-	1	Other accidents
"	1	1	-	-	1	-	1	Transport (other vehicles, hand trucks, wheel barrows)
Tobacco manufacturing	1	-	1	-	1	-	-	Other Power driven machinery

TABLE VII - contd.

Accidents Notified to the Ministry of Labour and Social Insurance during 1960.

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 & Over	Fatal	Non-Fatal	
Manufacture of wood								
Saw-mills	2	2	-	-	2	-	2	Circular saws, all types
"	1	1	-	1	-	-	1	" " " "
"	4	4	-	-	4	-	4	Planing machines
Manufacture of furniture	1	1	-	1	-	-	1	Striking against objects & caught between objects
"	2	2	-	-	2	-	2	Unspecified
Manufacture of chemicals and chemical products	1	1	-	1	-	1	-	Fire
Manufacture of bricks and tiles	1	1	-	-	1	-	1	Unspecified
"	2	2	-	-	2	-	2	Struck by falling object
Manufacture of cement	1	1	-	-	1	-	1	Lifting objects
"	1	1	-	-	1	-	1	Flying objects
"	1	1	-	-	1	-	1	Persons falling
"	2	2	-	-	2	-	2	Struck by falling objects
Building & works of Engineering Construction	9	9	-	-	9	1	8	Struck by falling objects
"	10	10	-	-	10	-	10	Persons falling
"	4	4	-	-	4	-	4	Hot or corrosive substances including molten metal.
"	4	4	-	-	4	-	4	Other accidents

TABLE VII - contd.

Accidents Notified to the Ministry of Labour and Social Insurance during 1960

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 & Over	Fatal	Non-Fatal	
Building & works of Engineering Construction	1	1	-	-	1	-	1	Striking against objects and caught between objects
"	3	3	-	-	3	-	3	Motor vehicles
"	1	1	-	-	1	-	1	Air compressor
"	1	1	-	-	1	-	1	Fall of ground
"	2	2	-	-	2	-	2	Hand tools
"	1	1	-	-	1	-	2	Transport (other vehicles, hand trucks, wheel barrows)
"	1	1	-	-	1	-	1	Collapse of scaffolding
"	1	1	-	-	1	-	1	Unspecified
"	2	2	-	-	2	-	2	M/cycles-bicycles
Water Development & Irrigation services	1	1	-	-	1	-	1	Struck by falling objects
"	3	3	-	-	3	-	3	Other accidents
"	2	2	-	-	2	-	2	Persons falling
"	2	-	2	-	2	-	2	Other accidents
"	1	1	-	-	1	-	1	Striking against objects and caught between objects
Manufacture of metal products except machinery & transport equipment	1	1	-	1	-	1	-	Fire
"	1	1	-	-	1	-	1	Electric shock
"	1	1	-	-	1	-	1	Motor vehicles

TABLE VII - contd.

Accidents Notified to the Ministry of Labour and Social Insurance during 1960.

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 & Over	Fatal	Non-Fatal	
Tin Smithy	1	1	-	-	1	-	1	Stepping on objects
Black Smithy	3	3	-	-	3	-	3	Striking against objects and caught between objects
Aluminium Utencils	1	1	-	-	1	-	1	Bursting of revolving vessels
"	1	1	-	-	1	-	1	Flying objects
"	1	1	-	-	1	-	1	Machine tools (other)
"	2	2	-	-	2	-	2	Persons falling
"	1	1	-	-	1	-	1	Ropes, pulleys, etc.
Manufacture of Transport equipment								
Boat building								
Repair of motor vehicles	1	1	-	-	1	-	1	Striking against objects and caught between objects
"	2	2	-	-	2	-	2	Persons falling
"	2	2	-	-	2	-	2	Explosion
"	1	1	-	-	1	-	1	Handling without machinery
"	1	1	-	-	1	-	1	Fire
"	1	1	-	-	1	-	1	Motor vehicles
"	1	1	-	-	1	-	1	Other accidents
"	1	1	-	-	1	-	1	Fire
"	1	1	-	1	-	-	1	Persons falling
Carpenters shops	2	2	-	-	2	-	2	Striking against objects & caught between objects
"	2	2	-	1	1	-	2	Planing machines
"	1	1	-	-	1	-	1	Circular saws all types

TABLE VII - contd.

