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I. INTRODUCTION

The year under review has been one of major accomplishments. Undoubtedly the most outstanding of them all, however, has been the establishment and maintenance of excellent relations with both employers and trade unions and the promotion of tripartite cooperation in the implementation of Government's policies and objectives. Practically every important policy aim of the Ministry has been decided in consultation with employers' and trade unions' representatives with, invariably the achievement of unanimity.

Thus the Ministry has come to be recognized as an objective and impartial agency in the field of labour and has been acquiring increasing prestige as a fair arbiter and authority on labour issues generally. This recognition by both sides of industry of the role and significance of the Ministry in the Cyprus industry has undoubtedly been our finest achievement.

The work of the Ministry in its other fields of activity for the period under review may be summed up as follows:

PRODUCTIVITY.

2. The Cyprus Productivity Centre is now a reality. The agreement for the establishment of the Centre was signed on the 27th November, by the Minister of Labour, Mr. Tassos Papadopoulos, the U.N. representative in Cyprus, Dr. E. Hald, and the I.L.O. representative, Mr. John Burbidge. The agreement covers a period of 4½ years expiring in 1966 and provides for a total expenditure of $1,245,642 (about £450,000) of which $ 658,650 is to be provided by the U.N. Special Fund and the remainder, $65,850 in cash and $521,140 in kind, is to be provided by the Cyprus Government. During the term of the project the following fields of work will be covered:- Industrial Engineering, Management Accounting, Sales Organization and Promotion, Manpower Planning and Assessment, Vocational Training, Development and Supervisory Training, Metal Trades, Electrical Trades, and Automotive Trades.

INDUSTRIAL PEACE.

3. Cyprus Industry was blessed with unprecedented industrial peace during 1963. This is largely attributed to the successful operation of the Basic Agreement (published in full in last year's Annual Report and reproduced in the I.L.O. review of March, 1963 Vol. LXXXVII No.3) which laid down formal procedures for the negotiation of collective agreements and the settlement of disputes and grievances. Industrial peace contributed largely to investment in industry and to industrial expansion generally.

EMPLOYMENT.

4. Employment and employment problems are being faced in an objective and scientific manner by the Ministry and the Government generally and the general employment situation has been satisfactory. The Ministry established a Labour Research and Statistics Service to collect and analyse statistical data on employment and unemployment, availability of manpower, classification of skills, social security, work injury statistics, etc. This Research Unit and the Employment Service of the Ministry were assisted during the year by a Manpower Assessment and Employment Service Expert from the I.L.O. As a result of their cooperation the Ministry was enabled to conduct two surveys:-

(a) to ascertain the intensions of elementary and secondary school leavers who present one of the major employment problems of the country, and

(b) a labour market survey in Nicosia, Limassol and Famagusta. These surveys are intended to be repeated at regular and frequent intervals and designed to assist Government in the assessment of its manpower supply and requirements as an aid to objective economic development planning.

5. As a practical expression of Government's intensions to tackle the unemployment problem at its very roots and with long term objectives, the Ministry has been waging a relentless campaign against the prejudice of school graduates towards manual and technical work generally. During the year the efforts to direct manpower supply into the technical field and away from white collar professions

have been intensified. These efforts have borne fruit in the extension of technical education in the Island, and the introduction of the first Apprenticeship Scheme in Cyprus Industry. It is the intention and hope of Government that education will eventually be geared to the needs of the industry so as to avoid waste in manpower potential and to enable every citizen to be employed usefully and profitably.

6. Thus through a system of periodic surveys into manpower supply and requirements for industry, the collection and objective analysis of manpower statistics on which measures against unemployment can be based, and the improvement of the employment service of the Ministry, coupled with a Government economic development plans based on objective criteria, employment has been spread evenly during the year and unemployment has been combatted successfully. Unemployment during 1963 has been brought down to 2% of the economically active population compared to 2.3% in 1962, a level which by international standards is accepted as being satisfactory for an expanding economy.

SOCIAL SECURITY.

7. The most important policy aim of the Ministry during the last two years has been to study and perfect the existing Social Insurance Scheme. This policy aim is now fully achieved. A new Bill has been approved by the Government and submitted to the House and expected to be enacted into law before or soon after this Report goes into print. (Enacted into Law on 30/3/1964)

Some of the more significant provisions of the new Bill are: the increase of all social insurance benefits by approximately 40%; the extension of the coverage of the Law to include every working person on the island compulsorily, be he self-employed or wage earner; and the incorporation into the Social Insurance Bill of the Workmen's Compensation Law. Thus our Social Insurance legislation will be brought up-to-date, compare favourably with the more advanced countries of the West, and comply with the I.L.O. Recommendations and Conventions on the subject.

ADMINISTRATION.

8. During the year almost all vacancies, outstanding for many years, have been filled and a better distribution of staff was possible. Certain administrative changes have resulted in increased productivity and a staff training programme was undertaken with vigour. Personnel relations amongst the staff and relations of the staff with the Public have been excellent and a source of pride for the Ministry.

9. This introduction merely highlights the many and varied activities of the Ministry in the fields coming within its competence. The wider scope, and the activities of the Ministry for the year are given in detail in the sectional reports of the Ministry in the pages that follow.

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II. REPORT ON THE EMPLOYMENT SECTION

OBJECTIVES AND POLICIES.

10. The main objectives of the Employment Service are:-

(1) to help job-seekers find suitable employment and to help employers find qualified workers;

(2) to help in bringing about the best distribution and the most effective use of manpower by facilitating the occupational and geographic mobility of workers;

(3) to foster the public policies of the Republic as they apply to employment;

(4) to further the Ministry's manpower development and planning activities mainly through co-operation with the Labour Research and Statistics Section in collecting and disseminating information concerning:

(a) trends in employment in labour demand and supply;
(b) occupational requirements of industry;
(c) training needs;
(d) changes in skill requirements within different occupations and industries;
(e) causes of unemployment; and
(f) other information of value in promoting full employment.

11. It is the policy of the Employment Service:-

(1) to serve impartially all employers and job applicants without regard to race, religion, national origin, sex, occupational or economic status;

(2) to co-operate with other government agencies and with public and private organizations in measures designed to advance the skills of the labour force, to improve the management of manpower resources, and to promote full employment.

MEASURES TAKEN TO IMPROVE EMPLOYMENT SERVICES.

12. It is appreciated that in order to be of maximum help to the employers, the workers and the general public, the Employment Section should continuously strive to improve its services. Each Employment Office should be regarded as the place where people with employment and unemployment problems can go for advice and information. During the year under

review some important steps were taken to improve the standard of the employment services. These included:-

(a) the filling up of the post of the Senior Employment Officer;

(b) the appointment of Labour Officers, 2nd Grade, to the Districts specially designated as "Placement Officers";

(c) the preparation and issue of the Employment Service Manual of Operations.

13. This manual, material for which had been prepared by Mr. G. Parrish, I.L.O. Expert, prior to his departure from Cyprus in October, 1962, deals with employment service objectives and policies, techniques of interviewing, registration, placement, and employer relations, and service to special categories of workers. It was published and distributed to all District Employment Offices and Sub-Offices in the Island. The binding of the manual allows for convenient insertion of additional subsections, as they are completed and the replacement of amended sections as required from time to time. Apart from its usefulness as a guide for all officers working in the employment service, the manual should prove helpful in the uniform training of staff.

14. A training course, with the assistance of Mr. R.R. Zoeckler I.L.O. Expert, for 18 officers working in the District Employment Offices of the Island, including officers in charge of sub-offices, was organized at Headquarters in December 1963. Two employment officers attached to Headquarters also attended the course. The content of this training included techniques of obtaining and recording the necessary information about vacancies, methods of selecting and submitting candidates, principles of occupational and industrial classification, and planning and conducting the employer relations programme.

15. More appropriate "Application for Employment" and "Employers Order" forms were devised with the principal object of improving the services to employers and the collection and analysis of statistical data. These forms would be put into use early in 1964.

16. A three days' course was also conducted for the benefit of officers of the District Employment Offices, the aim of which was to improve the employment services to youth and to secondary school graduates. This training included subjects like "The Challenge to be faced in Youth Employment",

"Employment and Training Opportunities for Secondary School Graduates", "The Reception, Interview and Counselling of Young Workers", film demonstrations on the Youth Employment Service etc.

EMPLOYMENT AND UNEMPLOYMENT.

17. Since independence, Cyprus has made considerable progress in coping with the unemployment problem which for many years before had presented itself with growing intensity. Thus the monthly average of those registered as unemployed during 1963 was 5,293 in comparison to 5,600 in 1962 and 7,000 in 1961.

18. Employment in the manufacturing industry increased from 26,300 in 1954 to 32,500 in 1963. The trend was towards further increase in the number of firms employing five or more workers. Likewise employment in electricity, gas, water and sanitary services increased from 900 in 1954 to 1,600 in 1963, the most significant increase being in electricity supply. (Table No.1 refers)

TABLE I.

19. The number of workers in the construction industry likewise increased from about 15,600 in 1954 to 21,500 in 1963.

20. Employment in the mining industry showed an increase of 13% as compared to 1960. Thus average employment in 1963 was 5,230 as compared to 5,200 for 1962, 4,460 for 1961 and 4,620 for 1960. (For detailed information on employment in the mining industry, by sex, during the year 1960-1963 please see Table II).

TABLE II.

21. Government - remains the largest single employer in the Island. The following figures show the number of persons on the Government payrolls in December 1963, with comparative figures for December, 1962:-

	Dec. 1963	Dec. 1962
Industrial workers	7,090	9,007
Civil Servants	5,036	4,690
Police and Gendarmerie	1,988	1,996
Army	362	-
Prisons Staff	164	164
Fire Service Staff	172	150
	14,812	16,007

22. Industrial workers employed by Government Departments rose by 30% between 1960 and 1963. Thus, while in 1960 the average number of daily - and weekly - paid Government workers was 5,411, it rose to 7,367 for 1961, to 7,743 for 1962 and then dropped to 7,040 for 1963. (For further details on industrial workers employed by the Government Departments during the years 1960-1963, by sex, please see Table III).

TABLE III.

23. The number of Cypriots directly employed by the British Military Authorities dropped by 35% between the years 1960 and 1963. While the average number employed in 1960 was 7,808, the figure decreased to 6,532 for 1961, then to 6,229 for 1962 and to 5,046 for 1963. (For further details on civilian employment by the British Military Authorities for the years 1960-1963, See Table IV).

TABLE IV.

EMPLOYMENT SERVICE STATISTICS.

24. Information on registered job-seekers, vacancies notified, placements, port labour, and special cases, is obtained by means of monthly returns from the 5 District Labour Offices, and the 5 local sub-offices of the Ministry of Labour and Social Insurance.

25. Registered unemployment has been steadily declining since 1960, and in 1963 it was well below the peak 1961 figure. Thus, average registered unemployment in 1963, was 5,293, which is almost 11% lower than that for 1960, and 24% lower than the average for 1961. Compared to the 1962 average, the 1963 figure is lower by 6%. This is attributable to Government development programmes, such as building of new ports, dams, roads etc., matched with a building boom in the private sector, and the rapidly-growing tourist trade. On many occasions there were not enough labourers to fill vacancies in Government projects.

26. It should be borne in mind, in this respect

(a) that emigration figures during 1963 dropped to 3,000 as against 6,300 in 1962 and 14,600 in 1961,

(b) that the average annual increase in the manpower force of the country is 1.5%, and

(c) that improved administrative arrangements on unemployment registration now ensure a wider and more accurate registration of unemployed.

TABLE XX.

27. Table XX gives details of emigrants during the years 1960-1963, by occupational groups.

TABLE V.

28. An analysis of the figures given in Table V shows that about 30% of those registering as unemployed were females. It is also worthy of note that 63% of those registering as unemployed are villagers, who are in effect underemployed farmers looking for additional work to supplement their low incomes (See Table VI).

TABLE VI.

29. An analysis of the duration for which those registering as unemployed remain on the live registers is shown in Table VI. The figures indicate that for 1963, 32% of the registered unemployed were on the live register for not more than 15 days.

TABLE VI.

TABLES VII & VIII.

30. It will be observed from Tables VII and VIII that the occupations consistently showing the highest unemployment figures are: unskilled workers, clerical workers, charworkers, drivers of motor vehicles, guards and related workers.

TABLE IX.

31. Table IX shows those registered as unemployed on specific dates, by sex and age-groups.

32. During the year under review a campaign to enlighten and help secondary school graduates in the selection of a career, was undertaken by the Ministry. The attached Table X shows the number of secondary school graduates who registered as looking for work during the period June through December 1963.

TABLE X.

33. During the year under review a total of 24,307 vacancies were notified to the local Employment Offices, and 22,519 placements were effected as compared to 21,245 and 20,783 respectively during 1962. (For further details on vacancies notified and Placements see Tables XI and XII). The effectiveness of the Employment Service of the Ministry in the placement of unemployed, especially with private employers, still remains inordinately low. Efforts for improvement must be undertaken with increasing intensity in 1964.

TABLES XI & XII.

PORT LABOUR.

34. At each of the three main ports of the Island (Famagusta, Limassol and Larnaca) a section of the Employment Services deals exclusively with port

labour. A Port Labour Board, on which employers and workers are equally represented, exists in each port. These Boards meet regularly and consider problems relating to the allocation, wages and conditions of employment, and the safety, health and welfare of port workers.

35. Port workers are divided into two major groups: "registered" and "unregistered". The former are exclusively attached to the port; the latter are called to work when the demand for "registered" port workers outruns the supply.

36. An average of 676 Registered Port workers were employed at the Ports of Famagusta, Limassol and Larnaca during the year. Of these 320 were stevedores, 171 lightermen and 185 quay porters (See Table XIII).

TABLE XIII.

TABLES XIV & XV.

37. As will be observed from Tables XIV and XV, registered stevedores worked on the average 17 days per month earning £41.000, while registered lightermen worked 11 days per month earning £22,500, and registered quay porters worked 12 days per month earning £24.000. At the same time approximately 260 unregistered port workers were also employed monthly at the above three ports.

38. During the year under review a total of 341 placements of "Special Cases" were effected as follows: With Government labour employing departments 290, with private employers 39, and 12 with the Military Authorities. (For further details on "Special Cases" see Table XVI).

TABLE XVI.

39. On the basis of the I.L.O. Report on Vocational Rehabilitation by Mr. H.A. Jones, who visited Cyprus in 1962 to conduct a survey on the need for a vocational rehabilitation of the disabled, the Minister submitted to the Council of Ministers that 2% of the total labour force of all labour employing Government Departments should consist of disabled persons. This submission was accepted and all Government labour employing departments are now required to comply, though the response has not been of the required level.

UNDER-EMPLOYMENT AND MOBILITY OF LABOUR.

40. Most of those who register as unemployed are usually not regular wage earners but under-employed

farmers seeking additional work in order to supplement their low income. As a result, registrations from a certain area increase whenever a Government project is initiated, and likewise decrease when the project is completed.

41. In order to differentiate between those registrants who depend entirely on wages for their livelihood and those who do not, the registered unemployed have been classified since February 1962 into two categories. The first category is known as "A" and consists of people who depend entirely on their wages for their livelihood.

42. "B" Category consists chiefly of small farmers who register as unemployed with the object of securing employment, mainly in Government projects, in order to supplement their low incomes, and may, more appropriately, be classified as under-employed.

43. The purpose of this division is to enable the local employment officers to distinguish between the two categories and give some priority, when making referrals to public projects, to category "A" registrants.

PEAK PERIOD OF UNEMPLOYMENT.

44. The peak period of unemployment in Cyprus is during the months of December, January and February. The reason why unemployment is higher in winter is the decrease in agricultural as well as in construction and building activities. The mining of asbestos in Amiandos ceases also during the winter months. The improvement of the employment situation in the summer months is due to the increase of the agricultural activities, such as the harvest of cereals and the picking of grapes, carobs, olives and citrus. A lot of female workers also secure employment during this period in the packing of grapes, citrus etc., and the manipulation of tobacco leaves.

OCCUPATIONS SHOWING A SHORTAGE OF SUPPLY.

45. There are certain occupations especially requiring academic qualifications for which there is a growing demand by the expanding economy of the island, such as quantity surveyors, civil engineers, hydraulic engineers, geologists, foremen and supervisors, hotel managers, off-set photographers, shoe and tailoring designers, and chefs. On several occasions District Labour Officers were unable to fill vacancies in most of these professions and occupations. Most of the requests for employ-

ment permits issued to foreigners come from employers of workers in these and similar occupations.

PROFESSIONAL EXECUTIVE & TECHNICAL REGISTER.

46. During the year 70 persons applied for employment in a variety of occupations - 18 more than the previous year. At the end of the year the live Register showed a total number of 75. Out of these some are in employment but they wish to secure a better one. In other cases applicants are still studying abroad but wish to be considered for employment upon completion of their studies.
Appendix I (For further details please see Appendix I).

"WHITE-COLLAR" WORKERS AND CREATION OF NEW PROSPECTS OF EMPLOYMENT FOR YOUNG PEOPLE.

47. The problem of unemployment among secondary school graduates remains acute, as 20-25% of all registered as unemployed come from this class. The great majority of school graduates are aspiring to clerical and governmental jobs where, however, opportunities are limited. Social attitudes toward manual and technical work encourage them to look upon "white-collar" employment as the best avenue for a career and social prestige. There is no quick solution to the problem. Schools should be persuaded to modify their curricula to correspond to the needs of industry; strong prejudices against manual work should be overcome both among parents and students; and an effective vocational guidance service to youth should be initiated.

48. With these objectives in mind, the Minister of Labour and Social Insurance inaugurated at the Pancyprian Gymnasium in Nicosia an enlightenment campaign among the top class students of secondary schools. Since then Labour Officers have delivered talks on the subject to secondary school students in all districts. The campaign reached 3,500 students who were supplied with Career Pamphlets specially designed by the Ministry for this purpose, and issued both in Greek and Turkish editions. A self-appraisal form was also distributed among the students, who were requested to list their educational attainments, their special abilities and aptitudes, their work experience - if any - and to indicate whether they were prepared to follow special training to qualify them for technical jobs in industry.

49. The Education Authorities cooperated closely with the Ministry of Labour and contributed considerably to the

success of the campaign. The press and radio gave excellent coverage and kept up the interest of the public.

50. The campaign resulted in -

(1) Discovery that the students themselves were extremely anxious to get information on jobs available and guidance as to their future;

(2) Realization that there is an imperative need for a permanent vocational guidance service, to start at an early age and to function in schools and in outside agencies.

(3) Raising in the eyes of parents, the prestige of technical education, and putting some brake on the influx of school boys and girls to the classical and commercial type of gymnasia.

51. No great success, however, was achieved in placing those school-graduates who applied for technical jobs, in suitable occupations either as employees or as apprentices. The respond of employers has not been great and the Ministry was unable to provide the necessary machinery for a satisfactory progress.

The decision to establish a Youth Employment Service in each District Labour Office has been another step towards helping students. The main functions of this service will be to assemble and distribute information about careers and employment opportunities for young persons; to advise young people on their choice of careers; and to assist them in finding suitable employment. It will also provide employers with facilities for filling their vacancies for young workers, and will encourage industries and firms to develop improved methods of recruiting, selecting and training young people.

ADVISORY COMMITTEES TO THE EMPLOYMENT OFFICES.

52. An Advisory Committee is attached to each of the Employment Offices in the Districts of Nicosia, Kyrenia, Famagusta, Limassol, Larnaca and Paphos. These committees, which are composed of an equal number of workers' and employers' representatives, met regularly during the year to discuss matters concerning the organization and operation of the Employment Service and to make recommendations on employment service policy.

53. During 1963 these committees have revived their effectiveness and activities. Among the subjects discussed were:-

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(a) Re-training for school-graduates;
(b) Establishment of Youth Employment Service;
(c) (i) Examination of disabled persons by Medical Officers;
(ii) Issue of sub-contracts to disabled workers to sell lottery tickets;
(d) Establishment of mobile employment services or sub-offices in remote areas.

54. The Ministry watched closely and with great interest the activities of these committees and considered carefully all suggestions made by them. The Minister took a personal interest in their work and followed up a number of their suggestions. The minutes of some of their meetings and the replies of the Minister to their suggestions were, for the first time circulated to all Committees and their comments thereon were invited.

SKILL DEVELOPMENT.

55. The existing Technical Schools are playing an important role in satisfying the present and projected needs of the growing Cyprus economy. The expansion and increase in number of these schools, together with training and retraining schemes within industry, are the means through which the Cyprus Government intends to overcome the lack of fully qualified craftsmen and technicians.

56. Early in 1963 the Productivity Council of Cyprus decided to appoint an Apprenticeship Board with the specific task of making recommendations whether an apprenticeship scheme could be introduced in Cyprus. The Board had the widest possible representation comprising representatives of the Educationaland Technical Authorities, Employers and Trade Unions, Government Labour Employing Departments, and the Ministry of Labour and Social Insurance.

57. An investigation carried out by the Board proved that there were no proper training facilities within industry, that in the majority of cases trainees were left to learn crafts by watching others, and that the time of training was neither specified, nor was it governed by contract. The Board made a number of suggestions for the introduction of an apprenticeship scheme which included the drafting of proper contracts defining clearly the period of apprenticeship, the definition of the obligations of each side (employer-apprentice), and,

most important, the provision that related instruction would be undertaken by the Technical Schools. Thus, the training of the apprentices was to be carried out partly by industry and partly by the Technical Schools. The Board also suggested the establishment of Joint Apprenticeship Committees from various industries where employers and workers could cooperate in the preparation of the syllabi, in the follow-up of the training, and in the issue of certificates of craftsmanship.

58. The whole scheme was approved by the Productivity Council in May, the Council authorising the Apprenticeship Board to introduce as soon as possible apprenticeships in such jobs as carpentry and joinery, electronics, automechanics, welding, construction and catering. Since November the scheme has been operating satisfactorily in the above occupations. Under this scheme 105 apprentices were receiving training at the end of the year.

59. The question of introducing enabling legislation on apprenticeship was discussed widely by the 19th Annual Departmental Conference which was held at the end of the year. It was suggested to the Conference that an enabling law should be enacted the objectives of which should be:

(a) to enable decisions on training to be better related to economic needs and the development programmes of Government; (Through this legislation the Minister of Labour or some other authority would be enabled to declare the application of the bill to a certain occupation according to the particular needs of the economy at the time).

(b) to improve the overall quality of industrial training and to establish minimum standards for craftsmen, and

(c) to make possible the contribution of employers towards the costs of training, thus spreading the cost more fairly.

60. The Conference agreed that the enactment of such legislation would bring immediate beneficial results to industry and ultimate benefits to the economy of the island as a whole. The document as revised in the light of comments by the participants of the conference was submitted to the Productivity Council for consideration.

Hotel Industry.

61. There is a pressing need for the immediate development of training facilities in the hotel and catering industry so as to attract the more ambitious school graduate. Systematic employee training in the hotels or outside has been almost non-existent. This resulted in the complete alienation of this industry from the Cyprus youth. According to estimates there are 600 persons employed in various hotel occupations in the main towns. Out of these only 70 are under 25 years old. This creates a most dangerous situation for our future tourist trade.

62. The Apprenticeship Board, with the full support of Government has worked out plans for the improvement of this situation. As a matter of principle, the Board decided to concentrate its training efforts at this stage in one place rather than disperse such programmes over several unsuitable establishments. A wing of the Pedagogical Academy was secured for training purposes making available excellent classrooms and first class equipment. There are also a fully equipped kitchen with stoves, mixers, electric refrigerators, a big restaurant, a reception room, and what is most important, facilities for a boarding house which could accommodate 70 persons.

63. An upgrading course for those already in industry was initiated in the second half of November. It was specially prepared for comis, waiters, chefs and chambermaids and 142 such workers were enrolled, all coming from various hotels and big restaurants. The training is given three afternoons per week and includes a course in foreign languages, English and French, especially prepared for this purpose. This training will last up to May, 1964 and these who successfully complete it, will receive a special diploma.

64. At the opening ceremony of the School both the Minister of Commerce and Industry Mr. A. Araouzos and the Minister of Labour and Social Insurance Mr. Tassos Papadopoulos welcomed the establishment of the scheme and promised the whole-hearted support of Government to it.

VOCATIONAL TRAINING AND VOCATIONAL SCHOOLS.

65. Vocational and Technical Training is mainly the responsibility of the Government and the Communal Chambers. The year 1963 was marked by the great emphasis given towards Technical and Vocational training. Evening classes for working

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adults functioned during 1962-1963 in technical fields such as machine - operating, welding and woodworking. The following additional Vocational schools were established:-

(a) The Vocational School - Larnaca. This is a mixed school for boys and girls; the main subjects taught are dress-making, woodworking, metal-working and electrical installation.