Accidents Notified to the Ministry of Labour and Social Insurance during 1960

Industry	No of persons affected	Sex Male	Sex Female	Age Under 18	Age 18 & Over	Degree of Injury Fatal	Degree of Injury Non-Fatal	Causation
Electricians shops	1	1	-	-	1	-	1	Struck by falling object
"	1	1	-	-	1	-	1	Electricity (ropes,pulleys)
Electricity Gas & Steam	6	6	-	-	6	1	5	Persons falling
"	1	1	-	-	1	-	1	Unspecified
Generation transmission and distribution of electric energy	2	2	-	-	2	-	2	Striking against objects caught between objects
"	1	1	-	-	1	-	1	Struck by falling objects
"	3	3	-	-	3	-	3	Other accidents
"	2	2	-	-	2	-	2	Electricity
"	1	1	-	-	1	-	1	Snakes & poisonous insects
Armed Forces	18	17	1	-	18	-	18	Struck by falling objects
"	24	22	2	-	24	-	24	Persons falling
"	3	3	-	-	3	-	3	Flying objects
"	5	5	-	-	5	-	5	Striking against objects
"	1	1	-	-	1	-	1	Stepping on objects
"	9	9	-	-	9	-	9	Other accidents
"	4	4	-	-	4	-	4	Unspecified
"	2	2	-	-	2	-	2	Electric shop
"	1	1	-	-	1	-	1	Other
"	1	1	-	-	1	-	1	Explosion
"	2	2	-	-	2	-	2	Handling without machinery handling goods or articles in manufacturing or carrying processes, not included under other headings
"	1	1	-	-	1	-	1	Electricity

TABLE VI - Contd.

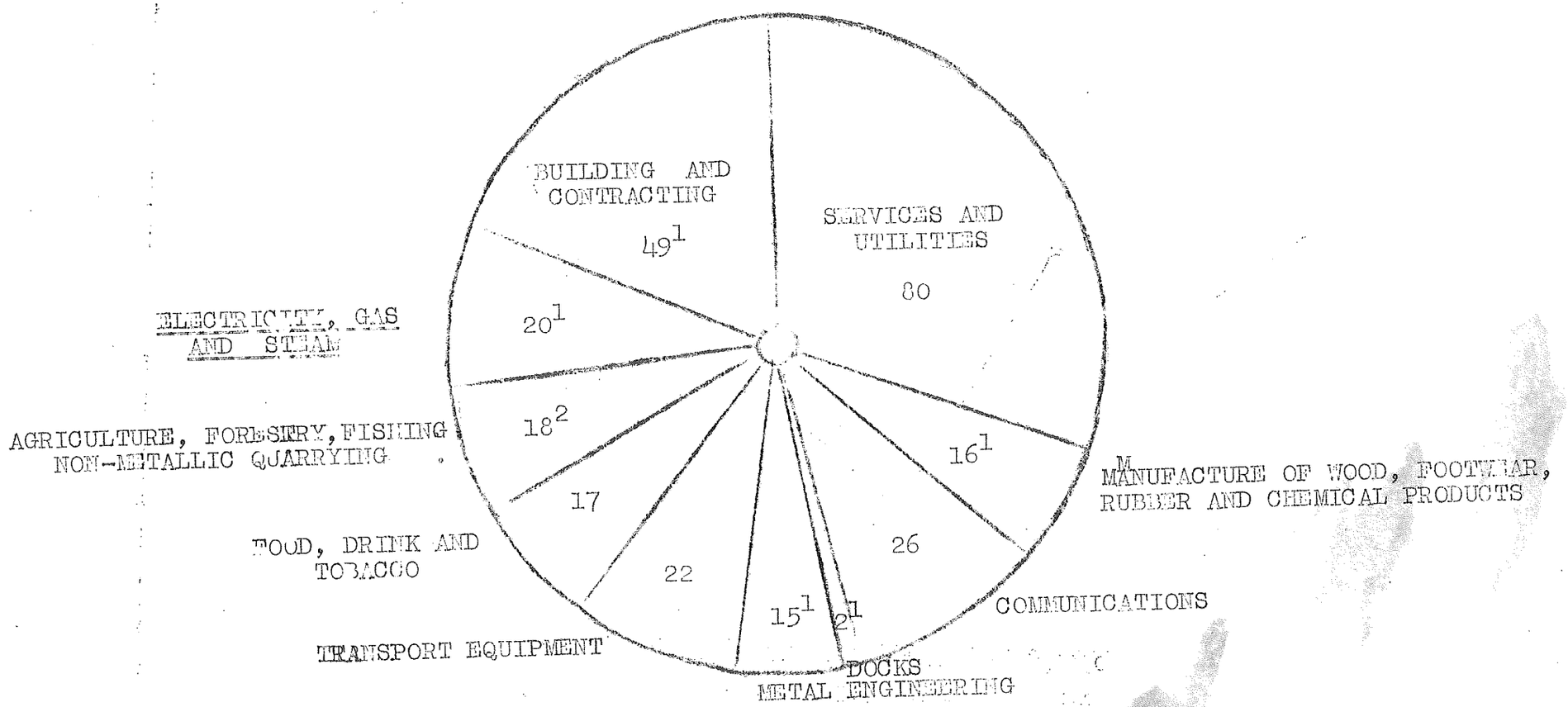
Accidents Notified to the Ministry of Labour and Social Insurance during 1960

Industry	No of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 & Over	Fatal	Non-Fatal	
Road passenger Transport except Omnibus	2	2	-	-	2	-	2	Motor cars
"	3	3	-	-	3	-	3	Striking against objects and caught between objects
"	3	3	-	-	3	-	3	Persons falling
Freight transport by road	2	2	-	-	2	-	2	Flying objects
"	1	1	-	-	1	-	1	Struck by falling objects
Water Transport, except ocean transport Docks.	1	1	-	-	1	1	-	Persons falling
"	1	1	-	-	1	-	1	Struck by falling object
Telecommunications Telephones	9	9	-	-	9	-	9	Persons falling
"	8	8	-	-	8	-	8	Struck by falling objects
"	7	7	-	-	7	-	7	Other accidents
"	1	1	-	-	1	-	1	Unspecified
"	1	1	-	-	1	-	1	Other vehicles, hand-trucks, wheel barrows, etc.
Dry Cleanings and Laundry	3	1	2	-	3	-	3	Other accidents
"	1	1	-	-	1	-	1	Ropes, Pulleys.

TABLE VIII

(Reference paragraph 101 of the Report)

DISTRIBUTION BY INDUSTRY OF REPORTED INDUSTRIAL ACCIDENTS, 1960.



Indices show number of fatalities.
This is included in the figure given.

TABLE IX

(Reference paragraph 101 of the Report)