Training in the Hotel and Catering Occupations was inaugurated during the year. There were 20 students between the ages 14-17 attending this course at the end of the year, all having at least 2 years of secondary education. The course lasts for 4 years. For the first 2 years the main emphasis is on general education, whilst the 3rd and 4th year are devoted to specialization. Those completing the training will be fully qualified chefs and waiters. During the course they will also be expected to reach a high standard of proficiency in English and French. This Section is under the direction of an expert who is a graduate of the Lauzame School of "Hoteliers". The practical, on-the-job training will take place during the summer vacations in hotels in Nicosia and Famagusta.

In cooperation with the Larnaca District Labour Officer an accelerated evening course for school graduates has also been inaugurated. As a result of this arrangement eleven unemployed school graduates have been selected and are attending the courses.

(b) The Vocational Agricultural School. This is a four-year course with emphasis on practical work in agriculture. Classes are housed in the grounds of the Agricultural Gymnasium. The Agricultural Gymnasium at Morphou functioned during 1962-1963 with 172 pupils compared to 127 during the previous year.

(c) Vocational Commercial Schools. Were also established in Nicosia, Kyrenia and Morphou.

66. By the end of 1963 Technical Schools were increased by another two, one in Polis and another in Famagusta, thus covering all the main towns of the Island.

67. During the School year 1962-1963 the English School Nicosia, established a vocational course in shorthand-typing,

book-keeping and the principles of commerce. The course was a one-year course with 32 pupils all of whom completed their course at the end of the school year.

(d) The Blind School.

68. The St. Barnabas School for the Blind is administered by the Ministry of the Interior. Board, lodging, clothing, books and all other running expenses are the responsibility of the Government. During the year 32 pupils attended the school; 25 Greeks and 7 Turks, (20 boys and 12 girls). Of the three students who finished the school during the year, two were placed in employment as telephone operators, and the third received training in handicrafts at the School's Training Centre.

69. The school admits children between 5-18 years of age. The last two years of their training is devoted to learning shorthand typing, audio-typing, music, basket-making or switch-board operating, which up to now has been a successful employment outlet for a large number of blind graduates.

70. The Welfare Committee maintains the Hostel for the Blind, in which six blind persons were housed during the year; three of these were receiving a handicraft course at the Blind School Training Centre, while the other three were in employment. The Welfare Committee also provides pocket money and entertainment expenses for the Blind School children. The building of the premises of the new school is in progress and it is hoped that by the end of March 1964 it will be completed. It is estimated that upon completion the structure will have cost over £60,000.

(e) Deaf School.

71. The Government is responsible for the running of the School which comes under the Ministry of the Interior. The school board, consisting of members of both communities, advises on the better functioning of the school.

72. During 1963, the School functioned with 82 pupils - 64 Greeks (38 boys and 26 girls) and 18 Turks (11 boys and 7 girls). The ages of the pupils ranged from 6 to 18 years. The number of applications for admission to the school reached 56, which is believed to be almost the total estimated suitable candidates available.

73. During the year the vocational training programme showed marked progress. In collaboration with the Co-operative Society of Deaf Persons, it was possible to effect training along the lines of production work. This method demonstrated

the value of integration of training with real-life conditions of work. It accelerated considerably the acquisition of skills and gave the trainees a new social consciousness and a new sense of responsibility. The Co-operative Society of Deaf Persons undertook the marketing of the finished articles at a commission, and each trainee received the full value of his/her work. During the year 3 trainees were employed in wood work, 3 in leather craft, 3 in silk-screen printing, 6 in dress making, 2 in tapestry and 1 in handloom weaving.

(f) Forestry College.

74. The Forestry College is a Government Training Centre mainly for providing Vocational Education to a number of Cypriots required in the Forest Service of the Republic; at the same time it is open to students from other countries. During the year under review the College was attended by 37 students, of whom 28 were Cypriots, 5 from Libya, 2 from Somali, 1 from Lebanon and 1 from Ethiopia. Of these, 25 completed the two year course in July 1963 and were awarded their final certificates. The school has high international repute.

75. The 1963-1964 Academic course commenced in October 1963 with a total number of 30 students, of whom 20 are Cypriots, 2 from Somali, 2 from Libya, 2 from Jordan, 1 from Lebanon, 2 from Nigeria and 1 from Trinidad. The Cyprus Government has offered 3 scholarships tenable at this College to Scholars from Commonwealth countries; in the Academic year 1963-1964 2 of these scholarships were offered to 2 students from Nigeria and 1 from Trinidad.

(g) Reform School.

76. The School is directly responsible to the Ministry of the Interior; its expenses are borne exclusively by the Government. During the year 1963, the school functioned with a total number of 78 boys; both Greeks and Turks; out of these 35 completed their training as follows:-

15 masons, 15 carpenters, 4 painters and one cook. The average period of their training was $2\frac{1}{2}$ years.

77. If the inmates are under 16 years of age or have not completed their elementary education, they spend half a day attending school and the other half on practical work, in connection with an occupation of their choice. If on the other hand they have completed their elementary education or they are over 16 years of age they receive full time vocational training, again of their choice and inclination.

78. Upon completion of the Headmaster's house, the inmates continued their activities on the construction of the farm buildings for dairy cows and poultry. It is hoped that upon completion of these buildings suitable trainees will be given more thorough training in animal husbandry and poultry breeding which at present is carried out on a small scale. The extension in the above field of training is the result of the wish expressed by a number of boys to take up this kind of enterprise when they finish school because it only entails a small amount of capital to start with.

(h) REME Apprentice Training School.

79. Owing to the reorganization and the rundown of the British Army in Cyprus the apprentice training at Dhekelia - 48 Command Workshops - was no longer needed; therefore, a decision was taken to close the training centre on 31st March 1963. This would mean that about 60 apprentices would be unable to complete their three-year training course.

80. As a result of representations made by the Cyprus Government and in order to give an opportunity for apprentices in their second and third years to complete their courses the original decision was reversed and 16 boys in their 3rd year were allowed to stay until 31st July 1963, while another 24 boys in their second year were allowed to stay until 31st July 1964. The 21 first-year apprentices were to be absorbed in their respective - Greek and Turkish - Technical Schools either in the 5th class of a six-year course or in the 4th class of a 5-year course.

81. Since the establishment of the REME Training Centre in 1957, 49 students have completed their training; about 2/3 have been directly employed by 48 Command Workshops - Dhekelia; and the rest are employed by the Cyprus Telecommunications Authority, the Electricity Authority of Cyprus, Public Works Department and other employers. Two of them went to U.K. for further studies.

III.. REPORT ON THE LABOUR RESEARCH AND STATISTICS SERVICE

OBJECTIVES.

82. The Labour Research and Statistics Service was created early in 1963, to be responsible for:

(a) the collection, tabulation, classification and analysis, by Districts, areas, industries, occupations, etc., of statistics on:-

(i) Employment, unemployment, underemployment;

(ii) Manpower and the Labour Force;

(iii) Social Insurance

(iv) Wages, earnings, hours of work; collective agreements; industrial disputes; and conditions of work in general;

(v) Work injuries.

(b) The organization and carrying out of surveys on special labour matters and the initiation of studies on specific problems affecting the labour force;

(c) the collection and compilation of data required for the preparation of reports and studies for submission to International and other Organizations.

83. As 1963 was the first year of the existence of the Labour Research and Statistics Service, it was not possible to fulfill all the above objectives. This was due to shortage of staff, accommodation, as well as of equipment.

84. In view of these difficulties the Service was not able to undertake Industrial Relations, Work Injuries, and Social Insurance statistics during the current year. Neither was it possible to undertake any systematic work on statistics of wages, earnings, hours of work or conditions of employment.

It has not as yet been decided whether this service will be attached to one of the four Sections of the Ministry or whether it will be elevated to a separate section. No decision should be taken before the service has functioned for 2-3 years and its effectiveness has been proved by results. In the meantime the service operates directly under the Minister's office since this service must be available, cooperating and ancillary to the work of all the other sections and of the Ministry as a whole.

SCOPE OF ACTIVITIES.

A. POPULATION AND LABOUR FORCE STATISTICS.

85. The estimated population of the Island as at the end of 1963 was 590,000 of which 291,000 were males and 299,000 females.

86. The potential working population at the end of December, 1963, was estimated to be 399,000 of which 163,000 males and 176,000 females.

87. The Economically Active Population, on the same date, was estimated to be 244,000 distributed among the various economic activities as follows:-

(i)	Agriculture, Forestry and Fishing	98,000
(ii)	Mining & Quarrying	5,300
(iii)	Manufacturing	32,500
(iv)	Construction	21,500
(v)	Electricity, Gas, Water and Sanitary Services	1,600
(vi)	Commerce	17,500
(vii)	Transport, Storage & Communication....	10,100
(viii)	Government & Communal Institutions ...	21,400
(ix)	Military Authorities (labour force)...	8,200
(x)	Entertainment & Recreation	5,700
(xi)	Others	22,400
	ECONOMICALLY ACTIVE POPULATION ...	244,000

88. For detailed information on the numbers engaged in Industrial Employment, in the Mining Industry, by Government Departments, and by the British Military Authorities, see Tables Nos. I, II, III and IV.

TABLES I - IV

B. EMPLOYMENT EXCHANGE STATISTICS.

89. For detailed information on Registered Unemployment, Vacancies Notified and Filled, Port Workers, and "Special Cases", see Tables Nos. V, VI, VII, VIII, IX, X, XI, XII, XIII, XIV, XV and XVI.

TABLES V - XVI

C. MANPOWER ASSESSMENT PROGRAMME.

90. Realizing the importance of a proper manpower assessment programme to the economic and social progress of the Island, the Labour Research and Statistics Service, tried, from the beginning, to work out a plan of operations which would allow for a realistic and systematic study of this complex problem. This programme was organized so as to fit in with the long-term objective of a serious

study of both the supply and demand aspects of the manpower problems of the country.

91. Briefly, the objects of this programme may be stated to be:-

(a) The study of the supply of labour, both in quantitative and qualitative terms. This calls for information on the numbers as well as the education and skills of those employed or entering the labour force; and

(b) The study of the demand for labour, both in quantitative as well as in qualitative terms.

92. In this context, a series of semi-annual labour market surveys are planned with the object of providing continuous information on current employment and employmenttrends, and current and future manpower and skill requirements by occupational categories, and to identify the principal skill shortages in the various sectors of the economy.

D. SURVEYS.

93. During the current year the following studies and surveys were undertaken:

(i) SURVEY OF THE INTENTIONS OF ELEMENTARY AND SECONDARY SCHOOL-LEAVERS, MAY, 1963.

94. With the cooperation and assistance of the Education Authorities as well as of the Headmasters of private schools, a survey of graduates' intentions was carried out in May, 1963. This survey, which was the first of its kind, made available useful data regarding the intentions of those graduating from Elementary and Secondary schools, and it is hoped that it will be possible to carry out this survey annually, and to devise means of following up and verifying the information obtained.

95. This survey indicated that approximately 1,500 (45%) secondary school graduates, and 2,100 (16%) elementary school graduates would be entering the labour market in June 1963 (See Table No. XVII for more detailed information on the Survey of School-leavers).

TABLE XVII

(ii) LABOUR MARKET SURVEYS.

96. During the year under review a plan for semi-annual labour market surveys in the main industrial centres of the Island - Nicosia, Famagusta, Limassol, and Larnaca - was drawn up. The plan also envisages annual surveys of the mining industry and of summer-resort and sea-side hotels.

97. The reports on the labour market surveys conducted in Nicosia and Limassol in September, 1962, were completed and published early in the year.

98. Owing to the large volume of preparatory work involved in regard to these surveys, it was only possible to carry out the Famagusta town survey in November, 1963.
TABLE XVIII (For detailed information on this survey see Table No.XVIII).

99. At the same time, this Service has been preparing establishment records for the forthcoming surveys in Nicosia, Limassol and Larnaca, as well as for the survey of catering establishments on the Island.

(iii) STUDY OF VACANCIES ADVERTISED IN THE PRESS.

100. Beginning with March, 1963, the Labour Research and Statistics Service initiated a systematic study of all vacancies advertised in the local press. Although it is realized that, owing to the existing practices of engaging employees from amongst relations or from amongst those referred by friends and acquaintances, this information is of limited scope, it is believed that it will provide very useful information and will help in the analysis of the demand for labour from as many aspects as possible.

TABLE XIX 101. As will be observed from Table No. XIX, during the period March-December, 1963, a total of 1,214 vacancies were advertised in the local press. Of these 25.7% were for craftsmen and production process workers, 21.3% for professional, technical and related workers, 15.6% for service and recreation workers, 15% for clerical workers, 14.1% for sales workers, 3.8% for administrative, executive and managerial workers, 3.6% for transport and communication workers, 0.5% for farm workers, and 0.2% for miners and quarrymen.

(iv) EMIGRATION.

102. For details of emigrants during the years
TABLE XX. 1960-1963, by occupational groups, see Table No. XX.

IMPROVEMENT OF STATISTICAL INFORMATION, STATISTICAL FORMS AND MONTHLY REPORTS.

103. Efforts were made to improve the Ministry's statistical information both in scope and quality. To this effect new forms were introduced and old ones revised. Labour Officers were also trained to handle all such forms. "Application for Employment" Form (E.S.15) has been revised to enable the interviewer to get a better picture of the job applicant, his present and past work experience, his educational and skill attainments, the wages received by him and the number of other relevant points. The "Employer's Order Card" Form has also been revised for a better collection of all relevant vacancy details to facilitate Placement Officers in their work.

The Monthly Bulletin of the Ministry and a Monthly Press Release on the unemployment and employment situation were used as a means to keep the public informed of all important developments in the field of employment.

STAFF.

104. The following Employment Officers have been assigned to the Labour Research and Statistics Service, and are working on the Ministry's Manpower Assessment programme: Messrs. I. Ashiotis, Kl. Miltiadou, and K. Kapetanios. Mr. N. Savvides, Assistant Labour Officer, who completed his course of studies in Labour Statistics in the U.S.A., in August, 1963, is also working with the Labour Research and Statistics Service of the Ministry.

EXPERTS.

105. Mr. R. Zoeckler, I.L.O. Manpower Expert, has been advising the Ministry on this subject, during the year.

IV. REPORT ON THE INDUSTRIAL RELATIONS SECTION

GENERAL POLICY AND SCOPE OF ACTIVITIES.

106. The policy of the Industrial Relations Section was defined by the Minister of Labour & Social Insurance, Mr. Tassos Papadopoulos, in his opening remarks to the 17th Annual Departmental Conference of the Ministry in December, 1961. This policy aims at: the creation and maintenance of industrial peace; the initiation of research into the prevailing terms and conditions of employment in industry; the compilation, analysis and dissemination to any interested party of the data collected with a view to providing them with an objective basis for negotiations; and the consideration and preparation of proposals for the enactment of appropriate legislation conducive to labour-management co-operation where legislation is considered the best alternative for this purpose.

107. The scope of activities of the Section centres around its primary mission to mediate in trade disputes. Parallel to this objective, constructive work is also being done in the more important field of the prevention of trade disputes. To this purpose the Industrial Relations Section encourages and promotes joint consultative and grievance machinery at the plant level in industry, and the establishment of negotiation machinery, preferably on an island-wide basis, for the purpose of healthy collective bargaining. An important aspect of this work is the maintenance of good relations with employer and trade union groups and other bodies or individuals in industry who are instrumental in the success of tripartite cooperation.

108. The year under review has been a test year for the Basic Agreement signed late in 1962, between the Cyprus Employers Consultative Association on one hand, and the four major Trade Union Federations of the Island on the other, through the initiative of the Ministry, to keep peace in industry. (Details are given in succeeding paragraphs of the Report). The Basic Agreement, which was originally looked upon with suspicion by some, and with caution and reservations by others, has had a stabilizing effect without precedent during the year and can now safely be said to have proved to be one of the more important steps ever taken towards the creation and maintenance of industrial peace. This is evidenced by the strikingly low figure in mandays lost during the year as a result of strike or lock-out action, despite

the increased tempo of industrial development in Cyprus.

109. The paragraphs which follow describe in greater detail the work of the Industrial Relations Section in its multiform sphere of activities.

ISSUES INVOLVED IN TRADE DISPUTES.

110. During the year under review trade union activity followed the pattern of previous years. Claims aimed at improving both the wages and terms of employment as well as the physical conditions under which workers were employed. However for the first time in the Cyprus industrial annals employers confronted trade unions with some definite demands of their own. Thus employers stood firm, with varying degrees of success, on such issues as the "schemes of service", "establishment", "distribution of agreed hours of work" and the "organizational structure" of the enterprise. The employers maintained that these issues are not negotiable, and that they are absolute "managerial prerogatives" on which unions may express their views merely on a consultative basis.

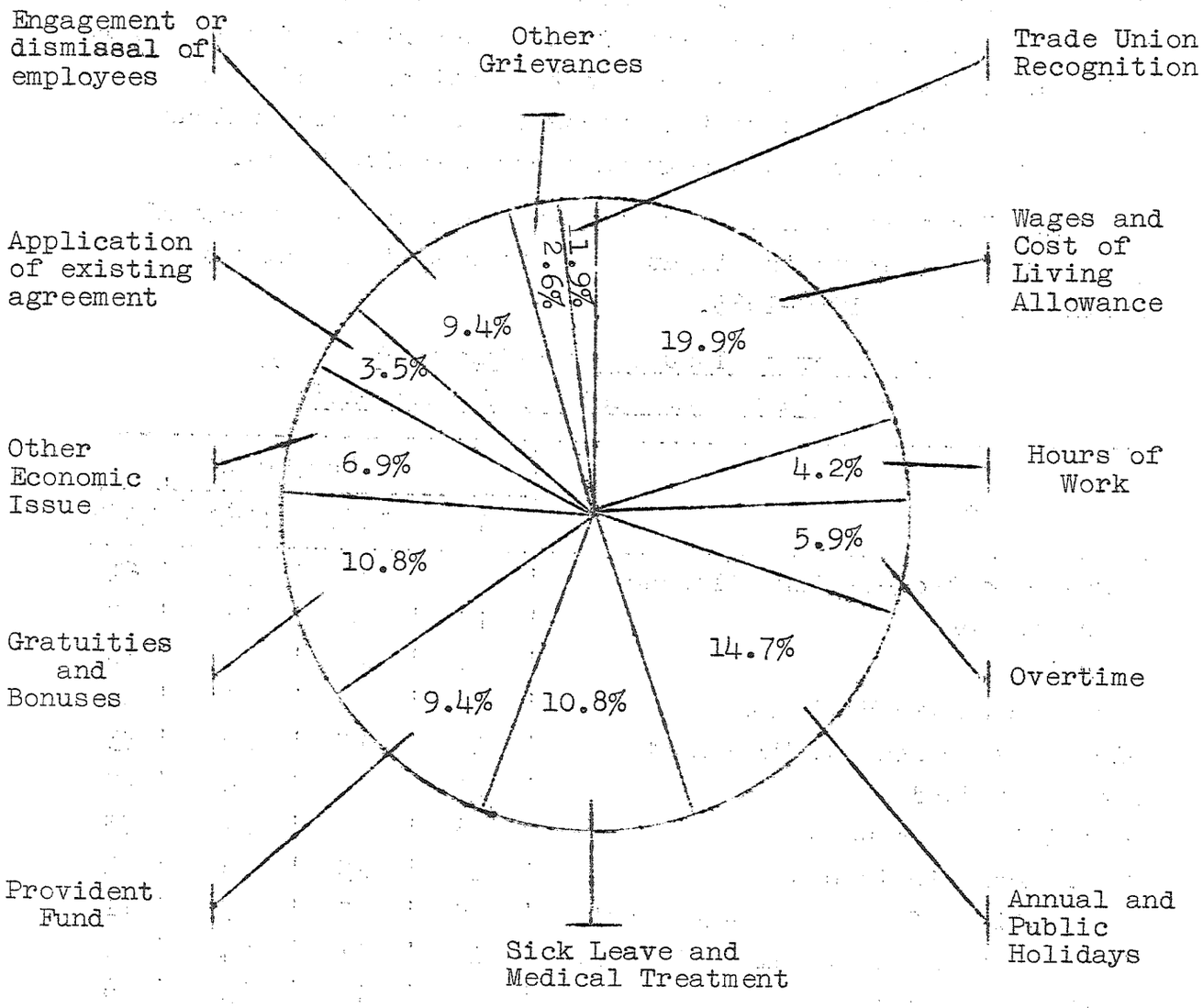
111. The talbe below shows the type and the frequency of the issues appearing in disputes reported to the Ministry during the years 1960-1963.

Frequency of Issues appearing in Disputes reported to the Ministry in 1960-1963

Issue	Frequency			
	1960	1961	1962	1963
Wages & Cost-of-Living Allowances	22	42	39	61
Hours of Work	13	26	18	13
Overtime	9	18	17	18
Annual & Public Holidays	18	23	29	45
Sick Leave & Medical Treatment	10	15	19	33
Provident Fund	10	17	18	29
Gratuities & Bonuses	8	15	11	33
Other Economic Issues	14	25	18	21
Application of existing Agreement	5	5	7	11
Engagement or Dismissal of Employees	14	11	24	29
Other Grievances	10	10	13	8
Trade Union Recognition	4	5	3	6

112. The figure below is a graphical representation of the issues, by frequency of occurrence and percentage of total issues, involved in the 93 disputes reported to the Ministry in 1963.

FREQUENCY AND PERCENTAGE OF ISSUES IN DISPUTES REPORTED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE IN 1963



113. Wages continued to be the single issue appearing most frequently in the trade union claims. It followed the pattern of previous years which emerged after a self-imposed moratorium in 1960, and the definite signs that industrial development and industrial prosperity were being realized to an encouraging degree.

114. The claim for increased annual leave and public holidays continued to have attraction for the trade unions, and claims concerning medical treatment, gratuities, and bonuses continued to be presented to management. With few exceptions the issue of trade union recognition was non-existent.

ANALYSIS OF MEDIATION ACTIVITY

115. An all time record of 93 disputes involving 32,249 workers was reported to the Ministry and its various District Labour Offices during the year. Out of the 93 disputes reported an approximate 85% were settled through the Ministry's mediation services without interruption of work.

116. The remaining 14 disputes or approximately 15% of the total number reported to the Ministry resulted in strikes or lock-outs. They involved 859 workers and 6,099 man-days were lost. The figures below show the loss of man-days due to work-stoppages during the past 10 years.

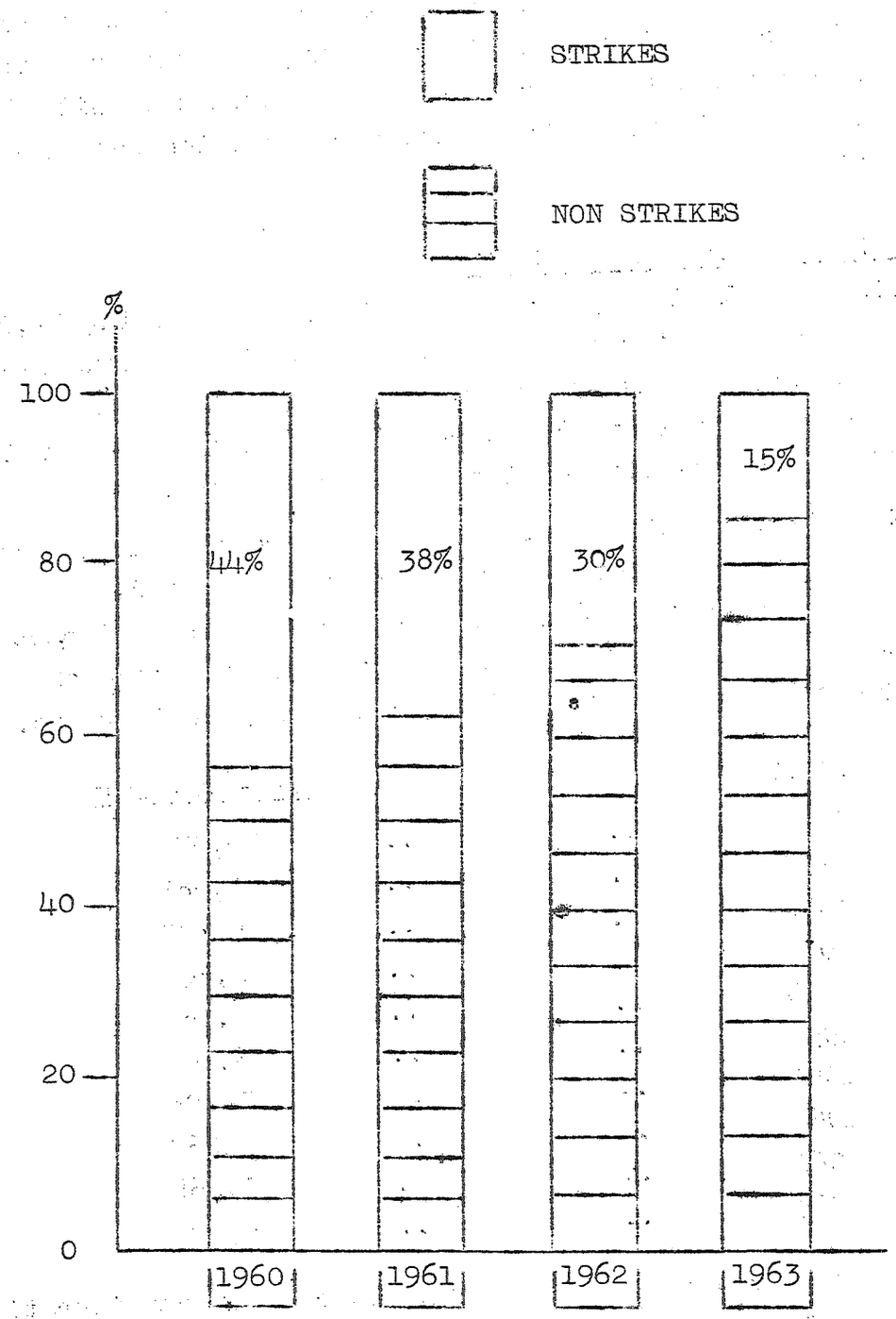
Year			Man-days lost
1954	..	..	19,979
1955	..	..	9,983
1956	..	..	25,873
1957	..	..	12,842
1958	..	..	4,069
1959	..	..	6,261
1960	..	..	27,005
1961	..	..	21,267
1962	..	..	21,268
1963	..	..	6,099

These figures acquire greater significance when consideration is given to the fact that organized and unorganized labour increased by 2.7% for the same period, that investment, long

kept idle because of the four-year revolution prior to Independence, rushed to fill thirsty gaps in every segment of industry; and that the Social and political upheaval created by the Revolution was not quite conducive to normality.

The following graph shows the percentage of strikes or lock-outs on the total number of disputes, by year;

DISPUTES BY YEAR



117. Yearly average of mandays lost expressed as a percentage of mandays worked reveal that Cyprus enjoys comparative industrial peace unparallelled in many more, or less, developed western countries. The figures below speak for themselves.

Mandays lost as % of mandays worked

Country	Percentage
Cyprus	0.030%
Israel	0.058%
France	0.087%
Germany	0.019%
U.K.	0.066%
Denmark	0.035%
U.S.A.	0.176%
Canada	0.119%
Italy	0.143%
Greece	0.028%

TABLE XXI

118. Table No. XXI shows the number of disputes by industry reported to the Ministry, the number of work stoppages and their duration, the issues and the number of workers involved and the total number of mandays lost.

TABLE XXII

119. Table No. XXII shows in summary form the number of disputes resulting in strikes and the number of mandays lost by industry in each district and island-wide.

TABLE XXII(a)

120. The same figures for mandays lost by industry only and covering the last 5 years are given in Table No. XXII(a).

121. For purposes of analysis mandays lost due to work stoppages have been broadly divided by the cause of the dispute into three main categories as follows:

(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 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:

Mandays Lost Due to Strikes, by Cause of Dispute

Year	Category of Disputes			Total
	Basic	Frictional	Trade Union Recognition	
1959	3,473	2,416	372	6,261
1960	371	24,486	2,148	27,005
1961	8,680	12,331	256	21,267
1962	12,901	8,333	34	21,268
1963	5,383	700	16	6,099
TOTAL	30,808	48,266	2,826	81,900

122. This analysis justified the optimism expressed last year that with the establishment of consultative and grievance machinery in industry frictional disputes which represented over 7,000 man-days lost because of work stoppages would be substantially diminished. Only 700 mandays were lost during 1963 because of frictional disputes or a percentage of 3.5% as opposed to approximately 65% in the period of 1955 to 1959.

TABLE XXIII

123. The number of disputes settled by officers at Headquarters and by District Labour Officers continued to be impressive. Details are given at Table XXIII.

TABLE XXIV

124. Table No. XXIV shows the number of mandays lost by industry and district during the year under review.

TABLE XXV

125. Table No. XXV shows the number of man-days lost because of strikes and the number of workers involved for the years 1943-1963.

126. A major dispute between the Greek Communal Chamber on one hand and the Greek teachers (high schools and elementary) on the other has not been included in the main body of this Report for a number of reasons: Teachers in Cyprus have not considered themselves "employees" as such but have rather felt and acted like free-lance, professionals. Secondly the two main organisations to which they belong, OELMEK and POED, even though

registered as Trade Unions, have not so far acted as such but have merely been the teachers' publicity organs. Thirdly the Greek Communal Chamber has not accepted the role of the employer towards the teachers. In the few cases where it did accept that role it did it with reluctance and hesitation. Finally, neither the teachers nor the Greek Communal Chamber seemed to be aware of the accepted procedures for the settlement of differences between employer and employees, or of the existence of this Ministry as an agency of mediation in industrial disputes or sought or accepted the intervention of the Ministry in their dispute. All these factors conduced to the accumulation of grievances and their final eruption into a prolonged, bitter strike involving approximately 3,000 teachers and entailing the loss of approximately 30,000 "teaching days".

127. The entire dispute provided ample evidence that both sides were unprepared for the role which fell upon them to play. It is characteristic in this connection that the teachers considered themselves offended when reference was made to them as being a "Trade Union; that parents associations were invited by both parties to separate meetings to enable them to explain their respective positions on the dispute; that both sides solicited the support of their students; that each other's bargaining representatives were challenged by the other side; and finally that the teachers on strike demanded that they should be paid their salary in full while they were on strike!

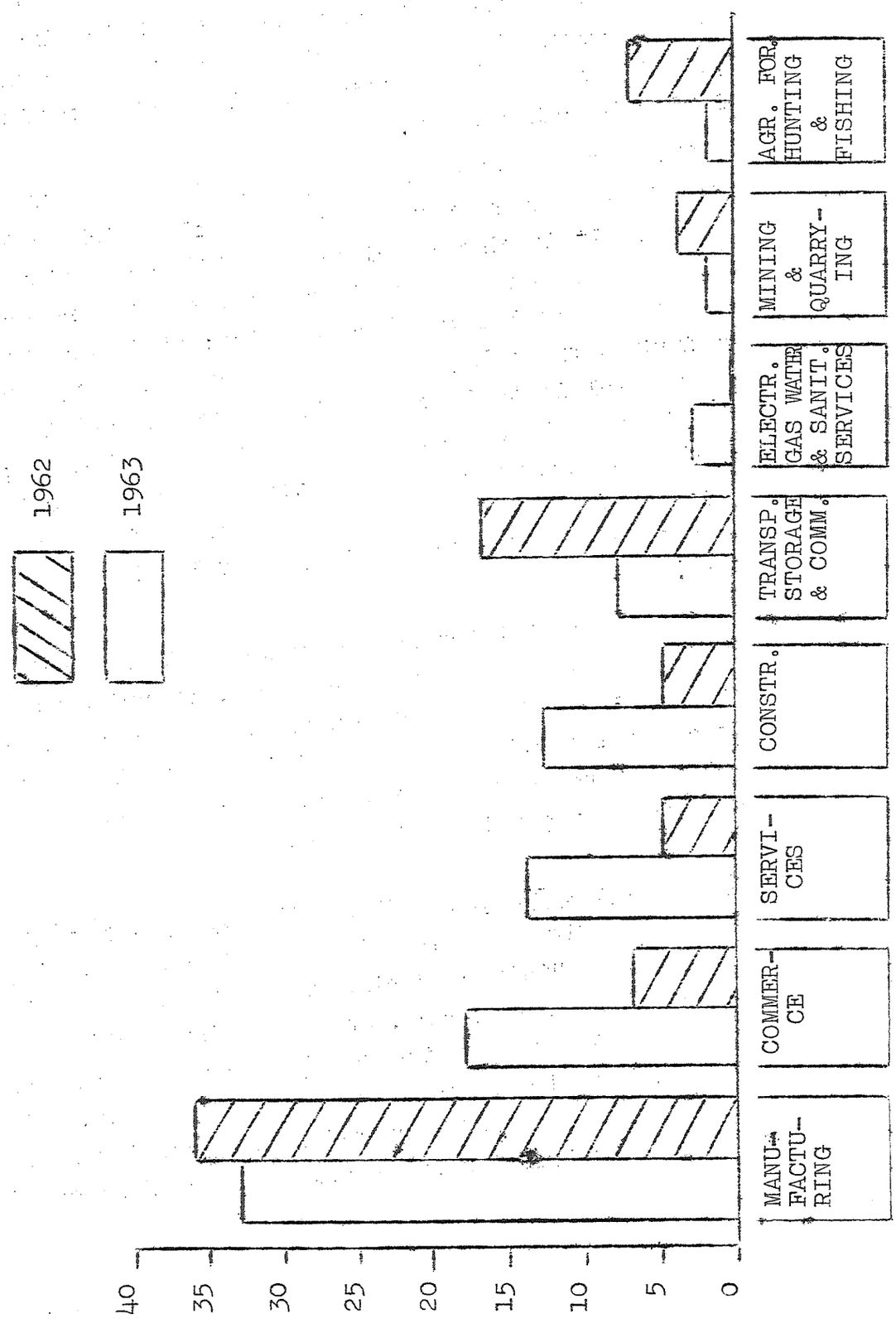
128. This Ministry has no doubt that the strike could have been averted had both sides used orthodox principles and practices of settlement of disputes, and had had recourse to the technical services of this Ministry at the stage where the dispute proved to be insoluble through direct negotiations between the two parties concerned.

INDUSTRIES INVOLVED IN DISPUTES REPORTED IN 1962-1963.

129. The figures below show a break-down of disputes reported to the Ministry during the years 1962 and 1963. As in the previous three years, and as is invariably true for Cyprus, the bulk of the disputes involved manufacturing industries, with transport running a close second. Although the predominance of small establishments continues to be one of the main difficulties in establishing uniform conditions

of employment in similar industries there is, nevertheless, a growing tendency for industry-wide bargaining. This tendency is encouraged both by the Cyprus Employers Consultative Association and by the trade union federations. During 1963 a number of agreements of an island-wide nature have been concluded between representatives of the industries concerned and sometimes through the mediation services of this Ministry.

INDUSTRIES INVOLVED IN REPORTED DISPUTES IN 1962 & 1963.



ARBITRATION.

130. Voluntary arbitration, a subject stranger in the local industrial scene for many years, is beginning to be looked upon with an increasing degree of tolerance. The Basic Agreement to which reference was made earlier in this Report imposes specific provisions which offer voluntary arbitration as a salutory alternative to industrial strife, and implicitly commits its signatories to accepting it as a rational means of settling their differences. Thus during the year three disputes were submitted to voluntary arbitration involving the issues of termination of employment, subsistence allowance, and amendment of existing Provident Fund regulations.

131. Compulsory arbitration is provided for by a number of Defence Regulations which subject to the Constitution remained enforceable and are applicable to certain "essential services", such as electricity, water, etc. the interruption of which may, in the opinion of the Ministry of Labour and Social Insurance, be detrimental to the economy of the island and injurious to the public.

132. During 1964 compulsory arbitration was invoked in a Trade Dispute between the Water Boards of Nicosia Limassol and Famagusta on the one hand and the Old and New Trade Unions on the other. By the prohibition of strikes (Nicosia, Limassol and Famagusta Water Supplies) Order 1963 the strike was declared illegal. By the declaration that "pending the determination of the Trade dispute by a tribunal to be established for that purpose for the termination of the trade dispute: by amicable arrangement all employees and servants of the Water Boards and all persons employed in works and undertakings of the Water Boards, connected, directly or indirectly, with the supply of water in Nicosia, Limassol and Famagusta are hereby prohibited from going on strike".

133. Simultaneously by the Trade Dispute (Water Boards of Nicosia, Limassol and Famagusta) (Tribunal) Order, 1963, a Tribunal was set up with the following terms of reference:- "To examine the existing dispute regarding the remuneration and other conditions of employment of the employees and servants of the Water Boards of Nicosia, Limassol and Famagusta on the basis of the claims already submitted by these employees and servants through their Trade Unions, and to make awards in connection therewith".

134. At the end of the year the Tribunal had not yet issued the award. It is significant however that before the above declaration both sides intimated their willingness to have the issue before them referred to arbitration but they could not agree between them for such reference.

FORMAL MACHINERY FOR NEGOTIATION AND CONSULTATION. PROMOTION OF COLLECTIVE BARGAINING.

(a) The Basic Agreement.

135. The Basic Agreement (published in full in last year's Annual Report and reproduced in toto in the I.L.O. Review of March 1963 - Vol. LXXXVII No. 3) lays down specific procedures for the negotiation of collective agreements, the settlement of disputes and time limits for the negotiation of collective agreements, and the settlement of disputes and grievances leading from direct negotiations and/or consultation between the interested parties in industry to mediation by the Ministry, and finally to voluntary arbitration if disputes or grievances remain unsolved at any one point. The Basic Agreement has been signed by the Cyprus Employers Consultative Association on one hand and by the Island's four main trade union federations on the other and certified by the Minister of Labour and Social Insurance himself.

136. The Basic Agreement can rightly be characterised as a historic landmark in the evolution of industrial relations in Cyprus. It is advanced and progressive by any international standards and its first year of application has certainly justified the hopes both, Government and industry placed in it.

(b) Joint Machinery for Negotiations.

137. Since 1959 the Industrial Relations Section has reviewed existing machinery in industry for negotiation and assisted the interested parties to revise such machinery on lines suitable to the changed circumstances. It has also encouraged and assisted in the creation of new machinery where none existed before. Joint Negotiation Bodies thus revived or created include the: Joint Labour Committee, for Government's industrial workers; Joint Staff Committee, for Government's clerical, executive and administrative staff; Cyprus Broadcasting Corporation Staff Relations Committee, for radio and television manual, clerical, technical, executive and administrative staff; Hotels (Conditions of Service) Committee, for all staff in the hotel industry; and finally Industrial Councils in

shipping, construction, commerce, and in the shoe and clothing industry.

138. The direct consequence of these activities has been the rapid and healthy growth of collective bargaining through formalized standing procedures, and growing understanding between the two parties in industry of each other's problems.

(c) Grievance Machinery.

139. Grievance machinery has been practically unknown to Cyprus industry prior to 1959. Machinery on a standing formal basis has since been established in shipping, commerce, mines, Government employment, soft drinks, manufacturing commerce etc. etc. The Basic Agreement served as a guide for the drafting of regulations governing the functioning of this machinery.

COLLECTIVE AGREEMENTS.

140. The number of collective agreements submitted to the Ministry increase from year to year. The Ministry provides occasional model draft collective agreement documents for use as a basis during the negotiations between the parties. Collective agreements which had hitherto been characterized by their ommissions rather than their content, have now become more comprehensive, providing not only for the very essentials of workers' demands but containing also provisions like, duration of agreement, time when claims can be submitted, settlement of grievances, etc. Both Employers and Trade Unions now leave in their agreements little to chance.

141. The following table shows the number of Collective agreements and unilateral arrangements in the various establishments, by industry.

TABLE SHOWING THE NUMBER OF COLLECTIVE AGREEMENTS AND UNILATERAL ARRANGEMENTS OF SELECTED AND NON-SELECTED INDUSTRIAL UNDERTAKINGS BY INDUSTRY.

NO.	INDUSTRY	SELECTED UNDERTAKINGS		TOTAL OF SELECTED C.A.& U.A.	NON-SELECTED UNDERTAKINGS		TOTAL OF NON-SELECTED C.A.& U.A.	TOTAL OF SELECTED AND NON-SELECTED C.A.	TOTAL OF SELECTED AND NON-SELECTED U.A.	GRAND TOTAL OF SELECTED AND NON-SELECTED C.A.&U.A.
		COLLECTIVE AGREEMENTS	UNILATERAL ARRANGE-MENTS		COLLECTIVE AGREEMENTS	UNILATERAL ARRANGE-MENTS				
0	AGRICULTURE, FORESTRY HUNTING AND FISHING.	6	2	8	7	-	7	13	2	15
1	MINING AND QUARRYING	7	-	7	2	-	2	9	-	9
2-3	MANUFACTURING	49	17	66	50	2	52	99	19	118
4	CONSTRUCTION	2	-	2	5	-	5	7	-	7
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	3	7	10	-	-	-	3	7	10
6	COMMERCE	13	15	28	25	1	26	38	16	54
7	TRANSPORT, STORAGE AND COMMUNICATION	8	6	14	19	-	19	27	6	33
8	SERVICES	6	23	29	10	2	12	16	25	41
	TOTALS	94	70	164	118	5	123	212	75	287

PREVAILING WAGE RATES AND CONDITIONS OF EMPLOYMENT.

TABLES XXVI - XXIX

142. Tables XXVI - XXIX show the Normal Hourly Wage Rates, Actual Weekly Earnings, and the Actual Hours of Work in certain economic activities. These data are the result of the annual wages and hours of work survey carried out by the Statistics and Research Department of the Ministry of Finance.

143. The wage rates of Government industrial workers and the wages and salaries paid by quasi-government organizations and by a number of private enterprises are affected by variation of price clauses providing adjustments in accordance with the movements of the official retail price index.

144. The retail price index for 1963 has remained remarkably constant, ranging between 110 and 112 points at the maximum, the yearly average being in the neighbourhood of 110.

TABLE XXX

145. Table XXX shows the hours worked and certain benefits paid by industry in Cyprus. The comparative table is a result of a survey conducted in 1962 by this Ministry. Table XXXIII shows the total number of collective agreements and unilateral arrangements for 1963.

XXXIII

LEGISLATION.

146. State intervention by legislation in Cyprus management-labour relations has always been the exception rather than the rule, free collective bargaining having been the predominant feature in local industry. This free system of industrial relations has been preserved. The new Government after independence, however, has augmented the system where necessary by legislative measures on the justification that "fundamental, basic and economically feasible labour claims when it is proved that such claims cannot be satisfied through collective bargaining for a variety of reasons, and where it is considered that the public interest justifies Government intervention should be secured through Governmental intervention".

147. Acting on this principle, the Government of the Republic on this Ministry's instigation, has enacted the following measures since Independence:

(i) The Hours of Employment (Mines and Quarries) Order 1961, and

(ii) The Hours of Employment (Commerce and Offices) Order 1961.

148. This Ministry has also been preparing for submission to Government, proposals on the introduction of legislation on:

(i) Wages Councils;
(ii) Annual Holidays;
(iii) Terminal Awards and Job Security,

and the revision of old legislation to suit present circumstances such as the:

(i) Hotels (Conditions of Service) Regulations,
(ii) The Trade Unions Law.

GROWTH OF TRADE UNIONS AND EMPLOYERS ASSOCIATIONS.

149. The Annual Report of the Official Receiver and Registrar gives detailed information on the growth and development of Trade Unions' and Employers' Associations. For the purpose of this Report it suffices to say that during 1963 the total number of workers organized in Trade Unions have remained at the 1962 level i.e. to approximately 65,000. The number of employers' associations remained 17, with a total rise of membership from 553, to 626.

150. There are seven Trade Union Groups in Cyprus, out of which four (i.e. P.E.O., S.E.K., P.O.A.S., and Turkish) are considered as federations.

(i) The left wing Trade Unions officially known as the "Pancyprian Federation of Labour" (PEO) and popularly known as the "Old" Trade Unions which is the most numerous group and which is affiliated to the World Federation of Trade Unions. Its actual membership at the end of 1962 was 37,849 and its estimated membership at the end of 1963 was 37,500.

(ii) The right wing Trade Unions officially known as the "Cyprus Workers Confederation" (SEK) but also called the Free Labour Syndicates, a group affiliated to the International Confederation of Free Trade Unions and the Greek Confederation of Labour. Its actual membership at the end of 1962 was 12,158 and its estimated membership at the end of 1963 was 13,000.

(iii) The Pancyprian Federation of Independent Trade Unions is of no apparent orientation. Actual membership at the end of 1962 was 1,740 and estimated membership at the end of 1963 was 1,500.

(iv) The Turkish Trade Union Federation whose membership is restricted to members of the Turkish Community and which is affiliated to the International Confederation of Free Trade Unions. Actual membership at the end of 1962 was 4,069 and

estimated membership at the end of 1963 was 4,000.

(v) The Civil Service Trade Unions with an actual membership of 3,286 at the end of 1962 and an estimated membership at the end of 1963 of 3,300.

(vi) Other Trade Unions not affiliated to any federation, with actual membership of 4,479 at the end of 1962 and an estimated membership at the end of 1963 of

(vii) The Democratic Labour Federation of Cyprus (DEOK) a splinter group from the Cyprus Workers Confederation with actual membership at the end of 1962 of 1,189 and an estimated membership at the end of 1963 of 1,500.

151. Most of the employers' associations referred to above are members of the Cyprus Employers Consultative Association, an island organization with 125 "direct" members and 10 Trade Associations consisting of 335 members.

TABLE XXXI. 152. Table No. XXXI shows the growth of the Trade Union movement from 1932-1963 by Trade Unions Federations.

TABLE XXXII 153. Table No. XXXII shows the strength of the employers associations as at present.

154. It is the intention of Government to keep collective bargaining and labour-management relations as free as possible from Government interference through fiat or legislation, the belief being that in the field of industrial relations that Government is best which governs least.

V. REPORT ON THE INSPECTION OF FACTORIES SECTION

GENERAL POLICY AND SCOPE OF ACTIVITIES.

155. The Inspection of all industrial and commercial undertakings is the responsibility of the Labour Inspectorate. Its duties cover all aspects directly affecting the conditions of employment of the working population and in particular the safety, health and welfare of persons employed in factories and workshops. In addition to privately owned establishments, public utility undertakings and Government Institutions and Works are also liable to inspection by the Labour Inspectorate. The inspection of mines and quarries is the responsibility of the Mines Inspectorate. The inspection for the purpose of ensuring compliance with the Social Insurance Law is primarily the duty of special inspectors attached to the Section of Social Insurance.

156. Labour Officers are responsible for ensuring compliance with the provisions of the Factories Law from a safety, health and welfare point of view and with the provisions of other labour Laws which regulate the hours of work and conditions of employment of children and young persons, of hotel employees, of women during the night and of domestic servants. They also deal with the investigation of accidents and industrial diseases.

157. Towards the end of the year a draft amendment of the Factories Law was under consideration, aimed at filling a number of gaps noticed during inspection since its enactment in 1957, and thus raising the standard of safety in places of work. An overall study of the Factories Law with a view to a general overhauling of its provisions and consolidating a number of associated Laws initiated towards the end of 1962, continues to be pursued.

158. Co-operation and understanding continued to be the main characteristic of the relationship between labour inspectors entrusted with factory inspection work on the one hand, and owners and occupiers of industrial undertakings and workshops on the other hand, on matters concerning the safety, health and welfare of persons employed. Assistance and advice, particularly of technical nature, is being provided free of any charge by inspectors whenever required or asked for. Occupiers of undertakings or persons planning the erection of new factories or workshops in their endeavour to meet satisfactorily the requirements of the Factories Law, have referred such problems

as layout of plant, machine guarding etc. to this section and satisfactory solutions were found in an atmosphere of co-operation.

FACTORY INSPECTION STAFF.

159. At the beginning of the year it was decided that training courses would be organised for Factory Inspectors on matters connected with their duties but these plans did not materialize on account of re-allocation of staff.

160. A safety seminar, however, was conducted from 19th to 30th of August by Mr. Stanley Butcher of the U.S. Department of Labour, an expert on occupational safety who visited the island on a project arranged through U.S.A. Aid Mission. During the first week Mr. Butcher spoke on Supervisory responsibility, accident causes, safety inspections, accident investigation, house-keeping for safety, working surfaces, handling materials, machine guarding, personal protective equipment, and protection in the building industry which is the industry where most accidents occur. During the second week Mr. Butcher spoke on safety in industry, occupational health hazards, fire prevention, job hazard analysis and hand tools.

161. During the lecture slides were projected showing conditions in American industry, and films of the International Labour Organization on occupational safety were shown.

162. Senior and Safety officers from a number of major industries and members of the Ministry's labour inspectorate, attended the seminar and received certificates on occupational safety, issued by the U.S. Labour Department. The lectures were very successful and the knowledge acquired will certainly fill some gaps in occupational Safety in Cyprus.

FACTORY PREMISES.

163. The Factories Section has been able to assist owners of new industrial undertakings in 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 Chief Inspector of Factories. It was gratifying to note that owners and occupiers of industrial undertakings begin to appreciate the close relation which exists between safe and pleasant working conditions and efficiency in output. As a result, the majority of those

intending to erect new premises complied with the provisions of the Factories Law.

MECHANICAL MEANS IN UNDERTAKINGS.

164. A number of interesting developments in the mechanisation of processes designed to increase output, took place during the year in small and major industries. In many premises where the work had previously been carried out manually mechanical appliances were now doing the work, thus saving manpower and speeding up production. Such places included brick and tile works and flour and oil mills.