FATAL AND NON FATAL ACCIDENTS 1953/1960

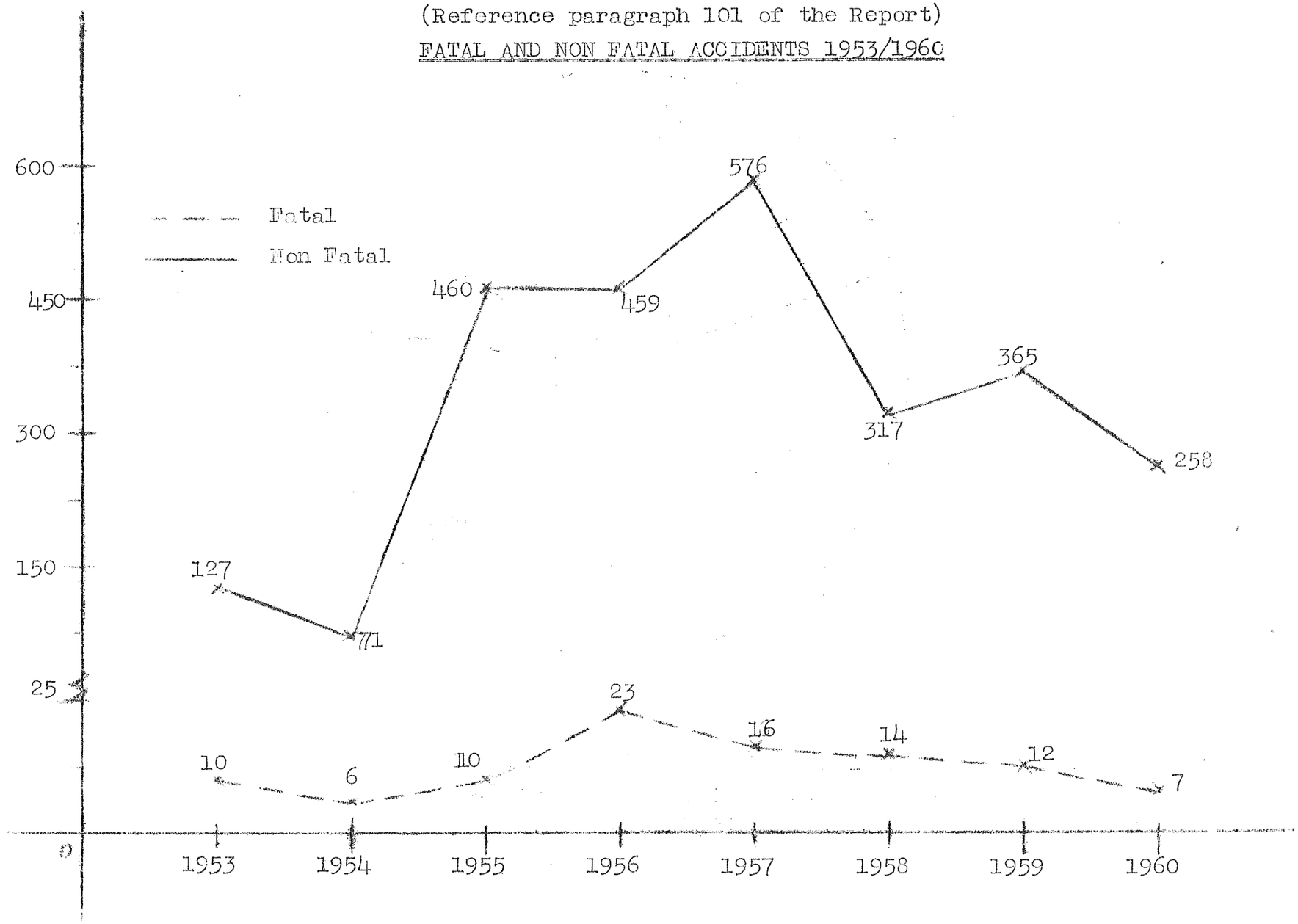


TABLE X

(Reference paragraph 101 of the Report)

ANALYSIS OF ACCIDENTS BY CAUSATION, 1960

%	
27	Persons falling
21	Struck by falling object
17	Miscellaneous causes
9	Stepping on or striking against object
5	Transport
5	Molten metal, hot or corrosive substance, explosion, fire
4	Power driven machinery
4	Flying objects
4	Electrical
2	Handling goods
2	Hand tools

TABLE XI

(Reference paragraph 101 of the Report)

ACCIDENTS IN THE MINING INDUSTRY, 1960.

No. of persons affected	Degree of Injury		Causation
	Fatal	Non Fatal	
10	-	10	Persons falling
9	1	8	Falls of ground
14	-	14	Struck by falling objects
6	-	6	Machinery
44	-	4	Truck and Wagons
6	1	5	Shipping
-	-	-	Other causes
Totals: 49	2	47	

Notes: There were two fatal accidents on surface.
Out of the 49 accidents 22 were underground, causing incapacity for 14 days or over.
The number of lost time accidents went up by 11.7% as compared with 1959.

TABLE XII

(Reference Paragraph 125 of the Report)
Number of persons insured by age group sex and in the case of female contributors by marital status as well.

Age Group	Total Males & Females	Males	Females	Females married	Females Single
Prior to 1892	3.343	2.848	495	406	89
1892	411	372	39	28	11
1893	507	467	40	34	6
1894	751	643	108	90	18
1895	516	445	71	57	14
1896	2.030	1.403	627	526	101
1897	645	564	81	69	12
1898	1.132	956	176	152	24
1899	739	631	108	90	18
1900	2.310	1.795	515	416	99
1901	2.078	1.505	573	474	99
1902	1.525	1.278	247	218	29
1903 - 1909	13.549	10.204	3.345	2.840	505
1910 - 1919	26.911	19.349	7.562	6.425	1.137
1920 - 1929	31.687	24.207	7.480	5.436	2.044
1930 - 1939	48.162	35.715	12.447	2.996	9.451
1940	7.135	4.942	2.193	110	2.083
1941	4.914	3.437	1.477	66	1.411
1942	4.431	3.087	1.344	25	1.319
1943	4.671	3.324	1.347	16	1.331
1944	3.770	2.692	1.078	12	1.066
1945	2.319	1.676	643	-	643
1946	1.501	1.079	422	-	422
1947	278	184	94	-	94
1948	21	12	9	-	9
	165.336	122.815	42.521	20.486	22.035

TABLE XIII.