165. Much wider use of mechanical handling systems was made, and automatic systems of feeding and charging machines were introduced. In the building industry and in engineering works there was a strong tendency to adopt new methods involving the use of machinery resulting in greater economy in man-power. Horizontal and vertical transport of materials was carried out by means of power-driven barrows, tractors, excavators, hoists and other machinery used in the newly built houses, multi-storeyed buildings, and road and other engineering construction works.

ACTIVITIES OF THE LABOUR INSPECTORATE.

General.

166. During the year labour inspectors carried out 6,552 inspections and visits of industrial undertakings and other places of work. Out of this number 2,564 were inspections of industrial undertakings with power-driven machinery and 1,121 inspections without power-driven machinery. The total number of inspections carried out during 1963 in industrial undertakings and other places of work showed a slight decrease as compared with that of the previous year.

167. The following table shows the various classes of undertakings inspected and visited during 1962 and 1963.

Class of undertakings	Inspections during 1962	Inspections during 1963
Factories with power	2501	2564
Factories without power	1168	1121
Agriculture	33	18
Docks & Shipping	3	12
Building	157	196
Offices	340	311
Shops	977	1004
Transport	12	15
Personal Service	504	445
Mines & Quarries	4	7
Visits other than to undertakings.	870	859
Total	6569	6552

Steam Vessels.

168. In accordance with the requirements and provisions of the Factories Law, during 1963 the Boiler Inspector carried out a number of cold and hot examinations operating in various industrial undertakings. The total number of steam boilers and steam receivers in operation during 1963 was 330 and 222 respectively. These figures include 32 new steam boilers installed mostly in dry-cleaning establishments, and 29 steam receivers, the majority of them in Dairy Farms and food preserving and canning industries.

169. In the course of inspection internal defects in the form of scaling, pitting and general corrosion were noticed due to the use of untreated water, and advice was given for their repair and maintenance. In a number of steam boilers overheating was caused by the accumulation of scale or shortage of water, resulting in the development of bulging and deformation with injurious effects.

170. As a result of defects noticed in the course of inspection the working pressure of 40 steam boilers had to be considerably reduced, and 12 steam boilers and 4 steam receivers were found unsuitable and dangerous for further service. As a result Certificates permitting their operation were refused.

171. Although the advice of the Boiler Inspector was readily and freely available, in some cases it was sought too late and owners could not avoid unnecessary expense.

Hoists, Lifts and Air Receivers.

172. The inspection and testing of hoists, cranes, lifts and lifting tackle is the responsibility of the Mechanical Inspector, who is also responsible for the examination of air receivers. In addition to the Government owned cranes in ports, and to lifting machines, pulley blocks etc., installed in industrial undertakings and motor vehicle repairing workshops, inspections were also carried out of hoists used in building

operations, hydraulic lifts in vehicle washing and greasing stations and passenger lifts installed in multi-storeyed buildings.

173. About 403 air receivers, including 63 installed during the year, were examined and inspected. Compressed air vessels were mainly used in washing and greasing stations, in motor-car painting, furniture-making, tyre-retreading undertakings and bicyle repairing workshops. In accordance with the requirements of the Factories Law, air receivers are examined at least once in every period of twenty-six months.

SAFETY.

Analysis of Accidents.

174. The total number of accidents which occurred in industrial undertakings during the year was 498, including 9 fatal. The corresponding figure for the previous year was 471, including 12 fatal, i.e. there was an increase of 5,4% in the total number of accidents compared with the previous year and a decrease of 25% in the number of fatal accidents. As a result of 498 accidents in 1963, 430 male persons, 40 female and 28 young persons between the ages of 14 to 18, were incapacitated for work for more than three days. These figures included 9 fatalities, causing loss of life to 9 male workers.

175. In the above figures are not included accidents and occupational diseases in mines and quarries. This information is given by the Senior Mines Officer in his Annual Report.

TABLE XXXIV

176. In table XXXIV details are shown of the industrial accidents notified by industry, sex, age, degree of injury and causation.

177. The major class of accidents still remains in building operation and works of Engineering construction with 151 non-fatal and two fatal accidents representing 30,3% and 22% at the total number of accidents; Agricultural and Forestry follows with 65 accidents representing 13%; Manufacture of Wood, Footwear, Rubber and Chemical products comes third with 42 accidents representing 8,4%.

178. The number of ancidents in industry, and especially in building operations and works of Engineering construction can be reduced effectively by better supervision at the place of

work, by careful inspection of the material used for the construction of scaffoldings, and by better working platforms laddery.

TABLE XXXV.

179. A distribution by industry of the 1963 accidents appears in Table XXXV. Of the total of 498 accidents (including 9 fatalities), 151 non-fatal and two fatal accidents, representing 30,3% and 22% respectively, occurred in building operations and works of engineering construction. Accidents in: (a) Agriculture and Forestry, and (b) Fanufacture of wood, footwear, rubber and chemical products follow with 65 and 42 accidents representing 13% and 8,4% of the total respectively.

TABLE XXXVI.

180. Table XXXVI expresses graphically the trend of fatal and non-fatal accidents during the 10 years 1954-1963. As will be seen, the maximum number of accidents occurred during 1959 (576) and the minimum in 1954 (71) whereas the figures for fatal accidents in 1956 and 1954 were the highest and lowest respectively 23 in 1956 and 6 in 1954).

TABLE XXXVII.

181. An analysis of the various accidents by causation is shown in Table XXXVII. Approximately each group of accidents caused as a result of (a) "miscellaneous causes" (b) "struck by falling objects", comprises 24% and 23% respectively of the total number of accidents which occurred during the year.

182. The following table is an analysis of the fatal accidents, which occurred during 1963, by district, industry and cause.

DISTRICT	FATAL ACCIDENTS, 1963		
	No. of persons involved	Industry	Cause of Accident
NICOSIA	1	Building	Fall of ground
	3	Wine & Spirits	Other accidents
	1	Water Development.	Other accidents
LARNACA	1	Loading and discharing of vessels.	Struck by falling objects
	1	Building	Persons falling

DISTRICT	FATAL ACCIDENTS, 1963. No. of persons involved.	Industry	Cause of Accident
LIMASSOL	1	Telecommunications	Electricity
FAMAGUSTA	1	Sand & gravel extraction or collection.	Air Compressors
TOTAL	9		

Accidents in Building Operations and in Works of Engineering Construction.

183. One hundred and fifty one (151) accidents occurred during the year in building operations and works of engineering construction, representing 30,3% of the total number of accidents including two fatal. These accidents occurred in the course of demolition, construction, repairs and alterations of buildings and other works. The main causes of accidents were falls from scaffolding, falls of materials, and striking against or stepping on objects such as protruding nails.

184. In a number of cases unsafe working conditions prevailed due to negligence of the responsible men of the building construction. A number of persons suffered injury by falling in the course of erecting or dismantling, scaffolding or from ladders and unsafe scaffolding. In some cases no guard rails or toe-boards were provided on scaffolding and working platforms, while the platforms were of very poor design and lacking bracing members to ensure stability and safety. An investigation of the accidents which occurred showed that in the majority of cases little regard was paid to safety, or that there was a complete lack of elementary precautions on the part of the building contractors.

185. Two men engaged in the plastering of a building fell from a height of 18 feet sustaining severe bodily injuries, when the scaffolding collapsed through faulty material and poor construction. A moulder sustained fracture of his right arm when the ladder on which he was working broke into two pieces due to some sudden movement.

186. A fatal accident occurred to a carpenter who fell

from the fourth rung of the step-ladder on which he was standing trying to fix on a ceiling some decorative panels. Investigation of the accident showed that the step-ladder which was a temporary expedient, was constructed in an unsafe manner with undue swaying and sagging.

187. A young mason had his feet badly injured when the wall he was erecting with cement blocks partially collapsed. In another case a building worker, occupied on demolition work, sustained fracture of the spine, when part of a wall fell on him. In both cases the men were inexperienced and not fully aware of the risks involved in their work.

188. Owing to lack of supervision, a labourer sustained fracture of his right leg, when a concrete mixer fell on him while he was trying together with some others, to unload it from a lorry. Owing to wrong methods of stacking various kinds of timber and of loading on, or unloading from lorries, material used for building construction, accidents occurred causing fractures of leg and arm to a number of workmen and severe wounds to others. A worker was fatally injured on the head and another sustained wounds on his leg in the course of loading bundles of ply-wood on a lorry.

189. There are many cases of injury sustained by either stepping or falling on a nail left on the floor. Pieces of wood with nails sticking out should not be left about. This is an elementary precaution betraying lack of supervision. It is the supervisor's duty to ensure good house-keeping.

190. A fatal accident occurred in works of engineering construction in connection with the preparation of material for the making of roads. An attendant of a stone-crushing plant sustained fatal injuries as a result of a fall from a height of about 15 feet. This happened when he was trying to clean with a shovel the inside face of the belt from crushed stone residues, while the machine was in motion. He was knocked about, lost his balance and fell through the gap between the railings and the base of the platform on which he was standing.

191. Accidents of this kind can only be averted if apart from the necessary protective measures, the persons working near dangerous machines have in mind that no work, whether repairs maintenance, lubrication or adjustment should ever be carried out while machines are in motion.

192. It is expected that with the introduction of building regulations, already approved by the Council of Ministers, the standard of safety will be raised and the danger of accidents in the building industry and in engineering construction will be considerably reduced.

Accidents in Wine and Spirits Factories.

193. It is known that during the process of fermentation which, in due course, takes place in the tanks used for storing wine, carbon dioxide is produced. The seriousness of the danger prevailing in such confined spaces is still not sufficiently appreciated by those concerned. In the course of cleaning such an underground tank three workmen were overcome by carbon dioxide fumes and died from asphyxia. This accident was due to the failure of ensuring whether the tank was safe before entry so that the suitable breathing apparatus might be used.

194. An employee in a wines and spirits factory was trying to cut, by the method of oxy-acetylene welding, an iron beam, which was just above a maturing vat supposed to be containing a negligible quantity of brandy. As soon as cutting started, the vat exploded, causing burns to the face and hands of the welder. Processes involving heat should never be carried out in close proximity to vessels containing or supposed to have been containing inflammable substances, unless adequate precautions are taken for removing, by appropriate methods, the inflammable material.

Electrical Accidents.

195. Two men employed by CY.T.A. received a severe electric shock and a third was electrocuted under the following circumstances:- The men were engaged in cutting telephone wires supported on a number of wooden poles of 60 yard span. At a certain point the telephone wires were intersecting bare electric lines with a clearance of about 2'-6". For safety purposes the telephone wires forming the two lower rows, that is the nearest to the electric lines, were of the insulated type, while the two wires on top were not insulated. On being cut the wires were allowed to fall down, while the men on the ground were trying to wind them in the form of coils. Most of the lower rows of wires which had been cut from the first telephone pole were found on investigation to be in contact with the electric lines, but as they were insulated, there was no trouble. When the two bare telephone lines were cut, they also came in touch with the electric lines, and when the unfortunate man took hold of the wire, he

received the electric shock, which proved to be fatal. While the man was trying to free himself from the live wire, the line touched on the other wires which the two men were holding, with the result of giving them a shock as well.

196. These men should never have started carrying out this dangerous work without first making sure that the electric wires were not live. This accident shows that there was lack of supervisory responsibility and failure of the persons employed to appreciate the extent of the risks to which they were unnecessarily exposing themselves.

197. A builder received an electric shock while using a portable electric grinder for smoothing the tops of a concrete block. Upon examination it was found that the earthing conductor was disconnected at the earth terminal of the plug. The disconnection rendered the metal frame of the tool non-earthed and consequently dangerous, when the grinder was electrified as a result of leakage. Similar accidents occurred with the use of other portable electrical tools.

Accidents due to Fall.

198. Many accidents were caused as a result of falling due to wet or dirty floors and floors with objects placed on them. In one case a worker's arm was broken whilst two other workers received fractures of their arm and leg. These are the result of lack of supervision and bad house-keeping.

199. Serious injuries occurred to a number of workers in the course of maintenance and repairs of buildings, from falls of ladders during painting of walls or while connecting telephones and electrical conductors on poles.

200. They were caused by the ladder slipping on the floor or its top slipping to the side. In some cases the workmen simply lost their balance and fell. Ladders used in soft ground should be well sunk into the ground to prevent slipping. Those used on smooth floors should have rubber grips at the bottom; and those used for climbing poles should have a curved bar at the top to prevent slipping from the pole.

Accidents in Woodworking Machinery.

201. It is true that woodworking machinery is extremely dangerous and should only be handled by skilled woodworkers. A number of accidents occurred to workers of woodworking machines, mainly due to conduct with cutting edges of planing machines and circular or band saws.

202. A carpenter lost the tips of two fingers in the course of using a spindle moulding machine. A young worker sustained injuries to two fingers of his left hand, while using a band saw. In the same premises a female worker tried to interfere with a belt conveyor, which feeds the wood automatically and had two fingers of her right hand cut off.

203. In a saw-milling enterprise, in which timber was being prepared for making boxes in connection with the export of fruit and vegetables, a woodworker sustained injuriesto two fingers of his left hand in the course of using a band saw. In a furniture-making undertaking a skilled sawyer had three fingers of his left hand badly lacerated while operating a circular saw in a furniture making undertaking.

204. Woodworking machines are always a source of danger and it is essential that their dangerous parts should always be protected to the maximum possible extent. Hands should never be allowed to approach a cutter or a running saw. A worker lost his left thumb in the course of using a planing machine. From the investigation carried out it was discovered that he failed to use the safety equipment, which was available. Persons operating such dangerous machines should always bear in mind that, by removing a guard to speed up the work, they are violating the safety regulations, thus creating dangerous working conditions resulting in accidents.

Accidents in Ports.

205. A number of accidents, including one fatal, were caused in the ports, in connection with the use of cranes through lack of care in arranging or attaching slings. In the course of loading a ship with terra umbra, a fatal accident, involving the death of a lighterman, occurred when a sling broke and the whole load fell hitting him fatally. The reason of the failure of the sling rope should be attributed to its rotten condition.

206. There are two points directly associated with the cause of this accident, to which the attention of those responsible should be drawn. The first is the requirement in the Factories Law, which provides that no lifting tackle, rope slings included, shall be used unless it is of good construction, sound material and of adequate strength. The second is the basic safety rule that no person should work, stand or walk beneath a suspended load.

PERSONAL PROTECTIVE EQUIPMENT.

(i) Welding helmets and hand shields.

207. Electric welding offers much greater eye hazards than any other process in industry. The electric arc always throws off instance ultraviolet radiation, which unless filtered out quickly causes blindness. Welding operations also involve hazards of flying sparks and metal splashes. The devices used for the protection of eye and face against the above hazards are helmets and hand shields. They are made of fiber or reinforced plastic, which are very light in weight and heat and flame resisting materials. Although the welding helmet offers more protection than hand shield, welders in Cyprus use hand shields because, as they allege, they are more handy in observing the welding process.

208. Experience showed that the reason of not using welding helmets, except in very few cases, is that arc welding is carried out in small establishments by experienced fitters or blacksmiths, who are doing this job in addition to other duties and consider it irksome to have to put on or take off the helmet whenever they leave the welding process to do another job and vice versa.

(ii) Face shields.

209. Many accidents occurred injuring the eyes and face of workers during the year due to lack of using suitable face shields. These devices are very useful for protection of eyes and face. They are made of transparent cellulose material fitted on an adjustable fibre headband. They can be used in woodworking operations, where chips and particles fly; metal machinery causing flying particles; grinding operations etc. Complaints were received from occupiers of premises that their workers were not always using these devices because, as they alleged, they could not carry out their work and that the devices were hurting their eyes. This is incorrect. The workers were not accustomed to do so due to insufficient effort on the part of the occupiers to create and maintain a safety conscience in their employees.

HEALTH.

210. With the exception of pneumoconiosis cases, mentioned in Section 243 of this Report, concerning persons occupied in the mining industry, no other cases of occupational diseases were reported.

WELFARE.

Washing Facilities.

211. During the year there was an encouragement in building new factories away from congested areas irrespective of size and trade. Shower baths and washing facilities were provided in most of the new factories. Hot and cold water was also supplied and soap and towels were available. Good use was made, by the majority of workmen during the year of the welfare facilities provided for them in factories. In some cases, in spite of the facilities provided, owners of factories complained that not many men make sufficient use of them. Such attitude on the part of the workmen discourages the occupiers of factories in their endeavours to promote better conditions of work.

212. In many of the small undertakings situated in congested areas there was a lack of washing facilities, in view of the absence of running water and drains. In a number of others the facilities provided could not be of a satisfactory standard. Employers maintain that while some of the workers avail themselves of the facilities provided, the rest do not make full use of them. The employees give the excuse that they are not accustomed to wash themselves in the works, as they live very near. In reality there is no reason why the men should not make use of the facilities provided, if they are of good standard and conveniently situated in the premises. If the practice of building new factories away from the congested areas is maintained, it is hoped that the number of industrial undertakings with unsatisfactory welfare facilities will be gradually reduced.

Cloakroom accommodation.

213. Whilst in new factories adequate accommodation for clothing not worn during working hours was provided, in the older factories the owners seemed to take little interest in this matter. They were not willing to spend money for fear that the workers may not make proper use of them. Experience showed that there was no difficulty in persuading workers to use cloakrooms. The majority of them like to be dressed in a neat manner when they go and return from places of work.

VI. REPORT ON THE SOCIAL INSURANCE SECTION

GENERAL POLICY AND SCOPE OF ACTIVITIES

214. Our present Social Insurance Scheme covers compulsorily every person employed in Cyprus under a contract of service or apprenticeship. Other gainfully occupied persons can join the scheme voluntarily. Agricultural workers are at present excluded unless they are employed in big farms. The scheme provides cash benefits for marriage, maternity, sickness, unemployment widowhood, orphanhood, old age and death.

215. The general policy of the Ministry is to improve social security in Cyprus by extending the scope of insurance to cover all gainfully occupied persons on the island, improve the benefits provided to comply with the various I.L.O. Conventions, in particular with the Minimum Standards (Social Security) Convention No. 102 and incorporate into the Social Insurance Scheme the payment of compensation and dependants' allowances for all industrial accidents and diseases.

216. In line with this policy a revised scheme was prepared which was approved by the Council of Ministers in October, 1963. The Bill will go to the House of Representatives for enactment early in 1964. The main provisions of the new Social Insurance Scheme were:-

(a) extension of the scope of the previous scheme so that every gainfully occupied person in the island, including all self-employed persons (including farmers) and agricultural workers not covered before will now be covered;

(b) the amendment of the Workmen's Compensation Law and its incorporation into the Social Insurance Law thereby providing for the payment of compensation at an increased level, out of the Social Insurance Fund by way of pensions instead of the lump sum payments by employers now provided by the Workmen's Compensation Law;

(c) the increase of benefits paid under the Social Insurance Law for sickness and unemployment and of old age and widow's pensions by about 50% and of orphans' benefits by over 300%;

56 /...

(d) the increase of benefit for dependants to be payable in respect of three such dependants instead of two as hitherto;

(e) the provision of maternity allowance for a maximum period of twelve weeks to working female contributors so far not provided;

(f) the provision of sickness and unemployment benefits to married women where they are the supporters of their families as a result of a permanent incapacity of their husbands so far not provided;

(g) the award of a widow's pension without any conditions to be satisfied by the widow, other than contribution conditions to be satisfied by her husband. Under the present scheme childless widows under the age of 50 were not entitled to a widow's pension unless they were permanently incapable of self-support. There will not be any restriction under the new pevised scheme;

(h) payment of sickness and unemployment benefits starting from the age of 16 instead of 18 as hitherto;

(i) persons under 18 or over 65, married women and widows entitled to a pension under the Social Insurance Law now not contributing when employed will be required to contribute under the new scheme;

(j) contributions will be increased by 100%

(k) old age and widows' pensions so far not payable outside Cyprus in the absence of a reciprocal agreement, will now become payable.

NOTE: The Bill was enacted into a Law by the House of Representatives on 30/3/1964. Law No. 2 1964.

I. SOCIAL INSURANCE SCHEME

ACTUARIAL REVIEW

217. The actuarial review undertaken by Dr. Peter Thullen for the period 7.1.57 - 31.12.61 was completed and his report on the financial soundness of the scheme was submitted to this Ministry early in 1963. This report covers also an actuarial study on the financial implications of the new proposed scheme.

218. The procedure used in the actuarial valuation was the method of projection. The aim was to estimate the receipts and expenditure and the resulting balance of the

Fund for each year of the period of projection, adopting to this effect certain assumptions which include a sufficient margin of safety so that it can be reasonably expected that in the basic period of the projection any deviation in the development of the Fund from the estimates will not imply a substantial change in the main financial results of these estimates.

TABLE XXXVIII

219. Table XXXVIII gives a summary projection of the numbers of insured persons and of surviving beneficiaries of old-age and widow's pensions (at the end of each year). The average (composed) rate of increase of the male insured population is 0.93 per cent and that of the female insured population 3.0 per cent, resulting in a rate of increase of 1.51 per cent of the total insured population, which is somewhat lower than the rate of increase of the total population of the country. An increase of the insured population at a higher rate would favour the financial situation of the Fund.

TABLE XXXIX

220. Table XXXIX gives the projection of receipts and expenditures under the existing scheme for the period 1962-1981 (in thousands of £).

221. The contribution rate in force will not only be sufficient to cover all expenditures of the scheme till 1967 under the existing Law but also to build up a considerable reserve. After that year expenditure will be exceeding receipts and will gradually absorb the accumulated reserve. By 1977 the reserve will have disappered. Under the proposed new Law the finances of the scheme will be further improved.

INSURED PERSONS AND CLAIMS FOR BENEFIT RECEIVED

222. The number of persons who joined the scheme during the year amounted to 13,600 which includes 1,492 new voluntary contributors. By the end of the year the total number of insured persons amounted to 211,165. This number includes however, persons who died, left Cyprus or left insurable employment.

223. By the end of the year 112,480 persons had exchanged their insurance cards. This is a rough indication of the number of active contributors to the scheme. Out of this number, 3,559 persons were contributing voluntarily as against 2,067 in 1962. This marked increase

of voluntary contributors is due to the fact that the public has begun to realize the benefits of the scheme and to appreciate the value of benefits provided to insured persons.

224. The number of claims received and dealt with during the year amounted to62,092; the number of enquiries made for insurance cards lost or left with previous employers amounted to about 15,000. In spite of repeated enlightenment campaigns for the safe keeping of these cards insured persons continued to lose them. No fee is imposed for the issue of new cards but the question whether the imposition of such fees could solve the problem is under consideration.

TABLE XL

225. Table No. XL 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 210,622 persons insured so far 149,502 were males and 61,120 were females. Of the 61,120 females insured 27,984 were married and 33,136 were either single or widows.

FINANCING OF THE SCHEME

226. In practice and in conformity with the original actuarial estimates, the actuarial financing basis used under the existing Social Insurance Law, was the "pay-as-you-go" method;in that the contribution rates were fixed in such a way as to guarantee in the first ten-year period a balance between receipts and expenditure. The Law also provides for an actuarial review at the end of each five-year period. In actual fact that method of financing has not been followed because income has significantly exceeded what it was estimated originally, and expenditure has been lower than expected. A substantial fund has thus been accumulated, which is suitably invested, so that the system is really on a partial funding basis.

227. There was no change either in the rates of contributions or in the amount payable by each contributing party. The scheme continued to be financed by three equal contributions: one by the employer, one by the employee and one out of the general revenue of the Republic. The weekly rate of contribution payable by each contributing party is 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 are exempted from paying a contribution.

228. The stamp system is being used for the collection of contributions, which are paid weekly by affixing insurance stamps on special cards issued to insured persons. The stamp affixed each week covers both the employer's and the employee's contribution. Employers are liable to pay both contributions in the first instance, but they may deduct the employees' share before paying out their wages. The contribution payable into the Fund out of the general revenue of the Republic is calculated on the amount collected from the sales of insurance stamps. Insurance stamps used for the collection of contributions are of three denominations: 30 mils, 60 mils and 120 mils. These stamps are sold through Post Offices and Postal Order Agencies throughout the island.

229. The total income of the Fund from contributions during the year amounted to £735,987 and expenditure to £446,102 as against £705,208 and £390,720 respectively during 1962. The interest received from investments amounted to £146,967 as against £105,640 in 1962. For details of Receipts and Payments for the year under review see Table No. XLI and for Investments see Table No. XLII.