(*Reference Paragraph* 131 *of the Report*).

SOCIAL INSURANCE FUND.

FUND ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER, 1960.

PAYMENTS.

	£ mils	£ mils.
Management Expenses :		
Salaries and Allowances	53,570.340	
Rents	1,878,665	
Stationery and Printing	1,389.692	
Travelling	1,186.416	
Sundries	768.192	
Audit Fees	1,103.000	
Printing of Social Insurance Stamps	814.409	
Visits of Experts	136.050	
		60,846.764
Insurance Benefits :		
Unemployment Benefit	187,340.370	
Sickness Benefit	29,551.330	
Maternity Grant	34,401.500	
Death Grant	1,732.000	
Widows' Pension	9,547.400	
Orphans' Benefiit	24.000	
Old Age Pension	32,672.764	
Marriage Grant	1,430.965	
		296,700.329
		357,547.093
Surplus		297,362.226
		654,909.319

RECEIPTS.

	£ mils
Employers and Employees' Contribution	391,517.664
General Government Contribution	195,756.131
Interest Received	67,635.524
	654,909.319

BALANCE SHEET AS AT 31ST DECEMBER, 1960.

LIABILITIES.

	£ mils	£ mils
Balance of Fund at 1.1.1960 ..		1,294,542.996
Add Surplus for the Year	297,362.226	
Less Depreciation and Amount written off	726.532	
	296,635.694	
Less Depreciation of Investments	9,500.988	
		287,134.706
		£1,581,677.702

ASSETS.

	£ mils	£ mils
Cash with Treasury		50,980.045
Investments at Middle Market Prices		1,523,653.104
Office Equipment Furniture and Fitting at Cost	5,326.843	
Add Purchases during 1960	90.720	
	5,417.563	
Less Aggregate Depreciation to-date	1,514.440	
		3,903.123
Cost of Additions and Alterations to Government Premises used by the Fund	3,695.773	
Less Total Amount written off ..	554.343	
		3,141.430
		£1,581,677.702

TABLE XIV

(Reference Paragraph 132 of the Report).

CONTRIBUTION CONDITIONS

1. The contribution conditions for sickness benefit, unemployment benefit, a maternity grant or a death grant are -

(a) that not less than twenty-six contributions have been paid by the insured person ; and

(b) that not less than fifty contributions have been paid by or credited to him for the last complete contribution year before the beginning of the benefit year which includes the day on which the conditions are required to be satisfied.

2. The contribution conditions for a marriage grant, widow's pension or old age pension are -

(a) that not less than one hundred and fifty-six contributions have been paid by the insured person; and

(b) that the yearly average of the contributions paid by or credited to him over the period -

(i) beginning on the first day of the contribution year which includes the appointed day or, if he reaches the age of sixteen years after the appointed day, on the first day of the contribution year in which he reaches that age; and

(ii) ending on the last day of the last complete contribution year before the beginning of the benefit year which includes the day on which the conditions are required to be satisfied;

is not less than fifty.

TABLE XV

(Reference Paragraph 132 of the Report).
Rate or amount of benefit payable at the full and reduced rates.

Kind of Benefit	Full Rate	Reduced rate or amount		
	Number of contributions paid or credited in the last contribution year or yearly average of contributions paid or credited.			
	50 or over	40-49	30-39	20-29
Sickness Benefit, Unemployment Benefit, Widow's pension, Old Age Pension	£1.200 mils	£1.000 mils	800 mils	600 mils
Marriage Grant	£10	£8	£6	£5
Maternity Grant	£ 5	£4	£3	£2.500 mils
Death Grant	£10	£8	£6	£5
Increase of Benefit for -				
(a) One dependant	600 mils	500 mils	400 mils	300 mils
(b) Two or more dependants	900 mils	750 mils	600 mils	450 mils

TABLE XVI.

(*Reference Paragraph* 132 *of the Report*).

COMPARATIVE TABLE SHOWING CLAIMS RECEIVED BY MONTH FOR THE YEARS 1958, 1959 AND 1960.