TABLE XLI
TABLE XLII

ADMINISTRATION OF BENEFITS

230. The payment of benefits under this scheme continued to rely on certain contribution conditions details of which are given in Table XLIII Table No. XLIV gives the rate and amount of benefit payable at the full and reduced rates which continued to be the same as in previous years. Table No. XLV gives the number of claims received by month during 1963 as compared with 1962. Table No. XLVI gives, to the nearest pound, the amounts of benefits paid monthly as compared with the previous year

TABLE XLIII
TABLE XLIV
TABLE XLV
TABLE XLVI

231. The following benefits were paid during 1963:

(i) Marriage grants: The number of claims received during the year amounted to 523 of which 358 claims were allowed and paid during the year and 165 were either disallowed or no payment was due as claimants had already received sickness or unemployment benefit in excess of the marriage grants under this scheme. The amount

paid as marriage grants during the year was £3,368 as against £2,881 in 1962.

(ii) Maternity Grants: The number of claims received during the year amounted to 6,963 and a sum of £29,695 was paid as against £7,110 claims and £30,750 paid in 1962.

(iii) Sickness Benefit. The number of claims received during the year amounted to 6,935 and a sum of £29,572 was paid as against 7,164 claims and £28,011 paid during 1962.

(iv) Unemployment Benefit: The number of claims received amounted to 46,470 and an amount of £98,186 was paid as against 45,334 claims and an amount of £90,497 paid in 1962. The number of persons who claimed this benefit during the year was 14,076 as against 14,023 in 1962. The average number of persons claiming this benefit per day was 1,173 as against 1,168 in 1962 and 2,276 in 1961.

(v) Widow's Pension: The number of claims received during the year was 212 of which 181 claims were allowed and payments were made and 27 claims were disallowed and 3 claims were pending. The number of widows to whom this pension was allowed since the scheme was introduced was 591. The following table gives the changes in the widows' pensions in payment during the year.

CHANGES OF WIDOW PENSIONS

Year	Pensions in the course of payment at the beginning of the year		PENSIONS TERMINATED BY CAUSE						Pensions granted during the year	
			Deceased		Re-marriage		Other			
	Number	Monthly payment	Number	Monthly payment	Number	Monthly payment	Number	Monthly payment	Number	Monthly payment
		(Mils)		(Mils)		(Mils)		(Mils)		(Mils)
1963	396	2759397	3	15.600	3	27.300	3	26.000	181	1,121.390

The number of widows in receipt of this pension at the end of the year amounted to 569. An amount of £40,650 was paid in 1963 as against £30,927 paid in 1962. The following table gives the number of widows' pensions in the course of payment at 31.12.63 classified by age of beneficiary, number of dependants and amount payable.

Age Group	Number of Widows	Number of Dependants			Amount per month	
		0	1	2 and over	£	Mils
Under 20	-	-	-	-	-	-
20 - 24	11	1	5	5	82	549
25 - 29	25	1	4	20	199	920
30 - 34	38	-	6	32	327	376
35 - 39	64	-	4	60	544	043
40 - 44	58	4	11	43	476	230
45 - 49	72	10	20	42	578	647
50 - 54	76	38	18	20	485	947
55 - 59	85	69	15	1	457	162
60-- 64	81	76	4	1	409	280
65 - 69	38	37	1	-	189	363
70 - 74	17	17	-	-	84	066
75 - 79	4	4	-	-	20	800
80 and over	-	-	-	-	-	-
Total	569	257	88	224	3,855	383

(vi) Death Grant: During the year 261 claims were received and an amount of £2,010 paid as against 181 claims and £1,666 paid in 1962. Of the 261 deaths of insured persons 181 gave right to widows' pensions. The following table shows the number of deaths giving right to widows' pensions as well as the number of dependants in respect of whom an increase of the basic rate of pension is payable:

Number of deaths giving right to widows' pensions with increases for dependants (children and parents) during 1963.

Year	Number of Deaths giving right	Number of Beneficiaries		
		Widows	Children	Others
1963	181	181	134	-

(vii) Orphan's Benefit: Only 5 claims were received during the year. In January, 1963 this benefit was payable in respect of only 7 orphans of which one ceased to be an orphan in accordance with the Law. At the end of the year this benefit was payable to 6 orphans. The total amount paid during the year was £364 as against £120 in 1962.

(viii) Old Age Pension: The number of claims received during the year amounted to 722 of which 643 were allowed and payments were made and 79 were disallowed. Since this benefit became first due in 1960, 2,742 claims have been allowed. The payment of this benefit to 137 pensioners was discontinued by reason of death or departure from Cyprus for countries other than the United Kingdom. The total number of persons receiving this benefit at the end of the year was 2,605 as against 2,020 in 1962 and an amount of £182,523 was paid during the year as against £143,313 in 1962. The following table shows the changes made in the payment of this pension during the year.

CHANGES OF OLD AGE PENSIONS

Year	Pensions payable at the beginning of the year		Pensions terminated owing to death or other reasons				New Pensions during the year	
			DEATH		OTHER			
	Number	Total Monthly amount £ Mils	Number	Total monthly amount £ Mils	Number	Total monthly amount £ Mils	Number	Total monthly amount £ mils
1960	-	-	8	54.600	-	-	591	3,971,456
1961	583	3,916.956	31	208.432	2	10.400	731	4,866.311
1962	1,281	8,593.369	38	245.266	-	-	777	4,913.762
1963	2,020	13,242.416	58	371.139	-	-	643	4,004.640
1964	2,605	16,875.917						
		Total	135	889.337	2	10.400	2,742	17,756.169

232. The regional distribution of old-age and widow pensioners, on the basis of claims allowed so far, shows the participation of all regions in the scheme.

DISTRICT	Number of old age and widow pensioners	
	Town	District
Nicosia	466	987
Limassol	328	289
Famagusta	195	320
Larnaca	185	162
Paphos	65	145
Kyrenia	23	168
Total	1,262	2,071

GRAND TOTAL 3,333

233. All claims for benefit are made through local employment exchanges. After being checked they are forwarded to the central office for adjudication. Unemployment benefit in the five main towns continued to be paid in cash at employment exchanges and the same procedure has, during the second half of the year, been extended to three additional sub-offices to expedite payment. All other benefits, including unemployment benefit for persons residing at distant villages, were paid by means of postal drafts which can be cashed at Post Offices or Co-operative Societies of the payee's village. Insurance Officers, who have specially been appointed to adjudicate on claims, have dealt with 62,091 claims during the year as against 61,198 claims in 1962. Of the claims adjudicated in 1963, 4,099 were disallowed as claimants did not satisfy the contribution conditions.

ADMINISTRATION - GENERAL

234. The Ministry of Labour and Social Insurance is responsible for the administration of the scheme. The day-to-day work was carried out through the Employment Exchanges in the five main towns and through eight sub-offices in the Rural Areas. Two of the sub-offices were operating once a week, all the others were operating full time.

235. A total of 105 officers were employed on Social Insurance work during the year as follows:

1 Senior Social Insurance Officer
1 Insurance Officer
3 Labour Officers Grade II
28 Assistant Labour Officers
2 Clerks Grade II
24 Labour Assistants
23 Insurance Clerks
1 Clerical Assistant
9 Daily paid Clerks
2 Messengers
11 Postal Officers 3rd Grade

236. All records of persons insured, contributions paid as well as benefits granted by the scheme are kept centrally. Insurance cards are issued for the first time centrally, but applications for their issue are addressed to, and the subsequent exchange of these cards is carried out through the District Labour Offices.

237. Insurance Inspectors appointed to ensure compliance with the Social Insurance Law are attached to District Labour Offices. The central inspectorate service which was created in 1962 has been co-ordinating these inspections and has itself carried out surprise inspections in various districts with very good results. Records of all employers, divided into areas and sub-areas, have been completed and kept up to date both at Central Office and District Offices. During the year 9,453 inspections were carried out throughout the island as against about 10,000 in 1962 and 7,000 in 1961. The following Table shows the inspections carried out by inspectors in District Offices and by the Central Inspectorate during the year as well as the arrears collected during these inspections:

District	Number of Inspections	Arrears Collected
		£ Mils
Nicosia	4,033	1.413.330
Limassol	1,559	2,097.840
Famagusta	529	1,244.510
Larnaca	1,635	155.970
Paphos	966	380.870
Central Inspectorate	7731	1,315.840
Total	9,453	9,608.360

238. The number of contraventions of the Law reported by these inspectors and prosecuted during the year amounted to 235 as against 474 in 1962. Of the 235 cases prosecuted 219 were against employers for failing to contribute regularly. The remaining 16 were cases against employees of whome five were prosecuted for failing to obtain insurance cards and deliver them to their employers on resuming work, and eleven for falsely declaring to be unemployed and drawing unemployment benefit whilst in employment. The fines imposed by the Courts in all the above cases amounted to about £696, which includes about £217 arrears due to the Fund by employers and collected as a fine. In addition to the arrears collected through the Courts, inspectors also collected about £678 before these cases were tried by the Courts.

239. The following Table shows the number of cases prosecuted by District with the arrears collected for these cases and fines imposed by the Courts during 1963:

DISTRICT	NUMBER OF CASES	ARREARS COLLECTED		FINES IMPOSED
		Before trial	As a fine	
		£ Mils	£ Mils	£ Mils
Nicosia	67	100.260	48.705	159.425
Limassol	58	35.280	10.080	65.800
Famagusta	45	151.650	19.740	117.400
Larnaca	40	15.000	2.640	91.500
Paphos	10	-	-	26.500
Central Inspectorate	15	375.550	146.020	18.000
Total	235	677.740	217.185	478.625

OVERSEAS ARRANGEMENTS

240. At the end of 1962 there was only one reciprocal agreement in operation with the United Kingdom. The main object of such agreements is to enable persons who move from one country to another to count residence or insurance periods in the one country as residence or insurance periods in the other country.

241. Administrative arrangements made under the agreement with the United Kingdom enabled either country to carry out enquiries in the other on matters relating to entitlement of benefit and to pay benefits, mainly old age and widows' pensions, to persons residing in one country

on behalf of the other. Accounts were settled quarterly. This arrangement has been working quite satisfactorily. This Ministry takes this opportunity to express its appreciation of the help and co-operation afforded by the United Kingdom Ministry of Pensions and National Insurance in this matter.

242. At the end of the year 15 old age and 7 widows' pensioners were receiving their pensions whilst residing in the United Kingdom. These pensions, amounting to about £1,200, were paid on behalf of Cyprus by the United Kingdom Ministry of Pensions and National Insurance. During the same period the Cyprus scheme has paid, on behalf of the United Kingdom Ministry, War and National Insurance pensions amounting to about £11,600 to 110 pensioners residing in Cyprus during the year.

II. PNEUMOCONIOSIS (COMPENSATION) LAW

243. There were no changes in either the operation, financing or benefits provided by this Law during the year. Certain proposals for the amendment of the Law as well as of the Regulations made under that Law, to provide for Medical arrangements, have been prepared and submitted to the Ministry of Health for their comments before enactment. The main object of these proposals was to clarify certain ambiguities in the Law and to facilitate its administration.

244. The fund established under the Law continued to be financed by contributions from employers alone, which vary according to the type of industry and the number of workers employed. The Law provides for an actuarial review by the end of 1963 and thereafter every five years. If the actuarial review reveals that the Fund is, or, is likely to become insufficient to discharge its liabilities, or is likely to continue to be more than reasonably sufficient to discharge its liabilities, contributions may vary accordingly.

245. The following table shows the weekly rate of disablement pensions paid under the Law according to the degree of disablement.

RATES OF DISABLEMENT PENSIONS

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

246. Death benefit continued to be paid to the dependants of the deceased whose death was certified to be due to, or materially accelerated by, pneumoconiosis at the same rate. The amount payable is a lump sum of £1,500 payable to persons wholly depending on the deceased. Where the deceased has no dependants wholly depending on him for their livelihood but has such dependants partly depending on him the death benefit is reduced to £1,200. If the deceased has drawn any disablement pension under this scheme prior to his death, the lump sum payable to his dependants is reduced by the amount of disablement pension paid, provided that the death benefit is not reduced below £500.

247. During the year under review 25 persons claimed compensation under the Law for the first time and 11 persons previously certified as not suffering from pneumoconiosis were re-examined during the year on the instructions of the Medical Board.

248. Disablement and death due to or materially accelerated by pneumoconiosis are certified by the Pneumoconiosis Medical Board consisting of three Government Medical Officers.

249. During the year 36 persons who claimed compensation under this scheme were examined by the Medical Board. Twenty-five of them were examined by the Board for the first time and 11 were persons who were asked by the Board to report for a re-examination during this year. Only 23 persons were found to be suffering from pneumoconiosis and their claims

were allowed by the Compensation Officer. The Board re-examined 69 persons already in receipt of weekly compensation for the purpose of re-assessing the percentage of their disablement; 22 persons were found to be suffering at a higher degree and one at a lower. The improvement in the latter's condition was due to the cure of tuberculosis from which he had been suffering in 1962.

250. The following table shows the number of pensioners under this scheme by degree of disablement at the beginning and the end of the year under review:

Degree of Disablement per centum		1-30	31-40	41-50	51-60	61-70	71-80	81-90	91-100	Total
Number of Pensioners	At the beginning of the year	46	14	11	6	4	2	-	12	95
	At the end of the year	57	21	1	17	-	4	-	13	113

251. In 1963 five pensioners, who were totally disabled, died and death benefits amounting to about £3.028 were paid. The total number of persons, whose death was due or was materially accelerated by pneumoconiosis, since the Law was enacted amounted to twelve and the total amount paid to their survivors was £12.161.

252. The total income of the Fund during the year amounted to £13,724, which included £788 interest on surplus cash deposited with the Bank. The expenditure of the Fund on benefits during the year amounted to £15,553 which exceeds the income for the year by £1,829. This is due to the increase in the number of deaths, which amounted to five in one year as compared with seven in the five previous years. The total income of the Fund since its establishment in 1961 was £65,315 and the expenditure £51,888. Benefits were paid retrospectively as from January, 1958. The balance in the Fund at the end of the year amounted to £13,427. Details of receipts and payments by month are given in Table XLVII and total receipts and payments for the year with Balance Sheet as at 31st December, 1963, is given in Table XLVIII.

TABLE XLVII

TABLE XLVIII

III. WORKMEN'S COMPENSATION LAW

253. There were no changes in the Workmen's Compensation Law during the year. Proposals for the amendment of this Law and its amalgamation with the Social Insurance Law, details of which were given in paragraph ...216. of this Report, were approved by the Council of Ministers and will be considered by the House of Representatives early in 1964. (Note: Already enacted into Law on 30/3/1964 as Law No. ..2../64). Table No XLIX gives details of the amounts of 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 £34,780.986 mils was paid in 1963 as against £25,001.806 in 1962. Sums amounting to £12,098.167 mils were paid by order of the Courts (some of the cases dealt with by the Courts were in respect of accidents which occurred in 1962) as against £13,440.076 mils in 1962.

TABLE XLIX

IV. THE GOVERNMENT EMPLOYEES' PROVIDENT FUND

254. The Government Employees' Provident Fund for monthly paid employees had 1,100 members at the end of the year. The accumulated balance in the Fund on 31st December, 1963, amounted to £225,354.000 mils. All permanent Government employees with a salary scale up to £426 per annum, appointed after the establishment of the Fund in 1945, have to become contributors. They deposit five per cent of their salaries and an equal sum is deposited by Government.

V. THE GOVERNMENT REGULAR EMPLOYEES' PROVIDENT FUND

255. The Government Regular Employees Provident Fund which was established by Government for its regular weekly paid employees (industrial workers) in July 1960, had 3,020 members at the end of 1963. All regular employees (persons with over six months' continuous service with Government) other than salaried employees, are obliged to become contributors to the Fund. They contribute 5% of their wages and and equal amount is deposited by Government.

256. The accumulated balance in the Fund on 31st December, 1963, amounted to £343,988.000 mils as against £249,419.000 mils in 1962.

VI. THE GOVERNMENT SOCIAL SECURITY SCHEME

257. The Government Social Security Scheme for regular weekly paid industrial workers employed by Government and by some public utility undertakings, which started in 1964, had 4,557 contributors at the end of the year as against 4,815 in 1962. The figure for 1963 includes employees of the Cyprus Telecommunications Authority, the Cyprus Airways Ltd., the Kyrenia Municipality, the Water Boards of Nicosia and Famagusta, the Grain Commission and the Electricity Authority of Cyprus.

258. There was no change in the rate of contributions payable under the scheme, which 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 hospitalization in Government hospitals. Contributors are also entitled to sick-leave with full pay up to a maximum of 40 working days in a calendar year and to a maternity grant of £6 for each confinement. This grant, however, is abated by the amount payable under the Social Insurance Law.

259. The income of the scheme during the year amounted to £35,642.205 mils of which £659.939 mils were proceeds from investments. Payments in cash amounted to £31,526.586 mils. This sum includes £19,432.803 mils paid as sick-leave, £318.000 mils in maternity grants and £260.000 mils in charitable grants. Payments in kind amounted to £9,820.448 mils. These payments include medical treatment, supply of drugs and special appliances, such as artificial limbs, dentures, spectacles, elastic stockings etc. At the end of the year this scheme showed a surplus of £4,115.619 mils as against £6.594.936 mils in 1962 and £.452.227 mils in 1961.

VII. OTHER PRIVATE MEDICAL BENEFIT SCHEMES

260. Trade unions 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 cost of operations. Medical treatment continued to be provided at clinics owned by trade unions or, where there are no such clinics, by private medical practitioners at fixed reduced fees agreed upon with the trade unions.

261. A considerable number of private employers continued to provide free medical treatment to their employees. In some cases both employers and employees share the cost in equal parts but in most cases employers alone pay the whole cost.

VII. OTHER ACTIVITIES

THE COORDINATION COMMITTEE.

262. The Committee, established in January, 1961 as a novel institution, discusses and decides on matters of policy, coordinates all important activities of the Ministry, reviews the work done and the methods used and sets targets and time limits, which are invariably observed, for the execution of the decisions taken by it. The Committee is chaired by the Minister, and includes the Director-General and the Section Heads, together with a representative of the District Labour Officers. Foreign Experts assisting the Ministry at the time also attend.

263. The Committee meets regularly on the first Saturday in each month and at extra-ordinary meetings when the need arises. Some of the subjects discussed, on which decisions were taken, included the Annual Report, manuals of operations for the Employment and the Social Insurance Sections, the functions and responsibilities of the Research and Statistics Service, the new format of the Monthly Bulletin, the introduction of new forms for the Ministry, promotions, training, postings, the follow-up of the decisions taken at the 18th Annual Departmental Conference, the Ministry's requirements and priorities in technical assistance from International Bodies, new rules for Employment Exchange Advisory Committees, participation in the 47th Session of the International Labour Conference in Geneva etc.

264. The Committee has also served as a means of communications between staff and management and conduced to the establishment of excellent personnel relations in the Ministry. It has also strengthened ties of solidarity amongst members of the staff and drawn them together in the common effort for improved services to the public. This is evidenced by staff participation in decision making on many important aspects of the Ministry's work and in the successful operation of a Welfare Committee and a Staff Committee to look after staff interests.

LEGISLATION.

265. Two out of the three draft legislative measures outstanding at the end of the previous year were further considered and eventually approved by the Council towards the end of the year. These were the new SOCIAL INSURANCE LAW and the BUILDING REGULATIONS. More details about the

new SOCIAL INSURANCE LAW are given in paragraph 216 of the Report.

266. The thrid measure, a TERMINATION OF EMPLOYMENT Bill (elsewhere in this Report referred to as legislation on Terminal Awards and Job Security) continued to be receiving consideration, though efforts in the direction of introducing this measure were somewhat abated owing to the special effort made to complete the draft of the Social Insurance Law.

267. An ANNUAL LEAVE AND LEAVE FUNDS Bill became a subject of serious consideration by the Ministry towards the close of the year and a detailed draft was prepared by the Senior Industrial Relations Officer in consultation with other sections concerned. The Senior Social Insurance Officer prepared a plan as to how he envisaged the system should work, and the whole matter was extensively discussed by the 19th Annual Departmental Conference of the Ministry which constituted a special committee to embody the various points brought out during the discussion into the existing draft and generally to complete the necessary preparatory work. It is now upto the Minister to decide in principle about the introduction of this Bill, the final policy lines to be adopted by the Bill as well as the timing of its introduction. Soundings and contacts with Trade Union Federations and Employers Associations on the Bill had by the end of 1963 progressed at a satisfactory point.

268. The Second Bill which became the subject of study in the closing months of the year was the APPRENTICESHIP Bill. Apprenticeship was one of the main pre-occupations of the Ministry during the year and an apprenticeship scheme was approved by the Productivity Council and officially introduced in November. (Details of the operation of the Scheme are given in paragraphs 55 to 60 of the Report). The introduction of legislation was intended to give legal status to the Scheme making it possible to declare apprenticeable occupations according to the specific needs of industry. The Bill received a first discussion by the 19th Annual Departmental Conference and would subsequently be considered by the Productivity Council and the Labour Advisory Board before taking the final shape in which it would be sent to the Council of Ministers for approval. The support of the Trade Union Federations and of the Employers Association to the Bill has been already secured.

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269. Another major legislative measure was also drafted during the year. This was a complete revision of the HOTELS (CONDITIONS OF SERVICE) REGULATIONS based on an agreement, reached after long and difficult negotiations, between hotel keepers and the hotel employees unions, under the chairmanship of the Senior Industrial Relations Officer. The re-draft was sent to the Attorney-General for legal vetting before consideration by the Council of Ministers.

270. Finally, the SAFETY (MINES AND QUARRIES) REGULATIONS, which had been approved by the Council of Ministers earlier in the year, were published in July and came into operation on 1st October. Mining companies have all complied with their provisions and Safety Committees, on which elected representatives of workers participate, have now been set up in the mines. A number of quarry proprietors which had failed to take the necessary action had received reminders by the Ministry, and prosecutions are being considered.

PRODUCTIVITY COUNCIL.

271. The Council met in January, May and December, and considered such matters as the organisation and evaluation of the work of the second Management Conference and Seminar, the organization of the Apprenticeship Scheme, productivity in the Hotel industry, arrangements for the establishment of the Productivity Centre, the election of a Board of Directors for the Productivity Centre and legislation on Apprenticeship.

LABOUR ADVISORY BOARD.

272. The Board, whose main function is to advise Government through the Minister of Labour and Social Insurance, on all labour matters met once during the year under the Chairmanship of the Minister, to consider and approve the agreement reached by hotel keepers and hotel employees and to discuss four points on which no agreement had been reached by the two parties in their negotiations under the chairmanship of the Senior Industrial Relations Officer. After an exhaustive but constructive discussion the two sides on the Board reached unanimous agreement on three of the points. The Minister endorsed the previous agreement as well as the agreement reached on these three points and reserved to himself the right to decide on the one remaining point. He later decided in favour of the unions' view.

273. The infrequency of the meetings of the Board should be attributed to the regular unofficial contacts which the Minister has with representatives of employers and workers, during which he is briefed on, and discussed, their views regarding proposed legislative measures. Thus, the Board remains the official platform from which more or less final views are expressed and where the Minister meets the two sides at the same time, trying to effect consensus of opinion between them. In spite of this the failure to call more regular meetings of the Board is considered as a weakness in the annual record of the Ministry. The intention is to remedy this weakness in the coming year to enable the Ministry to make full use of this valuable institution.

GOVERNMENT JOINT LABOUR COMMITTEE.

274. The Committee regulates the wages and conditions of employment of Government industrial employees and consists of the Directors-General of the two chief labour employing Ministries i.e. of Communications and Works and of Agriculture and Natural Resources, and of the Ministry of Finance, who acts as Chairman. The Senior Industrial Relations Officer of the Ministry of Labour and Social Insurance participates as adviser. The Secretary of the Committee had for the last 7 years been the Senior Assistant Secretary of the Ministry but during the year another officer was appointed to the new post of Personnel Officer for Government Industrial Employees and the duties of Secretary to the Committee were undertaken by him. In addition to his duties as Secretary of the Committee the Personnel Officer who works under the Senior Industrial Relations Officer, will be fully responsible for Government industrial workers and for advising the Chairman of the Committee on the solution of problems as they arise and for making suggestions on administrative and personnel management practice and procedures.

275. The Committee considered and took decisions on a number of important subjects, such as absence from work without leave, re-appointment of retired personnel, the dispute over the right of the maids of the Nicosia General Hospital to take a third meal, also it has sided greatly in reaching a decision on the Redundancy Scheme in P.W.D. where 218 employees were involved.

276. The Committee further considered sick leave without pay beyond 40 days and the status of workers injured in the course of their employment, leave without pay, appointment of

pensioners to weekly-paid posts and procedures for the promotion of weekly paid foremen.

277. The most important issue outstanding from previous year on which the Committee failed to reach an agreement was the introduction of new rules to replace Regulation 10(1) of the Regulation Governing the Wages and Conditions of Employment of Government Employees, which was suspended by a decision of the Council of Ministers on the 3rd January, 1963.

278. In 1963 no strikes occurred among Government industrial workers except for a stoppage of work of a few hours over the discharge of redundant employees.

SECOND MANAGEMENT CONFERENCE AND FORUM.