	Unemployment Benefit			Sickness Benefit			Maternity Grant			Death Grant			Widow's Pension			Marriage Grant	Old Age Pension	Orphan's benefit
	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1960	1960	1960
January ..	1,135	4,039	8,017	685	712	457	673	776	692	9	24	17	5	7	8	3	60	—
February ..	1,382	3,985	7,186	671	1,717	767	797	742	692	15	25	14	2	2	1	17	64	—
March ..	1,384	4,549	10,850	721	1,505	702	637	730	808	13	17	21	1	2	7	11	60	—
April ..	1,270	3,967	7,575	700	1,292	846	764	884	603	20	29	25	1	3	4	16	42	—
May ..	1,263	2,333	6,399	899	1,199	498	630	495	612	16	10	17	—	—	5	7	61	—
June	2,241	2,395	7,162	748	770	572	478	527	752	12	12	32	1	—	10	14	63	—
July	1,482	2,277	5,384	701	717	596	487	753	567	16	19	18	2	—	12	23	33	—
August	1,489	2,277	5,059	666	362	720	555	508	604	18	10	12	2	1	8	19	37	—
September ..	1,646	2,073	5,650	863	832	358	628	566	783	25	15	17	4	—	7	25	55	1
October ..	1,577	1,553	5,146	833	1,107	379	698	632	537	26	16	23	2	3	15	29	56	—
November ..	1,836	1,988	4,601	960	1,111	1,026	645	709	611	15	19	10	3	1	5	37	73	—
December ..	2,024	2,091	5,277	568	460	541	747	821	854	22	29	16	3	1	13	44	67	—
	18,729	33,527	78,306	9,015	11,784	7,462	7,739	8,143	8,115	207	225	222	26	20	95	245	671	1

TABLE XVII.

(*Reference paragraph* 132 *of the Report*).

COMPARATIVE MONTHLY STATEMENT SHOWING PAYMENTS OF INSURANCE BENEFITS FOR THE YEARS 1958, 1959 AND 1960.

	Unemployment Benefit			Sickness Benefit			Maternity Grant			Death Grant			Widow's Pension			Marriage Grant	Old Age Pension	Orphan's benefit
	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1960	1960	1960
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
January ..	2,410	10,713	13,203	1,234	1,924	1,870	2,889	2,863	2,759	90	144	155	17	166	595	9	—	—
February ..	3,830	18,877	19,169	1,784	1,666	2,203	3,479	3,291	3,206	186	194	127	207	207	961	30	1,350	—
March	6,377	21,757	21,590	2,263	1,813	2,372	3,776	3,013	3,406	74	139	120	184	316	513	80	851	—
April	5,914	16,859	21,969	2,738	3,290	1,793	3,794	3,220	2,424	146	172	132	163	347	585	10	1,496	—
May	5,517	12,914	20,262	2,691	2,586	2,274	3,544	3,041	3,456	206	186	134	130	289	517	43	2,880	—
June	4,113	9,666	14,498	1,780	2,861	1,965	2,347	2,810	2,393	104	117	151	176	325	562	74	2,552	—
July	3,384	9,680	12,784	1,557	2,812	2,957	2,110	2,897	2,872	66	164	205	165	1,322	952	139	3,301	—
August	7,844	10,497	13,924	2,260	1,982	2,376	2,310	2,657	2,164	165	136	114	260	571	990	207	3,073	—
September ..	7,239	7,805	12,529	3,660	2,300	1,988	2,918	2,586	3,244	196	88	159	216	391	866	140	3,644	—
October ..	6,878	6,962	12,035	2,950	3,263	1,477	2,800	2,586	2,281	272	119	145	151	414	877	241	4,176	4
November ..	6,322	7,318	11,669	2,580	2,245	2,469	2,623	2,334	2,972	158	52	118	293	366	986	219	4,888	5
December ..	9,629	10,585	13,708	5,019	2,288	5,066	4,196	3,190	3,224	136	224	172	510	445	1,143	238	4,461	5
	69,457	143,633	187,340	30,516	29,030	28,810	36,786	34,488	34,401	1,799	1,735	1,732	2,472	5,159	9,547	1,430	32,672	14

TABLE XVIII

(Reference Paragraph 133(v) of the Report).

Compensated Industrial Accidents and weekly amount of Benefit awarded.