279. The Second Management Conference and Seminar was held with great success on the 27th and 28th February at the Ledra Palace Hotel in Nicosia. Some 300 employers from all over the island attended. The theme of this year's Conference was "management techniques". The President of the Republic opened the Conference.

280. The Manager of the Conference was Mr. Clifford Fee, the I.L.O. Expert on Supervisory Training, whose stay in Cyprus was prolonged at the request of the Minister so that he could help once more with the organization of the seminar.

281. Speakers at the Conference included two prominent experts kindly provided by I.L.O. i.e. Mr. A.J. Young, an expert on Productivity and Mr. J. Kazimirski, an expert on Marketing, the Minister of Finance, of Commerce and Industry and of Labour and Social Insurance, prominent industrialists, and representatives of employers and workers' organizations.

282. Unlike the first Conference of this kind, held in 1962, the second Management Conference took no concrete resolutions to be pursued during the year. It took rather the form of a training exercise on productivity and marketing problems during which participants took the opportunity to exchange views on, and air the difficulties facing their enterprises.

SUPERVISORY TRAINING.

283. The two training officers of the Ministry, conducted a number of training courses.

284. Between the period 19/11/62-28/6/63, 12 training courses were conducted in Nicosia and Larnaca (9 courses in

Nicosia and 3 in Larnaca) by Mr. Avraamides as follows:

Nicosia.

3 courses in the Job Relations programme, attended by 25 Supervisors

3 courses in the Job Methods programme, attended by 22 Supervisors

3 courses in the Job Instruction programme, attended by 18 Supervisors.

Mr. Ersin conducted a training course in Nicosia which was attended by 8 supervisors from cigarette, flour-mills, underwear and shoe factories.

Larnaca.

1 course in the Job Relations programme, attended by 9 Supervisors

1 course in the Job Methods programme, attended by 8 Supervisors

1 course in the Job Instruction programme, attended by 8 Supervisors.

THE CYPRUS SUPERVISORS DEVELOPMENT ASSOCIATION.

285. The Cyprus Supervisors Development Association which was founded in November 1962 by a group of over 120 supervisors and other persons interested in the promotion of supervision numbered at the end of the year 250 members (see also paragraph 216 of the 1962 Report).

286. Credit for this increase in membership should go to the eleven-member committee of the Association which is under the patronage of the Minister of Labour and Social Insurance. The aim of the Committee is to enlist as members every supervisor and all persons who are actively concerned with the promotion of supervision in Cyprus.

287. The Association, which is not a trade union, seeks to uphold and enhance the status of the supervisor by his recognition as an important link between top management and the staff of a producing group in industry, commerce or agriculture; encourages, and assists in, the training of persons in this middle management sector in the art of good supervision; and takes an active interest in the drive for increased productivity in Cyprus.

288. A joint meeting with the Cyprus Employers' Consultative Association took place early in 1963. This meeting was very

important because it was the first time that employers and supervisors discussed the difficulties which they are both facing daily in their work.

289. At the last meeting of the Committee of the Association it was decided to organize a Seminar, in which Cyprus Employers' Consultative Association would also participate, in the role and responsibilities of the supervisor. The Committee also decided to issue a "Case Study" book in which examples of real problems which arose at places of work would be analysed and agreed solutions between C.E.C.A. and C.S.D.A. would be proposed.

290. Four branches of C.S.D.A. now operate in Nicosia, Limassol, Famagusta and Xeros. More branches are contemplated in other parts of the Island. The Association is publishing a bulletin, "The Cyprus Supervisor".

TECHNICAL ASSISTANCE.

Experts.

291. Mr. Clifford Fee, the Supervisory Training Expert, who arrived in Cyprus in December, 1961 left the island in March 1963 after his original term of office had been kindly extended by I.L.O. so that he could help with the preparatory work for the Second Management Conference (See paragraph 279 of the Report). Details of Mr. Fee's valuable work in Cyprus were given in the Annual Report for 1962, (paragraphs 217, 219 and 221). An I.L.O. Report on Mr. Fee's work in Cyprus was issued later in the year and is available for the public.

292. Mr. John L. Burbidge, an I.L.O. Expert on Production Control, arrived in Cyprus in March 1963 mainly in order to prepare the ground for the establishment of the Cyprus Productivity Centre. His preparatory work included the drafting of a Plan of Operation, planning the lay-out for the premises, job descriptions for Counterparts and other local staff and the organisation of the first courses. Apart from organizational work Mr. Burbidge was the chief speaker in a 6-day Top Executives' Seminar arranged by him and held in November (18th-23rd). The Seminar was attended by 12 managers including heads of the main Government labour employing departments.

293. Apart from his work in connection with the Centre both Mr. Burbidge and Mr. Zoeckler gave talks at various gatherings, private and official, on subjects of their speciality.

294. Mr. Richard Zoeckler, who arrived in Cyprus in March, was assigned by I.L.O. to Cyprus as a Manpower Assessment and Employment Service Expert. Mr. Zoeckler helped the Labour Research and Statistics Officer in the organization of a labour market survey in Famagusta and in the analysis and tabulation of the results. He also gave lectures on topics of his speciality. During the remaining period of his term of office in Cyprus will be attached to the Productivity Centre to assist in establishing an adequate system of manpower assessment and training.

295. A third international expert arrived in Cyprus in November. He was Mr. E.A. Udnaes, a Norwegian Marketing Expert who would also be attached to the Productivity Centre.

296. Mr. Stanley Butcher, who had visited Cyprus in 1962, came to Cyprus again in August this year at Government's request and conducted a Safety seminar from 19th to 30th August (for details see also paragraph 160 of the Report).

Other visitors during the year were:

297. Mr. X. Caballero, the Director of the I.L.O. Field Office in Istanbul, who came to Cyprus in May to assess the needs of the Ministry in technical aid in connection with the I.L.O. Regular Programme for 1964. Mr. Caballero came again in December to attend the 19th Annual Departmental Conference of the Ministry (20-21 December) and to discuss a number of technical assistance problems with the Minister.

298. Mr. I. Meydan, the Director of the Israel Productivity Centre, who visited Cyprus in November at the invitation of the Minister of Labour and Social Insurance (who had earlier paid himself an official visit to Israel mainly to see the Israel Productivity Centre) and spent 10 days in Cyprus visiting a number of establishments and having talks with industrialists, workers and various personalities. As a result of his contacts Mr. Meydan was able to offer valuable advice in relation to problems arising out of the establishment of the Productivity Centre in Cyprus.

Fellowships

299. The following officers of the Ministry were awarded scholarships or returned from scholarships held abroad during the year:-

300. Mr. N. Ph. Savvides, Assistant Labour Officer, who had spent 9 months in the United States of America studying Labour

Research and Statistics returned in June. His training was sponsored by the U.S.A. Aid Mission.

301. Mr. A. Ersin, Assistant Labour Officer, returned to Cyprus early in the year after completing his I.L.O. fellowship on supervisory training.

302. Mr. C. Kapartis, who was awarded a 9-month Fullbright fellowship in Personnel Management left for U.S.A. (Harvard University) in September. He is a Labour Officer 2nd Grade.

303. Mr. A. Shevket, Senior Inspector of Factories, left Cyprus in October to attend a 6 month special course in the United Kingdom in safety and factory inspection, sponsored by the U.K. Government.

304. Mr. Th. Iacovides, Mechanical Inspector, spent 6 weeks in Italy as a sponsor of the Italian Government, visiting work places and factories in Bologna, Vicenza and Turin where hoists, lifts and air receivers and similar appliances were installed.

305. Messrs. Papakyriacou and Gulen, attended in the U.K. the Labour Administration Course beginning in October. Both of them are Labour Officers 2nd Grade. The courses were of 3 months duration but they were prolonged in both cases for two to three weeks to enable the scholars to specialize in certain labour aspects.

306. Mr. A. Panaretou, Insurance Officer, attended a Labour Officers' Course for 3 months in the U.K.

47th INTERNATIONAL LABOUR CONFERENCE, GENEVA.

307. Cyprus was again represented for the third time at this Conference, this year by Messrs M. Sparsis and A. Shevket, the Senior Industrial Relations Officer and the Senior Inspector of Factories respectively. The non-Government delegates were Mr. A. Ziartides, General Secretary of the Pancyprian Federation of Labour (P.E.O.) and Mr. S. Theocharides Secretary-Director of the Cyprus Employers Consultative Association. Mr. N. Zivanas General Secretary of the Cyprus Workers' Confederation and Mr. A. Tsangarides, President of the Cyprus Civil Service Association attended as Advisers to the Workers' Delegate and Messrs. G. Alexandrou and L. Zachariades of the Shell Co. and of the Motor Car Importers' Association respectively, attended as advisers to the Employers' Delegate. Mr. N. Tashkin, who was nominated as a third adviser to the Workers' Delegate failed to

attend the Conference and challenged the credentials of Mr. A. Ziartides. His complaint was, however, rejected by the Credentials Committee of the Conference.

308. The Minister of Labour and Social Insurance, Mr. Tassos Papadopoulos, also attended and addressed the Conference. During his stay in Geneva he took the opportunity to discuss and finalize various arrangements for the establishment of the Productivity Centre as well as questions of Technical Assistance for Cyprus. His address to the I.L.O. Conference is attached as Appendix II.

APPENDIX II

THE 19th ANNUAL DEPARTMENTAL CONFERENCE.

309. This annual event took place again in December under the Chairmanship of the Minister. The Conference was attended by officers of the Labour Officer 2nd Grade level and above. In all 54 officers attended this year. A small number of other less senior officers attended in accordance with established procedure under which any officer who wishes to submit items for the agenda may participate in this most important inter-departmental activity. This year the President of the Republic, Archbishop Makarios, attended the Conferennce on the 2nd day and delivered a short address to participants. A copy of the President's address is attached as Appendix III to this report. Another guest of honour was Mr. X. Caballero, the Director of the I.L.O. Field Office in Istanbul.

APPENDIX III

310. The Conference discussed, among other subjects, proposals for the enactment of legislation on Apprenticeship and on Annual Leave and Leave Funds and for amending the Trade Unions Law. The Conference also took a number of important decisions on administrative and Labour problems such as scholarships, policy towards aliens, training of staff and the establishment of a Pancyprian Safety Council.

COURT PROSECUTIONS.

TABLE L

311. Table L shows the number of prosecutions against employers and employees, instituted by the District Labour Officers and the Police under the various Labour Laws. The number of prosecutions instituted by Gendarmerie are not included as the relevant information was not available.

312. The number of prosecutions instituted by the District Labour Officers during the year 1963 were 334 compared to 440 in the previous year while corresponding figures of prosecutions by the Police were 905 and 1,167.

313. Prosecutions were also instituted under the Children and Young Persons (Employment) Law, Cap. 178, aimed at checking the practice of children selling Government lottery tickets and other articles in public places at day and night time during their summer vacations. They also concerned children employed in industrial undertakings.

314. Prosecutions under the Factories Law were made under the Health and Welfare provisions of the law as well as under the Safety Requirements. They concerned means of escape in case of fire, protection of eyes, first aid equipment, washing facilities, cleanliness and accommodation for clothing. The bulk of cases under the Shop Assistants Law and the Summer Afternoon Recess Law were prosecuted by the police. Prosecutions under the Shop Assistants Law concerned normal closing hours, closing at 1 p.m. on one week-day, and Sunday closing.

315. Cases under the Aliens & Immigration Law mainly concerned immigrants who remained in the island unlawfully after their entry permits had expired.

316. No prosecutions under the Bakeries (Night Work) Law were made by the Ministry during the year because the Supreme Constitutional Court had ruled, late in 1962, that the principal provisions of this Law were unconstitutional. Of the 31 cases prosecuted by the police 9 resulted in acquitals and 22 were withdrawn.

TABLE NO. I.

(Reference Paragraphs 18 of the Report)

NUMBER OF PERSONS ENGAGED IN INDUSTRIAL EMPLOYMENT IN 1962
CLASSIFIED BY INDUSTRY SEX AND AGE

INDUSTRY	TOTAL	MALES		FEMALES		FEMALES as % of total
		18 & over	Under 18	18 & over	Under 18	
TOTALS	38,196	23,482	3,772	7,947	2,995	28.6
Mining & Quarrying	5,437	5,252	7	178	-	3.3
Metal mining, except iron ore.	3,896	3,819	1	76	-	2.0
Stone quarrying, clay & sand pits	519	497	-	22	-	4.2
Non-metallic mining & quarrying n.e.c.	1,022	936	6	80	-	7.8
Manufacturing	31,263	16,771	3,764	7,736	2,992	34.3
Food manufacturing except beverages	3,823	2,542	126	1,088	67	30.2
Beverage industries	1,506	1,121	6	376	3	25.2
Tobacco manufacturing	443	151	2	271	19	65.5
Manufacturing of textiles	247	42	4	168	33	81.4
Footwear, other wearing apparel and made-up textile goods	11,544	3,864	872	4,113	2,695	59.0
Wood & cork, except furniture	1,314	536	60	663	55	54.6
Furniture & fixtures	1,986	1,376	601	8	1	0.5
Paper and paper products	211	56	3	140	12	72.0
Printing, publishing & allied industries	885	625	106	126	28	17.4
Leather & leather products except footwear	239	119	17	88	15	43.1
Rubber products	159	128	29	2	-	1.3
Chemicals & chemical products	296	159	9	121	7	43.2
Non-metallic mineral products (except petroleum & coal)	1,840	1,293	84	423	40	25.2
Metal products (except machinery & transport equipment)	1,868	1,291	544	29	4	1.8
Machinery (except electrical)	1,140	874	248	18	-	1.6
Electrical machinery, apparatus appliances & supplies	1,160	117	36	6	1	4.4
Transport equipment	2,997	2,034	937	26	-	0.9
Other manufacturing industries	605	443	80	70	12	13.6
Electricity, Gas, Water & Sanitary Services	1,496	1,459	1	33	3	2.4
Electricity, gas and steam	1,314	1,280	1	30	3	2.5

INDUSTRY	TOTAL	MALES		FEMALES		FEMALES as % of total
		18 & over	Under 18	18 & over	Under 18	
Water & Sanitary Services	182	179	-	3	-	1.6

W.B. The figures refer to the number of persons employed during the week of the registration (September).

Source: Department of Statistics & Research, Ministry of Finance.

TABLE NO.II.

(Reference Paragraph 20 of the Report)

EMPLOYMENT IN THE MINING INDUSTRY, 1960 - 1963 *

(Excluding Monthly-paid Administrative,Technical & Clerical Staff)

MONTH	1963			1962			1961			1960		
	TOTAL	MALE	FEM	TOTAL	MALE	FEM.	TOTAL	MALE	FEM.	TOTAL	MALE	FEM.
AVERAGE	5,230	5,114	116	5,203	5,086	117	4,460	4,331	129	4,621	4,488	133
January	4,991	4,910	81	4,089	4,008	81	4,251	4,141	110	4,100	3,980	120
February	5,013	4,932	81	4,777	4,665	112	4,270	4,163	107	4,012	3,944	68
March	5,259	5,150	109	4,990	4,894	96	4,251	4,141	110	3,988	3,896	92
April	5,480	5,384	96	5,142	5,009	133	4,595	4,477	118	4,460	4,362	98
May	5,421	5,305	116	5,309	5,170	139	4,464	4,338	126	4,807	4,663	144
June	5,370	5,239	131	5,664	5,516	148	4,512	4,371	141	4,918	4,765	153
July	5,386	5,257	129	5,761	5,612	149	4,849	4,687	162	5,002	4,844	158
August	5,343	5,214	129	5,402	5,288	114	4,697	4,520	177	4,940	4,790	150
September	5,366	5,216	150	5,422	5,308	114	4,570	4,440	130	5,195	5,039	156
October	5,240	5,115	125	5,370	5,257	113	4,365	4,235	130	4,891	4,733	158
November	5,140	5,015	125	5,341	5,232	109	4,362	4,233	129	4,807	4,651	156
December	4,746	4,631	115	5,173	5,074	99	4,338	4,222	116	4,335	4,185	150

* Average of daily figures

Source: Department of Statistics & Research, Ministry of Finance.

TABLE NO. III

(Referred Paragraph 22 of the Report)

LABOUR FORCE EMPLOYED BY GOVERNMENT DEPARTMENTS.1960-1963*

(Excluding Monthly-paid Administrative, Technical & Clerical Staff)

MONTH	1963			1962			1961			1960		
	TOTAL	MALE	FEM.	TOTAL	MALE	FEM.	TOTAL	MALE	FEM.	TOTAL	MALE	FEM.
AVERAGE	7,040	5,960	1,080	7,743	6,484	1,259	7,367	6,243	1,124	5,411	4,605	806
January	5,526	4,686	840	6,229	5,261	968	4,519	3,908	611	4,367	3,657	710
February	6,058	5,129	929	6,326	5,332	994	5,352	4,578	774	4,830	4,120	710
March	6,486	5,454	1,032	6,636	5,573	1,063	6,501	5,586	915	5,182	4,399	783
April	6,688	5,718	970	7,340	6,254	1,086	6,986	5,989	999	5,775	4,946	829
May	7,292	6,185	1,107	7,358	6,362	996	7,339	6,223	1,116	5,472	4,645	827
June	7,327	6,228	1,099	7,963	6,740	1,223	8,038	6,968	1,070	5,211	4,440	771
July	7,568	6,410	1,158	8,935	7,567	1,368	8,785	7,427	1,358	6,045	5,148	897
August	7,813	6,707	1,106	8,408	7,234	1,174	8,296	7,101	1,195	5,353	4,566	787
September	7,374	6,292	1,082	8,119	6,800	1,319	8,201	6,961	1,240	4,735	4,014	721
October	7,651	6,410	1,241	8,206	6,655	1,551	8,051	6,767	1,284	5,407	4,632	775
November	7,611	6,324	1,287	8,387	6,757	1,630	8,390	6,808	1,582	6,422	5,461	961
December	7,090	5,980	1,110	9,007	7,274	1,733	7,951	6,604	1,347	6,138	5,235	903

* Average of weekly figures

Source: Department of Statistics & Research,
Ministry of Finance.

TABLE NO. IV.

(Reference Paragraph 23 of the Report)

LABOUR FORCE EMPLOYED (DIRECTLY) BY THE BRITISH MILITARY AUTHORITIES FOR THE YEARS 1960-1963*

MONTH	1963	1962	1961	1960
AVERAGE	5,046	6,229	6,532	7,808
January	5,843	6,280	n.a.	8,103
February	6,304	6,490	6,585	7,969
March	5,534	6,462	6,613	7,667
April	5,323	6,374	6,645	8,299
May	4,948	6,297	6,615	7,893
June	4,826	6,271	6,583	7,915
July	4,677	6,236	n.a.	7,928
August	4,636	6,117	6,460	7,902
September	4,620	6,112	6,418	n.a.
October	4,620	6,025	6,531	7,241
November	4,588	6,065	6,404	7,162
December	4,633	6,024	6,466	n.a.

* as on the first of each month

n.a. = Information not available

Source: Labour Research & Statistics Section, Ministry of Labour & Social Insurance

TABLE NO. V.

(Reference Paragraph 28 of the Report)

REGISTERED UNEMPLOYED, 1963 BY DISTRICT AND SEX.

	TOTAL REGISTERED		NICOSIA/KYRENIA		FAMAGUSTA		LIMASSOL		LARNACA		PAPHOS	
	TOTAL	FEM.	TOTAL	FEMALE	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.
AVERAGE	5293	1619	1883	713	1098	346	1079	241	583	129	650	190
January	6127	1877	2707	1032	1243	331	884	171	560	117	733	226
February	6629	1926	2791	1006	1277	297	1083	216	595	129	883	278
March	5662	1529	2393	824	1191	295	943	176	552	112	583	122
April	4757	1294	1875	671	935	269	930	159	503	111	514	84
May	4042	1188	1349	572	822	239	950	180	437	97	484	100
June	4205	1122	1230	450	828	218	1170	240	504	94	473	120
July	6130	1777	1897	638	1320	405	1272	276	782	163	859	295
August	6080	2013	1928	766	1347	530	1259	283	658	167	888	267
September	5450	1916	1776	745	1227	501	1126	304	654	153	667	213
October	4899	1661	1587	607	1072	399	1075	336	633	146	532	173
November	4772	1627	1529	622	1011	374	1119	284	534	128	579	219
December	4765	1503	1535	623	907	289	1133	273	586	127	604	191

Source: Labour Research & Statistics Section,
Ministry of Labour and Social Insurance.

TABLE NO. VI.

(Reference Paragraph 28 of the Report)

REGISTERED UNEMPLOYED, 1963

I. By Townspeople & Villagers

MONTH	TOTALS	Townspeople	Villagers
Average	5,293	1,944	3,349
January	6,127	1,758	4,369
February	6,629	1,984	4,645
March	5,662	1,816	3,846
April	4,757	1,645	3,112
May	4,042	1,447	2,595
June	4,205	1,771	2,434
July	6,130	2,362	3,768
August	6,080	2,281	3,799
September	5,450	2,267	3,183
October	4,899	2,100	2,799
November	4,772	1,957	2,815
December	4,765	1,939	2,826

II. By Duration of Registration

(Reference Paragraph 29 of the Report)

MONTH	TOTALS	Not over 15 days	15 days and over	Registered but wholly or partly employed
Average	5,293	1,690	3,504	99
January	6,127	2,497	3,522	108
February	6,629	2,125	4,414	90
March	5,662	1,663	3,883	116
April	4,757	1,269	3,398	90
May	4,042	1,284	2,650	108
June	4,205	1,301	2,773	131
July	6,130	2,581	3,455	94
August	6,080	1,672	4,310	98
September	5,450	1,520	3,850	80
October	4,899	1,666	3,128	105
November	4,772	1,388	3,283	101
December	4,765	1,317	3,378	70

Source: Labour Research & Statistics Section
Ministry of Labour & Social Insurance.

TABLE NO. VII.

(Reference Paragraph 30 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1960-1963

MAJOR OCCUPATIONAL GROUPS	Dec. 1960	Dec. 1961	Yearly Average 1962	Yearly Average 1963
1. Professional, Technical and Related Workers	5	4	19	47
2. Administrative, Executive and Managerial Workers	-	-	-	-
3. Clerical Workers	471	634	717	802
4. Sales Workers	27	37	53	63
5. Farmers, Fishermen, Loggers & Related Workers	197	27	32	23
6. Miners, Quarrymen & Related Workers	74	21	51	57
7. Workers in Transport and Communication Occupations ..	328	281	265	302
8. Craftsmen and Production Process Workers	1932	827	925	744
9. Labourers Not Elsewhere Classified	2848	2722	2992	2545
10. Service, Sport & Recreation Workers	518	497	513	597
11. Workers not Classifiable by Occupation	-	11	30	113
REGISTRATIONS	6400	5061	5597	5293

Source: Labour Research and Statistics Section, Ministry of Labour and Social Insurance.

TABLE NO. VIII.

(Reference Paragraph 30 of the Report)

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

Occupational Group	12/12/63	12/9/63	13/6/63	14/3/63	13/12/62
TOTAL REGISTRATIONS	4765	5450	4205	5662	4102
PROFESSIONAL, TECHNICAL AND RELATED WORKERS.					
Nurses, Professional	-	1	-	-	4
Midwives	2	2	-	1	-
Nurses Not Elsewhere Classified	18	111	25	10	22
Medical Technicians	1	1	1	-	-
Actors, Musicians, Dancers and Related Workers	1	3	-	2	-
Draughtsmen	5	3	2	-	-
Professional, Technical and Related Workers Not Elsewhere Classified	15	61	19	30	2
ADMINISTRATIVE, EXECUTIVE AND MANAGERIAL WORKERS					
Administrators and Executive Officials, Government	-	1	-	-	-
Directors, Managers and Working Proprietors	-	1	1	-	-
CLERICAL WORKERS					
Book-keepers and Cashiers	14	26	9	2	4
Stenographers and Typists	99	100	44	62	117
Office-Machine Operators	-	5	12	-	2
Clerical Workers Not Elsewhere Classified	727	584	624	673	683
SALES WORKERS					
Commercial Travellers and Manufacturers' Agents	-	8	-	-	-
Salesmen and Shop Assistants	60	48	20	41	55
Salesmen, Shop Assistants and Related Workers Not Elsewhere Classified	11	18	25	21	-
FARMERS, FISHERMEN, HUNTERS, LOGGERS AND RELATED WORKERS					
Farmers and Farm Managers	-	3	1	-	-
Farm Workers Not Elsewhere Classified	16	43	12	10	14
Fishermen and Related Workers	7	-	-	2	2
Loggers and Other Forestry Workers	3	2	2	2	2
MINERS, QUARRYMEN AND RELATED WORKERS					
Miners and Quarrymen	1	8	2	152	1
Well Drillers and Related Workers	3	7	10	1	-
Miners, Quarrymen and Related Workers Not Elsewhere Classified	8	-	-	33	8
WORKERS IN TRANSPORT AND COMMUNICATION OCCUPATIONS					
Deck Officers and Pilots, Ship	-	2	1	-	-
Deck Ratings (Ship), Barge Crews & Boatmen	5	13	10	8	19

Occupational Group	12/12/63	12/9/63	13/6/63	14/3/63	13/12/62
Drivers & Firemen, Railway Engine	-	-	-	-	5
Drivers of Motorized Vehicles	222	230	214	243	141
Drivers of Animals and Animal-Drawn Vehicles	3	2	-	-	-
Telephone and Telegraph Operators	12	16	10	4	11
Radio Communication Operators	9	-	8	8	6
Messengers	51	39	33	30	24
Conductors, Road Transport	4	8	8	13	11
Workers in Transport Occupations Not Elsewhere Classified	5	26	3	-	-
CRAFTSMEN, PRODUCTION-PROCESS WORKERS, AND LABOURERS NOT ELSEWHERE CLASSIFIED					
Spinners and Winders, Textile	-	-	1	2	2
Weavers, Loom Fixers and Loom Preparers	1	1	2	4	1
Knitters & Knitting-machine Setters	8	-	1	-	-
Textile Fabric and Related Product Makers not Elsewhere Classified	-	7	30	5	-
Tailors, Dressmakers and Garment Makers	37	83	27	59	24
Milliners and Hatmakers	-	5	-	-	-
Upholsterers and Related Workers	1	5	1	3	1
Sewers and Embroiderers (Textile and Fur Products, Leather Garments and Gloves)	-	-	-	-	8
Shoemakers and Shoe Repairers	23	45	26	38	18
Furnacemen Metal	-	4	-	-	-
Annealers, Temperers and Related Heat Treaters	-	1	1	3	4
Rolling Mill Operators, Metal	1	-	-	-	-
Blacksmiths, Hammersmiths & Forgemen	16	9	14	12	5
Moulders and Coremakers	-	9	14	13	13
Precision-Instrument Makers, Watch and Clock Makers, and Repairmen	-	-	-	-	1
Jewellers, Goldsmiths & Silversmiths	-	-	2	1	-
Fitter-Machinists, Toolmakers and Machine-Tool Setters	1	1	2	-	-
Fitter-Assemblers and Machine Erectors (except Electrical and Precision-Instrument Fitter-Assemblers)	5	1	6	-	-
Mechanics-Repairmen (except Electrical and Precision-Instrument Repairmen)	66	78	82	67	72
Sheet-Metal Workers	6	6	6	7	5
Plumbers and Pipe Fitters	23	28	22	21	18
Welders and Flame Cutters	9	10	15	22	10
Metal Workers Not Elsewhere Classified	3	2	3	4	1
Electricians, Electrical Repairmen & Related Workers	37	36	41	33	19
Electrical and Electronics Fitters	1	2	-	-	-
Mechanics Repairmen, Radio and Television	-	1	-	-	1

Occupational Group	12/12/63	12/9/63	13/6/63	14/3/63	13/12/63
Installers and Repairmen, Telephone & Telegraph	1	-	2	-	-
Electrical and Electronics Workers Not Elsewhere Classified	-	-	-	-	1
Carpenters and Joiners	66	81	83	101	59
Cabinet Makers	10	11	10	8	5
Sayers and Woodworking Machine Setters & Operators	-	-	1	-	1
Woodworkers Not Elsewhere Classified	5	4	3	5	3
Painters and Paperhangers, Construction and Maintenance	40	51	49	100	23
Painters (except Construction and Maintenance)	26	4	1	2	1
Bricklayers, Stonemasons and Tile Setters	71	66	119	193	78
Cement Finishers and Terrazzo Workers	2	3	1	8	6
Construction Workers Not Elsewhere Classified	6	9	9	51	24
Compositors and Typesetters	-	2	-	-	-
Pressmen, Printing	14	12	9	8	8
Photo-Engravers	-	-	1	-	-
Bookbinders & Related Workers	-	-	2	1	1
Printing Workers Not Elsewhere Classified	-	2	-	1	1
Bakers and Pastrycooks	9	7	7	9	3
Sugar & Chocolate Confectionery Makers	3	2	-	1	1
Butchers and Meat Cutters	-	1	-	-	-
Dairy Workers	-	-	-	-	1
Paper-Pulp Preparers	-	-	1	-	-
Chemical and Related Process Workers Not elsewhere Classified	-	-	1	-	1
Tobacco Preparers	1	59	30	39	13
Cigarette Makers	-	-	-	-	2
Tobacco-Product Makers Not Elsewhere Classified	-	-	4	3	-
Basketry Weavers & Related Workers	-	1	-	-	-
Tyre Builders, Vulcanisers & Related Rubber-Product Makers	1	-	-	-	-
Photographic Dark-Room Workers	-	-	-	-	1
Stone Cutters & Carvers	-	-	-	-	2
Miscellaneous Craftsmen and Production-Process Workers Not Elsewhere Classified	8	8	17	19	11
Packers, Labellers & Related Workers	5	99	-	4	1
Operators of Stationery Engines & Related Equipment and Boiler firemen	1	2	-	-	-
Longshoremen & Related Freight Handlers	52	46	49	45	47
Labourers Not Elsewhere Classified	2099	2342	1803	2884	1995
SERVICE, SPORT AND RECREATION WORKERS.					
Fire Fighters and Related Workers	9	7	8	4	1
Policemen and Detectives	3	64	85	6	2
Guards & Related Workers Not Elsewhere Classified	120	124	108	109	105

Occupational Group	12/12/63	12/9/63	13/6/63	14/3/63	13/13/63
Housekeepers, Housekeeping Stewards and Matrons	-	16	9	7	8
Cooks	40	42	29	26	34
Maids, Valets and Related Service Workers Not Elsewhere Classified	153	213	261	297	262
Waiters, Bartenders and Related Workers	65	63	45	52	46
Building Caretakers	13	-	-	-	-
Charworkers, Cleaners and Related Workers	143	162	41	6	-
Barbers, Hairdressers, Beauticians and Related Workers	8	14	3	-	7
Launderers, Dryn Cleaners and Pressers	7	8	9	10	4
Photographers and Related Camera Operators	-	3	1	2	1
Service, Sport and Recreation Workers Not Elsewhere Classified	3	-	-	-	-
WORKERS NOT CLASSIFIABLE BY OCCUPATION					
New Workers Seeking Employment	241	316	12	19	7

Source: Labour Research & Statistics Section, Ministry of Labour & Social Insurance.

TABLE NO. IX.

(Reference Paragraph 31 of the Report)

PERSONS REGISTERED AS UNEMPLOYED AT THE EMPLOYMENT EXCHANGES BY SEX AND AGE-GROUPS ON THE DATES SHOWN

Date	TOTAL REGISTRATIONS			MALES			FEMALES		
	TOTAL	UNDER 18	18 AND OVER	TOTAL	UNDER 18	18 AND OVER	TOTAL	UNDER 18	18 AND OVER
13/12/1962	4,102	103	3,999	2,672	73	2,599	1,430	30	1,400
14/3/1963	5,662	147	5,515	4,133	107	4,026	1,529	40	1,489
13/6/1963	4,205	127	4,078	3,083	102	2,981	1,122	25	1,097
12/9/1963	5,450	180	5,270	3,534	124	3,410	1,916	56	1,860
12/12/1963	4,765	205	4,560	3,262	131	3,131	1,503	74	1,429

Source: Labour Research & Statistics Section
Ministry of Labour and Social Insurance.

TABLE NO. X.

(Reference Paragraph 32 of the Report)

SECONDARY SCHOOL GRADUATES WHO REGISTERED FOR WORK DURING THE PERIOD JUNE THROUGH DECEMBER, 1963 BY DISTRICT/REGION AND MONTH.

DISTRICT/REGION	TOTAL REGISTERED	NEW REGISTRATIONS, JUNE-DEC., 1963						
		December	November	October	September	August	July	June
TOTALS	1,519	59	160	129	270	215	506	180
NICOSIA	610	16	58	41	110	97	227	61
MORPHOU	33	2	6	7	5	3	6	4
LEFKA	41	-	5	5	7	4	16	4
KYRENIA	21	3	2	1	4	3	4	4
FAMAGUSTA	192	9	10	13	22	25	82	31
YIALOUSA	5	-	-	-	-	3	2	-
LIMASSOL	313	20	30	47	50	44	70	52
LARNACA	217	2	38	-	64	34	68	11
PAPHOS	87	7	11	15	8	2	31	13

Source: Labour Research & Statistics Section,
Ministry of Labour & Social Insurance.

TABLE NO. XI.

(Reference Paragraph 33 of the Report)

VACANCIES NOTIFIED TO THE EMPLOYMENT EXCHANGES, DURING 1963, PLACEMENTS EFFECTED DURING THE YEAR, AND VACANCIES OUTSTANDING AT THE END OF DECEMBER, 1963.

DISTRICT	Vacancies Notified during 1963			Placements Effected during 1963			Vacancies outstanding at 31/12/1963		
	TOTAL	MALES	FEM.	TOTAL	MALES	FEMALES	TOTALS	MALES	FEMALES
TOTALS	24,307	18,504	5,803	22,519	17,261	5,258	26	15	11
NICOSIA/KYRENIA	9,776	7,001	2,775	8,728	6,388	2,340	13	4	9
FAMAGUSTA	5,034	3,798	1,236	4,933	3,705	1,228	-	-	-
LIMASSOL	2,247	1,693	554	2,170	1,642	528	12	10	2
LARNACA	2,891	2,597	294	2,878	2,587	291	1	1	-
PAPHOS	4,359	3,415	944	3,810	2,939	871	-	-	-

Source: Labour Research & Statistics Section
Ministry of Labour and Social Insurance

TABLE NO. XII.

(Reference Paragraph 33 of the Report)

PLACEMENTS EFFECTED BY THE EMPLOYMENT EXCHANGES, DURING 1963, BY DISTRICT AND SEX.

MONTH	TOTAL PLACEMENTS		NICOSIA/KYRENIA		FAMAGUSTA		LIMASSOL		LARNACA		PAPHOS	
	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEMALE
TOTALS	22519	5258	8728	2340	4933	1228	2170	528	2878	291	3810	871
January	1276	322	582	150	343	117	9	4	167	17	175	34
February	1910	492	728	174	607	176	52	17	153	24	370	101
March	1935	413	670	199	533	104	132	6	245	28	355	76
April	1915	365	620	136	423	81	102	9	420	42	350	97
May	1824	401	763	146	440	112	201	55	198	7	222	81
June	1684	427	774	237	287	54	163	35	209	13	251	88
July	2361	538	959	250	478	135	207	49	199	22	518	82
August	1812	411	605	157	377	99	231	54	177	30	422	71
September	2075	458	751	250	376	89	181	30	402	22	365	67
October	2024	506	668	202	533	148	195	53	267	18	361	85
November	2322	521	1110	289	382	67	355	81	235	40	240	44
December	1381	404	498	150	154	46	342	135	206	28	181	45

Source: Labour Research & Statistics Section,
Ministry of Labour &Social Insurance.

TABLE NO. XIII.

(Reference Paragraph 36 of the Report)

NUMBER OF REGISTERED PORT WORKERS
AT EACH OF THE PORTS OF FAMAGUSTA, LIMASSOL,
AND LARNACA, DURING 1963.

Month	ALL THREE PORTS			FAMAGUSTA			LIMASSOL			LARNACA		
	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters
AVERAGE	320	171	185	163	10	107	112	121	61	45	40	17
January	322	171	191	163	10	106	114	121	68	45	40	17
February	326	171	192	167	10	107	114	121	68	45	40	17
March	326	169	193	167	8	108	114	121	68	45	40	17
April	321	172	195	162	10	109	114	121	68	45	41	18
May	317	173	196	160	11	110	112	121	68	45	41	18
June	319	172	191	162	10	106	112	121	68	45	41	17
July	320	173	188	163	10	103	112	121	68	45	42	17
August	320	171	190	163	10	104	112	121	68	45	40	18
September	318	172	189	163	11	105	110	121	68	45	40	16
October	318	171	165	162	12	107	111	119	42	45	40	16
November	318	166	167	162	7	108	111	119	42	45	40	17
December	320	169	164	164	10	107	111	119	42	45	40	15

Source: Labour Research and Statistics Section
Ministry of Labour & Social Insurance.

TABLE NO. XIV.

(Reference Paragraph 37 of the Report)

AVERAGE NUMBER OF DAYS WORKED BY REGISTERED PORT WORKERS AT EACH OF THE PORTS OF FAMAGUSTA LIMASSOL AND LARNACA, DURING 1963.

MONTHS	ALL THREE PORTS			FAMAGUSTA			LIMASSOL			LARNACA		
	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters
AVERAGE	17	11	12	24	13	25	19	13	7	8	7	4
January	17	12	12	27	17	26	17	14	6	6	6	3
February	15	9	11	23	9	23	18	15	8	5	2	1
March	19	12	11	25	12	25	20	15	8	12	9	1
April	17	13	11	26	21	25	16	10	8	9	7	1
May	19	14	13	31	23	26	17	13	8	10	7	4
June	15	11	10	27	19	26	13	10	3	6	4	2
July	18	11	13	21	7	26	24	18	11	8	7	3
August	14	7	12	18	5	25	20	12	8	5	4	2
September	17	12	15	18	10	25	18	12	5	15	15	15
October	19	10	12	25	11	27	23	14	7	10	6	3
November	16	9	12	22	6	26	17	13	8	10	7	3
December	17	11	13	27	19	24	20	8	10	5	5	5

Source: Labour Research and Statistics Section
Ministry of Labour and Social Insurance.

Note All figures are to the nearest whole day

TABLE NO. XV.

(Reference Paragraph 37 of the Report)

AVERAGE MONTHLY EARNINGS OF REGISTERED PORT WORKERS, AT EACH OF THE PORTS OF FAMAGUSTA, LIMASSOL AND LARNACA, DURING 1963.

MONTH	ALL THREE PORTS			FAMAGUSTA			LIMASSOL			LARNACA		
	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters	Stevedores	Lightermen	Quay Porters
AVERAGE	41	25	24	65	27	47	29	29	13	28	20	13
January	40	24	23	69	34	51	27	27	11	24	12	6
February	35	18	21	62	19	46	29	29	14	13	5	2
March	44	26	20	66	25	43	32	29	14	34	23	4
April	40	28	21	72	42	45	26	20	14	23	22	3
May	54	34	25	89	51	50	27	25	14	45	26	11
June	40	23	19	79	40	47	21	20	5	20	10	5
July	40	25	24	55	16	48	39	35	19	26	23	6
August	31	16	21	47	15	47	32	23	14	13	11	3
September	41	33	45	45	22	45	29	23	9	50	54	80
October	45	23	26	66	23	58	37	27	12	32	18	8
November	39	18	21	58	11	40	27	25	14	31	19	10
December	42	29	26	74	35	45	32	33	18	19	19	14

Note: All figures are to the nearest £

Source: Labour Research and Statistics Section, Ministry of Labour and Social Insurance

TABLE NO. XVI.

(Reference Paragraph 38 of the Report)

PLACEMENTS OF "SPECIAL CASES" EFFECTED THROUGH THE EMPLOYMENT EXCHANGES, DURING 1963.

MONTH	TOTALS	Disabled	Ex-Convicts	Young delinquents	Other Special cases
TOTALS	341	158	32	28	123
JANUARY	20	12	2	2	4
FEBRUARY	29	15	6	4	4
MARCH	44	7	4	3	30
APRIL	31	12	3	4	12
MAY	27	14	5	3	5
JUNE	26	12	3	1	10
JULY	24	11	2	3	8
AUGUST	20	12	2	1	5
SEPTEMBER	46	23	3	4	16
OCTOBER	42	22	2	2	16
NOVEMBER	27	15	-	1	11
DECEMBER	5	3	-	-	2

Source: Labour Research and Statistics Section, Ministry of Labour and Social Insurance.

TABLE NO. XVII.

(Reference Paragraph 95 of the Report)

SURVEY OF THE INTENTIONS OF SCHOOL-LEAVERS, MAY, 1963.

INTENTION	Secondary School Leavers				Elementary School Leavers			
	Per Cent	Total	Boys	Girls	Per Cent	Total	Boys	Girls
All graduates — TOTALS		3357	2026	1331		13190	7201	5989
All graduates — PER CENT		100%	60%	40%		100%	55%	45%
I. Follow further studies	47%	1578	999	579	74%	9785	5637	4148
i. Abroad		975	694	281		84	47	37
ii. At the T.T.Colleges		479	273	206		-	-	-
iii. Other in Cyprus		124	32	92		-	-	-
iv. In 8-year schools		-	-	-		458	233	225
v. In Technical & Vocational schools		-	-	-		967	904	63
vi. Other Secondary Schools		-	-	-		8276	4453	3823
II. Will go Abroad (except to study)	4%	136	68	68	1%	86	64	22
III. Will not Work for Pay	4%	141	53	88	9%	1215	325	890
IV. Will Work for Pay	45%	1502	946	556	16%	2104	1175	929
i. Have secured work	5%	150	105	45	11%	1507	761	746
(a) As learners		-	-	-		1469	728	741
(b) Other paid work		150	105	45		38	33	5
ii. Will look for Work	40%	1352	841	511	5%	597	414	183

Source: Labour Research and Statistics Section, Ministry of Labour and Social Insurance.

TABLE NO. XVIII.

(Reference Paragraph 98 of the Report)

FIRST LABOUR MARKET SURVEY, FAMAGUSTA TOWN, NOVEMBER, 1963.

SUMMARY OF FINDINGS

Branch of Economic Activity	Number of Establishments*	Total Employment			Engaged last 30 days	Requirements	
		Nov. 63	August 63	% Change		Current	Future
TOTALS	318	8,118	7,262	+11.8%	649	229	653
Manufacturing	90	1,009	1,046	- 3.5	64	137	112
Construction	49	1,432	1,341	+ 6.8	178	13	83
Public Utilities	3	203	203	-	1	-	60
Commerce	67	1,735	1,028	+68.8	362	61	345
Transport & Communication	33	879	856	+ 2.7	19	-	14
Services	76	2,860	2,788	+ 2.6	25	18	39

* Only establishments employing 5 or more were surveyed.

Source: Labour Research and Statistics Section,
Ministry of Labour and Social Insurance.

TABLE NO.XIX.

(Reference Paragraph 101 of the Report)

VACANCIES ADVERTISED IN THE LOCAL PRESS AND THE OFFICIAL GAZETTE OF THE REPUBLIC OF CYPRUS DURING THE PERIOD: MARCH to DECEMBER, 1963, BY OCCUPATION

Occupations	No. of vacancies advertised
GRAND TOTAL	1,212
PROFESSIONAL, TECHNICAL AND RELATED WORKERS--SUB TOTAL	261
Architects (Buildings)	3
Civil Engineers (Building Construction)	6
Civil Engineers (Hydraulic)	2
Electrical Engineers (Power Generation)	5
Electrical Equipment Engineers	2
Electrical Engineers (Other)	2
Mechanical Engineers (General)	5
Mechanical Engineers (Heating, Ventilating and Regrigeration)	2
Mechanical Engineers (Automotive)	1
Mechanical Engineers (Other)	1
Chemical Engineers (General)	1
Chemical Engineers (Chemical Products other than petroleum)	1
Metallurgists (Physical)	3
Industrial Efficiency Engineers	1
Surveyors (General)	1
Surveyors (Land)	8
Chemists (Biological)	2
Physicists	4
Meteorologists	2
Veterinarians (General)	5
Agronomists	20
Soil Scientists	1
Physicians (General Practice)	5
Medical or Surgical Specialists	5
Pathologists (Medical)	2
Dentists	1
Professional Nurses (General)	3
Professional Nurses (Specialized)	2
Midwives	4
Practical Nurses	27
Pharmacists	5
Physiotherapists	1
X-Ray Operators (Medical)	1
Medical Technicians (Other)	2
Nursery School-teachers	6
Primary School-teachers	10
Secondary School-teachers	15
Teachers (Other)	4
Sculptors (Creative)	1
Publicity Writers	5
Actors	2
Musicians	4
Draughtsmen (Architectural)	7
Draughtsmen (Geological)	2
Technicians (Research Laboratory)	3
Accountants (Professional)	13
Auditors	6
Social Workers (General)	5
Economists	15
Mathematicians	7
Personnel Specialists (Industrial)	2

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Occupations	No. of vacancies advertised
Philologists	13
Translators	3
Interpreters	2
ADMINISTRATIVE, EXECUTIVE AND MANAGERIAL WORKERS SUB-TOTAL	46
Executive Officers (Government)	5
Administrators (Manufacturing)	2
Administrators (Sanitary Services)	4
Administrators (Wholesale Trade)	1
Administrators (Retail Trade)	16
Administrators (Banks and other Financial Institutions)	7
Administrators (Insurance)	4
Administrators (Transport)	8
Administrators (Recreation Services)	2
Administrators (Personal Services)	6
Administrators (Forestry and Logging)	1
CLERICAL WORKERS SUB-TOTAL	182
Book-keepers (General)	10
Book-keeping Clerks	25
Tellers (Bank)	2
Cashiers (Cash Desk)	1
Stenographers - Typists	16
Secretaries (Stenographic)	7
Typists	23
Clerks Office (General)	34
Clerks (Statistical)	2
Clerks (Correspondence)	12
Clerks (Personnel)	1
Clerks (Finance)	7
Clerks (Insurance)	3
Clerks (Legal)	1
Clerks (Library)	2
Clerks (Transportation Booking)	14
Clerks (Storeroom)	8
Clerical Workers (Other)	14
SALES WORKERS SUB-TOTAL	171
Salesmen (Insurance)	12
Salesmen (Business Services)	1
Appraisers	2
Salesmen (Wholesale)	7
Salesmen (Retail)	87
Shop Assistants (Retail)	55
Petrol-Service Station Attendants	4
Demonstrators	3
FARMERS AND RELATED WORKERS SUB-TOTAL	6
Managers Citrus Plantation	1
Farm Hand (General)	2
Farm Hand (Crops)	1
Gardeners	2
MINERS, QUARRYMEN AND RELATED WORKERS SUB-TOTAL	3
Shot Firers	1

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Occupations	No. of vacancies advertised
Miners (Other)	2
WORKERS IN TRANSPORT AND COMMUNICATION OCCUPATIONS SUB-TOTAL	44
Motor Car Drivers	3
Motor Bus Drivers	12
Lorry Drivers	1
Aircraft Traffic Controllers	3
Telegraphers	2
Broadcasting Station Operators	2
Postmen	1
Messengers	20
DRAFTSMEN, PRODUCTION-PROCESS WORKERS AND LABOURERS SUB-TOTAL	312
Net Makers (Hand)	1
Tailors (Made-to-Measure Garments)	1
Tailors (Ready-to-Wear Garments)	1
Dressmakers	74
Cutters (Ready-to-Wear Garments-except leather)	2
Tailors, Dressmakers and Garment Makers (Other)	4
Embroiderers (Machine)	8
Footwear Makers (General)	1
Shoemakers and Shoe Repairers (Other)	5
Clicker Cutters (Machine)	4
Sewers, Machine (Footwear)	63
Takers-off, Boot and shoe finishing	1
Blacksmiths	5
Moulders (Metal Foundry)	4
Goldsmiths and Silversmiths	2
Fitters-Machinists	1
Fitters-Assemblers, Metal Products (General)	3
Mechanics-Repairmen, Metal Products (General	3
Mechanics-Repairmen (Internal-Combustion Engines)	1
Mechanics-Repairmen (Motor-Vehicles)	10
Tinsmiths	3
Welders (Gas	1
Electricians (General)	2
Electricians (Buildings)	1
Electricians (Vehicles)	1
Electrical Repairmen	4
Electrical Fitters (General)	1
Electrical Fitters (Refrigeration and Air Conditioning Equipment)	7
Mechanic-Repairmen (Radio and Television	7
Cabinet Makers	6
Painters (Buildings)	2
Painters (Spray)	8
Pipe Layers	2
Construction Workers (Other)	4
Engravers Hand (Metal Printing Plates and Rollers)	1
Retouchers (Photographic Negatives, Photogravure)	2
Block Printers	1
Potters	2
Bakers (Bread)	4
Bakers (Pastry)	6
Sugar and Chocolate Confectionery Makers (General)	9
Meat Cutters	2
Sausage Makers	2
Dairy Workers (Other)	1
Vulcanisers	5

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Occupational	No. of vacancies advertised
Miscellaneous Craftsmen and Production-Process Workers (Other)	2
Excavating-Shovel Operators	14
Bulldozer Operators	16
Lift-Truck Operators	1
Road-Roller Operators	1
SERVICE AND RECREATION WORKERS SUB-TOTAL	189
Watchmen	13
Guards and Related Workers (Other)	3
Housekeepers (except Private Service)	3
Housekeepers (Private Service)	1
House Stewards	4
Cooks (except Private Service)	8
Maids (except Private Service)	6
Maids (Private Service)	48
Maids (Personal)	4
Nursemaids	16
Concierge (Hotel)	4
Air Hostesses	4
Waiters (General)	9
Bartenders	10
Janitors	4
Charwomen	10
Hairdressers	18
Barbers	5
Pressers (Machine)	18
Pressers (Hand)	2
Physical Trainers	5
Photographers (General)	2
Camera Operators	1
Wardrobe Mistresses	1

Source: Labour Research and Statistics Section, Ministry of Labour and Social Insurance.