Industry	No. of persons	Weekly Rate mils
CONSTRUCTION		
400.3 Building & Road construction other than Government	1	2.100
TRANSPORT, STORAGE & COMMUNICATION		
714.1. Freight Transport by Road	1	2.100
GOVERNMENT SERVICES		
810.2 Local Govt.	1	1.800
810.3 Armed Forces (British)	1	2.100
810.4 Police Force	1	2.100

TABLE XIX

(Reference paragraph 143 of the Report)
STATISTICS OF WORKMEN'S COMPENSATION, 1960.
NUMBER OF CASES REPORTED AND AMOUNTS AWARDED.

Industry	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount
		Mils		Mils		Mils		Mils
MINING AND QUARRYING								
Metal mining except iron ore mining:								
122.1. Cupreous and iron pyrites mining	64	620.000	12	1,458.000	1	-	1	600.000
122.2. Chromium mining	10	75.000	2	155.000	-	-	-	-
Non-Metallic Mining and Quarrying not elsewhere classified:								
190.1. Asbestos Mining	4	180.000	2	349.700	-	-	-	-
FOOD MANUFACTURING INDUSTRIES, EXCEPT BEVERAGE INDUSTRIES.								
Canning & preserving of fruits & vegetables								
203.2. Dried fruits	-	-	-	-	-	-	1	-
203.4. Vegetable preserving	2	2.275	-	-	-	-	-	-
Manufacture of grain mill products.								
205.1. Flour mills	1	-	1	14.400	-	-	-	-
Manufacture of miscellaneous food preparation.								
209.2. Manufacture of olive oil.	1	20.000	-	-	-	-	-	-
BEVERAGE INDUSTRIES								
Distilling, rectifying and blending of spirits.								
211.1. Manufacture of alcholic liquors	3	101.741	1	16.000	-	-	-	-
Wine Industries.								
212.2. Manufacture of grape juice	1	22.000	-	-	-	-	-	-
Soft drinks and carbonated water industries								
214.1. Aerated waters	4	19.601	-	-	-	-	-	-
C/F	90	1,040.617	18	1,993.100	1	-	2	600.000

2/.....

TABLE XIX -- Contd.

Industry	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount
		Mils		Mils		Mils		Mils
B/F	90	1,040.617	18	1,993.100	1	-	2	600.000
TOBACCO MANUFACTURES								
220.1. Manufacture of cigarettes	1	14.735	1	80.000	-	-	-	-
MANUFACTURE OF TEXTILES								
Spinning, weaving & finishing of textiles								
231.3 Weaving (Factories)	1	85.000	-	-	-	-	-	-
231.5. Processing textile fibres	2	37.200	-	-	-	-	-	-
MANUFACTURE OF WOOD & CORK, EXCEPT MANUFACTURE OF FURNITURE.								
250.1. Saw-mills	1	7.500	-	-	-	-	-	-
MANUFACTURE OF FURNITURE AND FIXTURES.								
260.1. Manufacture of furniture	1	6.000	-	-	-	-	-	-
260.4. Other (including box making)	1	19.500	-	-	-	-	-	-
MANUFACTURE OF CHEMICALS & CHEMICAL PRODUCTS								
319.1. Pharmacies	-	-	-	-	-	-	1	1,900.000
319.3. Manufacture of soap.	1	27.800	-	-	-	-	-	-
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS, EXCEPT PRODUCTS OF PETROLEUM AND COAL.								
Manufacture of structural clay products								
331.1. Manufacture of bricks and tiles (clay)	5	78.012	-	-	-	-	-	-
334. Manufacture of cement.	4	52.054	-	-	-	-	-	-
C/F	107	1,368.418	19	2,073.100	1	-	3	2,500.000

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TABLE XIX - Contd.

Industry	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount
		Mils		Mils		Mils		Mils
B/F	107	1,368.418	19	2,073.100	1	-	3	2,500.000
MANUFACTURE OF METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORT EQUIPMENT								
350.1. Blacksmith shops.	6	189.991	1	160.000	-	-	1+	-
350.2. Tinsmith shops	-	-	2	200.000	-	-	-	-
350.10. Manufacture of aluminium utensils	2	35.000	-	-	-	-	-	-
MANUFACTURE OF MACHINERY EXCEPT ELECTRICAL MACHINERY								
360.1. Machine shops	1	8.500	-	-	-	-	-	-
MANUFACTURE OF ELECTRICAL, MACHINERY APPARATUS, APPLIANCES AND SUPPLIES								
370.2. Repairs to radios refrigerators and other electric household appliances	1	45.000	-	-	-	-	-	-
MANUFACTURE OF TRANSPORT EQUIPMENT								
Repair of motor vehicles and cycles.								
384.1. Repair of motor vehicles	1	10.000	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING INDUSTRIES								
Manufacturing industries not elsewhere classified								
399.4. Manufacture of ice	2	32.000	-	-	-	-	-	-
CONSTRUCTION								
400.3. Building and road construction.	68	2,275.243	7	449.000	1	1,688.000	1	-
400.7. Electrician's shop.	2	18.000	1	173.000	-	-	-	-
C/F	190	3,982.152	30	3,055.100	2	1,688.000	5	2,500.000

+ The deceased was the son of the employer.

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TABLE XIX - Contd.

Industry	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount
		Mils		Mils		Mils		Mils
B/F	190	3,982.152	30	3,055.100	2	1,688.000	5	2,500.000
ELECTRICITY, GAS AND STEAM								
Electric light and power.								
511.1. Generation, transmission and distribution of electric energy.	7	97.395	-	-	-	-	1	600.000
WATER AND SANITARY SERVICES								
Water Supply								
521.1. Collection and distribution of water to domestic and industrial consumers.	20	84.151	1	120.000	-	-	-	-
WHOLESALE AND RETAIL TRADE								
Wholesale trade								
611.2. Wholesale exporters and importers.	7	297.000	1	80.000	-	-	-	-
611.3. Wholesale agents including grain commissions	5	190.000	-	-	-	-	-	-
611.5. Wholesale petroleum bulk tank stations	2	8.000	-	-	-	-	-	-
Retail trade								
612.1. Retail selling of merchandise for personal consumption	15	127.388	-	-	-	-	-	-
TRANSPORT, STORAGE & COMMUNICATION								
Transport								
714.1. Freight transport by road	8	185.189	-	-	-	-	-	-
716.3. Loading and discharging of vessels	7	170.000	2	162.000	-	-	1	600.000
C/F	261	5,741.275	34	3,417.100	2	1,688.000	7	3,700.000

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TABLE XIX - Contd.

Industry	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount
		Mils		Mils		Mils		Mils
B/F	261	5,141.275	34	3,417.100	2	1,688.000	7	3,700.000
Storage & Warehousing								
720.1. Warehouses	1	9.000	-	-	-	-	-	-
Communications								
730.4. Telephones	26	569.568	-	-	-	-	-	-
SERVICES								
Government Services								
810.1. Central Government (Administration)	103	1,730.201	17	2,275.420	-	-	1	600.000
810.2. Local Government	3	28.000	-	-	-	-	-	-
TOTAL	394	7,478.044	51	5,692.520	2	1,688.000	8	4,300.000

Note:- (a) The amounts include compensation paid in 1960 for accidents which had occurred before 1960 and have not been settled by 31st December, 1959.

(b) The following cases which occurred during 1960 and had not been settled by the end of the year were included in the above figures:-

Temporary disablement:	12
Permanent partial incapacity:	5
Permanent total incapacity:	3
Deaths:	2

TABLE XX.

(Reference paragraphs 34 and 161 of the Report.)

SUMMARY OF PROSECUTIONS AND CONVICTIONS RELATING TO LABOUR IN 1960.

Law	Prosecutions against workers	Prosecutions against employers	Number of convictions	Instituted by	
				District Labour Office	Police
Children and Young Persons (Employment) Law, Cap. 178..		13	13	8	5
Factories Law, Cap. 134		30	30	23	7
Hotels (Conditions of Service) Regulations, 1946		2	2	1	1
Shop Assistants Law, Cap. 185		427	422	20	407
Summer Afternoon Recess Law, Cap. 186 ..		91	90	—	91
Bakeries (Night Work) Law, Cap. 177.. ..		161	159	—	161
Accidents and Occupational Diseases (Notification) Law, Cap. 176		6	6	6	—
Aliens and Immigration Law Cap. 105 ..		20	15	—	20
Social Insurance Law, Cap. 354	26	149	175	175	—
	26	899	912	233	692

Note : 19 cases are pending before the Court.