TABLE NO. XX.

(Reference Para. 27 & 102 of the Report)

STATISTICS OF EMIGRANTS

1960 - 1963

OCCUPATIONAL GROUPS	1960	1961	1962	1963
G R A N D T O T A L S	14,589	13,489	6,277	2,933
0. PROFESSIONAL, TECHNICAL AND RELATED WORKERS	319	316	38	15
Architects, Engineers & Surveyors	46	51	9	2
Chemists, Physicists, Geologists & Other Physical Scientists	9	4	2	
Biologists, Veterinarians, Agronomists & Related Scientists	-	3	1	-
Physicians Surgeons & Dentists	-	42	-	-
Nurses & Midwives	31	34	6	2
Other Professional Medical Workers	33	5	-	-
Teachers	92	100	7	5
Clergy & Related Members of Religious Orders	5	4	1	-
Jurists	24	18	-	1
Artists, Writers & Related Workers	29	36	12	3
Other Professional, Technical & Related Workers	50	19	-	2
1. ADMINISTRATIVE, EXECUTIVE AND MANAGERIAL WORKERS	114	101	8	8
Administrators and Executive Officials Govt.	-	1	-	1
Directors, Managers and Working Proprietors	114	100	8	7
2. CLERICAL WORKERS	660	627	211	75
Book-keepers and Cashiers	22	18	-	-
Stenographers and Typists	46	28	10	13
Other Clerical Workers	592	581	201	62
3. SALES WORKERS	673	553	97	46
Working Proprietors Wholesale & Retail Trade	-	488	74	45
Insurance & Real - Estate Salesmen, Salesmen of Securities & Services, and Auctioneers	-	11	1	-
Commercial Travellers & Manufacturer's Agents	-	9	2	-
Salesmen & Shop Assistants	-	-	20	-
Other Salesmen, Shop Assistants and Related Workers	673	45	-	1
4. FARMERS, FISHERMEN, HUNTERS, LOGGERS & RELATED WORKERS	441	455	203	63
Farmers and Farm Managers	-	450	194	62
Other Farm Workers	441	2	3	-
Fishermen & Related Workers	-	3	6	1

BY OCCUPATION	1960	1961	1962	1963
5. MINERS, QUARRYMEN AND RELATED WORKERS	1	2	1	-
Miners & Quarrymen	1	-	1	-
Well drillers & related workers	-	2	-	-
6. WORKERS IN TRANSPORT AND COMMUNICATION OCCUPATIONS	230	216	117	39
Deck Officers and Pilots, Ship	6	-	3	-
Deck Engine-Room Ratings, Ship	-	7	9	-
Drivers of Motorised Vehicles	220	205	100	39
Telephone & Telegraph Operators	-	3	3	-
Postmen and Messengers	-	1	1	-
Other Workers in Communication Occupations	4	-	1	-
7/8. CRAFTSMEN, PRODUCTION-PROCESS WORKERS AND LABOURERS	4249	4137	2022	728
Spinners, Weavers, Knitters, Dyers & Related Workers	2	118	1	-
Tailors, Cutters, Furries & Related Workers	2032	1769	857	337
Upholsterers & Related Workers	8	-	-	-
Cutters, Lasters & Sewers (Footwear) & Related Workers	222	146	70	26
Furnacemen, Rollers, Drawers, Moulders & Related Metal Treating Workers	39	62	33	8
Precision - Instrument Makers, Watch - Makers Jewellers & Related Workers	20	26	7	6
Toolmakers, Machinists, Plumbers, Welders, Platers & Related Workers	4	417	230	81
Fitters	391	-	-	-
Electricians and Related Electronics Workers	115	112	88	32
Carpenters, Joiners, Cabinet makers, Coopers & Related Workers	316	327	186	55
Painters and Paperhangers	91	88	49	11
Masons, Bricklayers, Plasterers & Other Construction Workers	302	353	169	48
Compositors, Pressmen, Engravers, Bookbinders & Related Workers	12	13	7	3
Potters, Kilnmen, Glass & Clay Formers & Related Workers	-	1	1	-
Millers, Bakers, Confectioners, Brewmasters & Related Food & Beverage Workers	41	123	22	16
Butchers and Related Workers	94	-	-	-
Other Labourers n.e.c.	560	582	302	105
9. SERVICE, SPORT AND RECREATION WORKERS	940	553	288	153
Fire-Fighters, Policemen, Guards & Related Workers	303	34	7	36
Housekeepers, Cooks, Maids & Related Workers	114	97	39	19
Waiters, Bartenders & Related Workers	150	143	76	29

BY OCCUPATION	1960	1961	1962	1963
Building Caretakers, Cleaners & Related Workers	-	1	7	-
Barbers, Hairdressers, Beauticians & Related Workers	354	261	142	65
Launderers, Dry Cleaners & Pressers	11	7	5	1
Athletes, Sportsmen & Related Workers	-	2	5	-
Photographers & Related Camera Operators	8	8	7	3
10. WORKERS NOT CLASSIFIABLE BY OCCUPATION	6962	6529	3292	1806
New Workers Seeking Employment	-	19	26	-
Workers Reporting Occupations Unidentifiable or Inadequately Described	-	39	-	-
Workers Not Reporting any Occupation	1769	115	35	4
Pensioners	24	30	2	6
Persons Not Gainfully Occupied	-	18	20	-
Housewives	2759	2592	1290	665
Children Not Attending School or of no occupation	-	1418	770	394
School Children & Students	2410	2298	1148	737

Source: Department of Statistics & Research, Ministry of Finance.

TABLE NO. XXI

(Reference paragraph 118 of the Report)

INDUSTRIAL DISPUTES REPORTED TO THE DEPARTMENT DURING THE YEAR 1963.

Industry 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 stop-pages	In stop-pages					
AGRICULTURE, FORESTRY, HUNTING AND FISHING.							
1. Poultry Farm	84		Basic: A.I.	Mediation	Claims accepted		
2. Log Felling & cutting		150	Basic: A.E.H.L.M.	Mediation	Claims accepted	21	3150
MINING AND QUARRYING.							
3. Stone Crushing	7		Basic: A.C.E.F.H. I.J.M.	Conciliation	Agreement reached		
4. Salt Extraction		155	Basic: A	Conciliation	Compromised agreement reached	1 (part)	87
MANUFACTURING							
5. Manufacture of Dairy Products	20		Basic: L	Conciliation	Agreement reached		
6. Canning and Preserving of Fruits and Vegetables	70		Basic: A. to M.	Conciliation	Matter left in abeyance		

7. Flour Manufacturing		10	Basic: A.D. Frictional: B.	Conciliation	Basic, Frictional: Compromise agreement reached	45	450
8. Flour Manufacturing	9		Frictional: B	Mediation	Compromise agreement reached		
9. Carob Kibbling	30		Basic: A.D.E.F. Frictional: C	Conciliation	Agreement reached		
10. Manufacture of alcoholic Liquors	7		Basic: A.E.G.I.	Conciliation	Claims accepted		
11. Manufacture of Wines	30		Frictional: B	Conciliation	Re-engagement accepted.		
12. Majufacture of Soft-Drinks	59		Basic: E.I. T.U.Recognition	Conciliation	Basic:I.Case referred to Arbitration E. Agreement reached T.U.Recognition left in abeyance		
13. Manufacture of Soft-Drinks	198		Basic: A.E. Frictional: A.B.	Conciliation	Basic:A.E. and Frictional B: agreement reached. Frictional: A referred to Arbitration		
C/F	514	315					3687

(Continued from previous page)

Industry 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-stop-pages	In stop-pages					
B/F.....	514	315					3687
14. Manufacture of Soft-Drinks	3		Frictional: A	Settled at the level of direct negotiations	Compromised agreement reached		
15. Manufacture of Soft-Drinks	200		Basic: A.I.J.	Settled at the level of direct negotiations	Compromised agreement reached		
16. Manufacture of Soft-Drinks		9	Basic:A	Conciliation	Compromised agreement reached	1	9
17. Manufacture of Soft-Drinks	19		Basic: A.E.	Conciliation	Matter not finalized as at end of 1963		
18. Manufacture of Cigarettes	27		Basic:E.J,	Conciliation	Not finalized as at end of 1963		
19. Manufacture of Foot-wear		10	Basic: E.H.I.	Conciliation	Claims accepted	$3\frac{1}{2}$	35
20. Manufacture of Foot-wear	1		Frictional: B	Conciliation	Claims withdrawn		
21. Manufacture of Foot-wear	140		Basic: A Frictional: B	Conciliation	Claims dropped		
22. Manufacture of Foot-wear		140	Basic: A Frictional: B	Referred to direct negotiations	No agreement reached. Strike turned to Lock-out. Matter still pending	8	1120

23. Manufacture of Footwear	150		Basic: A Frictional: B	Matter referred to direct negotiations.	Compromised agreement reached		
24. Manufacture of Clothing and Footwear	750		Basic: A	Matter referred to direct negotiations	Compromised agreement reached		
25. Tailoring	5		Basic: A.F.	Conciliation	Compromised agreement reached		
26. Saw-Milling	27		Basic: A.D.E.H.J.M.	Conciliation	Compromised agreement reached		
27. Petroleum Refineries	99		Basic: I	Mediation	Compromised agreement reached		
28. Manufacture of Bricks & Tiles		14	Basic: A.E.H.J. T.U. Recognition	Mediation	Basic:A compromised agreement reached. All others: Claims accepted. T.U.Recognition.	37	518
29. Manufacture of Bricks & Tiles	5		Frictional: B	Matters referred to direct negotiations	Agreement reached		
30. Manufacture of Cement	140		Frictional: C	Mediation	Re-engagement accepted.		
31. Welding Shop		19	Frictional: B	Mediation	Re-engagement accepted	1	19
C/F	2080	507					5388

(Continued from previous page)

Industry 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 stop-page of work.
	In non stop-pages	In stop-pages					
B/F.....	2080	507					5388
32. Machine Shop	700		Basic:A.E.F.I.J.	Conciliation	An agreement was signed		
33. Motor Vehicle Repairing	33		Basic: A	Conciliation	Negotiations deferred		
34. Motor Vehicle Painting and Repairing	8		Frictional: A	Conciliation	Claims accepted		
35. Motor Vehicle Repairing		8	Basic: D T.U.Recognition	Mediation	Negotiations deferred on all points	2	16
36. Motor Vehicle Repairing	15		Basic: A.I. Frictional: A	Conciliation	Negotiations defferred		
37. Motor Vehicle Painting	9		Basic: L	Conciliation	Compromised agreement reached.		
CONSTRUCTION							
38. Building Construction	19		Basic: A.F.	Conciliation	Compromised agreement reached.		
39. Building Construction	1		Basic: M.	Conciliation	Agreement Reached		

40. Building Construction	45		Basic: I	Matter referred to direct Negotiations	Compromised Agreement reached		
41. Building Industry	20.000		Basic: A.F.G.I.M.	Conciliation	Compromised agreement reached		
42. Building Construction	23		Basic: A.C.E.F.G.N. H.J.K.L.	Conciliation	Basic: Agreement reached on all claims except.K which was withdrawn T.U.Recognised.		
43. Building Construction		16	Basic: M	Conciliation	Re-engagement agreed upon.	12	14
44. Building Construction		11	Frictional: B	Conciliation	Re-engagement accepted	1 (part)	6
45. Building Construction	60		Basic: A.D.I.K.L.	Matter referred to direct negotiations	Compromised Agreement reached.		
46. Building Construction	5		Basic: A.L.	Conciliation	Agreement reached		
47. Electrical Installation Shop.	60		Basic: I	Conciliation	Compromised Agreement reached.		
48. Electrical Installation Shop	27		Basic: I	Conciliation	Claim accepted		
C/F.....	23085	542					5424

(Continued from previous page)

Industry affected	No. of Workmen involved		Cause of Dispute	Action taken by the Ministry	Results		No. of man-days lost in case of stoppage of work.
	In non stoppages	In stoppages					
B/F.....	23085	542					5424
49. Painting	150		Basic: A.L. Frictional: A	Conciliation	Compromised agreement reached		
50. Painting	20		Basic: A.M.	Conciliation	Agreement reached.		
ELECTRICITY, GAS, WATER, AND SANITARY SERVICES.							
51. Distribution of Electricity	1182		Basic: L	Conciliation	Agreement reached.		
52. Water Supply	18		Frictional: C	Mediation	Agreement reached		
53. Water Supply	166		Basic: A-M	Mediation	Case referred to arbitration		
COMMERCE							
54. Importers	200		Basic: I	Matter referred to direct negotiations	Compromised agreement reached		
55. Exporters	364		Frictional: A	Mediation	Agreement reached		
56. Importers	200		Frictional: A	Conciliation	Claim accepted		

57. Exporter		60	Frictional:C	Conciliation &	Compromised agreement reached	1 (part)	30
58. Petroleum Bulk Stations	45		Basic:A	Mediation	Agreement reached		
59. Petroleum Bulk Stations	43		Basic: A.E.F.H.I.	Concliliation	Agreement reached		
60. Retail Selling Y	35		Basic: A.J.	Conciliation	All claims accepted		
61. Retail Selling	8		Frictional:B	Conciliation	Partly met		
62. Retail Selling	19		Basic:A to M T.U.Recognition	Mediation	Basic:A: compromised agreement reached. All other claims accepted. T.U.Recognised		
63. Retail Dealers	25		Basic:A to M T.U.Recognition	Matter referred to direct negotiations	Agreement reached.		
64. Banking	1		Frictional:C	Matter referred to direct negotiations.	Agreement reached.		
65. Banking	1300		Basic:A.D.F.I.L.	Conciliation	Agreement reached.		
66. Banking	95		Basic:L	Conciliation	Compromised agreement reached		
67. Banking	53		Basic: A.J.L.	Mediation	An agreement was signed		
C/F	27009	602					5454

(Continued from previous page)

Industry 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 stop-pages	In stop-pages					
B/F.....	27009	602					5454
68. Banking	115		Frictional:A	Matter referred to direct negotiations	Compromised Agreement reached.		
69. Banking	800		Basic:C	Conciliation	Case left in abeyance		
70. Banking Institution	7		Basic: A to M	Conciliation	An agreement was signed		
71. Banking Institution	49		Basic:A Frictional:A	Conciliation	Case left in abeyance.		
TRANSPORT STORAGE AND COMMUNICATION							
72. Road Transport	40		Basic:A.J. Frictional:C	Conciliation	Agreement reached		
73. Road Transport	12		Basic: A.D.E.G.H. J.	Conciliation	Claims accepted		
74. Loading and Discharging of Vessels		160	Frictional:A	Conciliation	Compromised Agreement reached	1	160
75. Loading and Discharging of Vessels	800		Basic:A	Matter referred to direct negotia-tions	Agreement reached		
76. Air Transport		97	Frictional:C	Conciliation	Strikers returned to work	5	485

77. Sea Transport	995		Basic: A to M	Matter referred to direct negotiations	Agreement reached.		
78. Wire and Radio communication Services	106		Basic:L	Matter referred to direct negotiations	Agreement reached		
79. Wire and Radio Communication Services	82		Basic: A	Matter referred to direct negotiations	Agreement reached		
80. Local Government	8		Basic: A to M	Conciliation	Agreement reached		
81. Local Government	113		Basic: A.H. Frictional: C	Conciliation	Negotiations deferred		
82. Medical Services	230		Basic: A to M	Conciliation	Case left in abeyance		
83. Trade Association	160		Basic: I	Conciliation	Agreement reached		
84. Restaurants	10		Basic: C.D.E.	Conciliation	Compromised agreement reached		
85. Restaurants	15		Basic: A.C.	Conciliation	Agreement reached C:Matter referred to direct negotiations		
86. Restaurant	8		Basic: A	Conciliation	Compromised agreement reached.		
C/F.....	30559	8 9					6099

(Continued from previous page)

Industry 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 stop-pages	In stop-pages					
7. B/F.....	30559	859					6099
87. Bar	4		Basic: A.D.I.	Conciliation	Negotiations Deferred		
88. Hotels	700		Basic: A to M	Conciliation	Partly accepted		
89. Hotel	15		Basic: F.K. Frictional:A	Conciliation	Negotiations Deferred		
90. Hotels	31		Basic: A.H.K.	Conciliation	Claims accepted		
91. Cinemas	53		Frictional: B	Conciliation	Case referred to arbitration		
92. Cinemas	20		Frictional: B	Conciliation	Negotiations Deferred		
93. Cabarets	8		Basic: E	Conciliation	Agreement reached		
TOTALS	31390	859					6099

T A B L E XXII

(Reference Para 119 of the Report)

NUMBER OF REPORTED DISPUTES RESULTING IN STRIKES AND NUMBER OF MANDAYS LOST BY INDUSTRY AND DISTRICT

IND. CLASS	INDUSTRY	H.Q. (Island-wide)		NICOSIA		LIMASSOL		FAMAGUSTA		LARNACA		PAPHOS		TOTAL	
		No. of disputes	Man-days lost	No. of disputes	Man-days lost	No. of disputes	Man-days lost	No. of disputes	Man-days lost	No. of disputes	Man-days lost	No. of disputes	Man-days lost	No. of disputes	Man-days lost
0	Agriculture, Forestry, Hunting and Fishing	-	-	1	3150	-	-	-	-	-	-	-	-	1	3150
1	Mining and Quarrying	-	-	-	-	-	-	-	-	1	87	-	-	1	87
2-3	Manufacturing	3	1145	2	54	-	-	-	-	1	518	1	450	7	2167
4	Construction	-	-	1	14	-	-	-	-	1	6	-	-	2	20
5	Electricity, Gas, Water and Sanitary Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Commerce	-	-	-	-	-	-	-	-	-	-	1	30	1	30
7	Transport Storage & Communication	1	485	-	-	-	-	1	160	-	-	-	-	2	645
8	Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T O T A L		4	1630	4	3218	-	-	1	160	3	611	2	480	14	6099

TABLE XXII(a)

(Reference Para 120 of the Report)

MANDAYS LOST DUE TO WORK STOPPAGES, BY INDUSTRY

IND. CLASS	INDUSTRY	YEAR				
		1959	1960	1961	1962	1963
0	Agriculture, Foresty, Hunting and Fishing	640	-	136	61	3150
1	Mining and Quarrying	-	1400	1501	18714	87
2-3	Manufacturing	2183	2055	11257	804	2167
4	Construction	354	85	222	1561	20
5	Electricity, Gas, Water and Sanitary Services	1294	-	1004	-	-
6	Commerce	161	530	6544	87	30
7	Transport Storage and Communication	300	-	391	41	645
8	Services	1329	22935	212	-	-
	TOTAL	6261	27005	21267	21268	6099

* Teachers' Strike

T A B L E XXIII

(Reference Para 123 of the Report)

NUMBER OF DISPUTES SETTLED BY INTERCESSION WITHOUT STOPPAGE OF WORK BY INDUSTRY AND DISTRICT

IND. CLASS	INDUSTRY	H.Q.	NICOSIA	LIMASSOL	FAMAGUSTA	LARNACA	PAPHOS	TOTAL
0	Agriculture, Forestry Hunting and Fishing	-	1	-	-	-	-	1
1	Mining and Quarrying	-	1	-	-	-	-	1
2-3	Manufacturing	6	10	6	-	-	1	23
4	Construction	4	3	2	-	-	2	11
5	Electricity, Gas, Water and Sanitary Services	2	-	1	-	-	-	3
6	Commerce	8	1	3	1	2	-	15
7	Transport, Storage and Communication	3	2	1	-	-	-	6
8	Services	3	8	2	-	-	-	13
T O T A L		26	26	15	1	2	3	73

TABLE XXIV

(Reference Para 124 of the Report)

MANDAYS LOST BY INDUSTRY AND DISTRICT

FOR THE PERIOD STARTING ON 1/1/63-31/12/63

IND. CLASS	INDUSTRY	H.Q.	NICOSIA	LIMASSOL	FAMAGUSTA	LARNACA	PAPHOS	TOTAL
0	Agriculture, Forestry, Hunting and Fishing	-	3150	-	-	-	-	3150
1	Mining and Quarrying	-	-	-	-	87	-	87
2-3	Manufacturing	1145	54	-	-	518	450	2167
4	Construction	-	14	-	-	6	-	20
5	Electricity Gas Water And Sanitary Services	-	-	-	-	-	-	-
6	Commerce	-	-	-	-	-	30	30
7	Transport Storage and Communication	485	-	-	160	-	-	645
8	Services	-	-	-	-	-	-	-
	TOTAL	1630	3218	-	160	611	480	6099

TABLE XXV

(Reference Para 125 of the Report)

MANDAYS LOST BECAUSE OF STRIKES AND NUMBER OF WORKERS INVOLVED FROM 1943 - 1963

YEAR	NO. OF STRIKES	NO. OF WORKERS INVOLVED	MANDAYS LOST
1943	10	21416	45810
1944	10	580	39921
1945	18	10604	30918
1946	22	14540	59840
1947	15	5684	138882
1948	6	3379	226890
1949	14	3092	3420
1950	22	1260	15338
1951	16	1259	10475
1952	23	2333	21736
1953	16	4169	6257
1954	24	1477	19979
1955	16	1419	9983
1956	23	10785	25873
1957	40	4662	12842
1958	16	758	4069
1959	21	1734	6261
1960	23	25223	27005
1961	25	2205	21267
1962	26	4410	21268
1963	14	859	6099

Source of Information: Industrial Relations Office.

TABLE NO. XXVI

(Reference Paragraph 142 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK, 1963

M E N

The data refer to the week ended 26th October, 1963
The Normal Hours of work per week is 44 unless otherwise indicated.

Industry	Normal Hourly Wage-Rate Mils	Actual Weekly Earnings Mils	Actual Hours Worked
01. AGRICULTURE			
(a) Agricultural Workers	144	5,450	37
(b) Tractor Drivers	158	5 250	33
(c) Mechanics	144	6,500	45
(d) Shepherds (1)	90	6,300	70
12. METAL MINING			
1. UNDERGROUND(2)			
(a) Miners	211	7,750	36
(b) Labourers	212	8,500	40
(c) Drivers	240	9,600	40
(d) Brakemen	226	9,050	40
(e) Pipefitters	242	9,700	40
(f) Timbermen	245	9,800	40
(g) Trackmen	240	9,600	40
(h) Blasters	244	9,750	40
(i) Hoistmen	240	9,600	40
(j) Mechanics & Repairmen	240	9,600	40
(k) Other Craftsmen	227	9,100	40
2. SURFACE			
(a) Painters	227	9,100	40
(b) Watchmen	190	7,850	41
(c) Hoistmen	256	10,250	40
(d) Moulders	232	9,500	40
(e) Masons	240	9,600	40
(f) Carpenters	233	9,550	41
(g) Mechanics & Repairmen	222	9,400	42
(h) Electricians	235	9,800	41
(i) Drillers (3)	172	7,400	43
(j) Labourers	181	7,600	42
(k) Drivers (3)	200	8,700	42
(l) Brakemen	226	9,050	40
(m) Blacksmiths	240	9,800	41
(n) Pipefitters	223	9,150	41
(o) Other Craftsmen	211	8,900	42
14 & 19 STONE QUARRYING & OTHER NON-METALLIC MINING & QUARRYING.			
(a) Foremen	182	8,000	44
(b) Fitters & Mechanics	189	8,350	44
(c) Drivers	215	8,650	40
(d) Electricians	180	9,400	53
(e) Carpenters	198	8,700	44
(f) Masons	198	8,700	44
(g) Operatives & Labourers	142	6,250	44

/20...

(1) Normal Hours of Work = 70

(2) Normal Hours of Work = 40

(3) Normal Hours of Work = 44

Industry	Normal Hourly Wage-Rate Mils	Actual Weekly Earnings Mils	Actual Hours Worked
20. FOOD MANUFACTURING INDUSTRIES, EXCEPT BEVERAGE INDUSTRIES			
1. MANUFACTURE OF SAUSAGES			
(a) Operatives & Labourers	156	7,500	47
2. MANUFACTURE OF DAIRY PRODUCTS			
(a) Craftsmen	150	6,900	46
(b) Labourers	137	6,300	46
3. CANNING & PRESERVING OF FRUITS & VEGETABLES			
(a) Craftsmen	153	6,800	44
(b) Labourers	144	6,300	43
(c) Watchmen(1)	151	8,400	57
5. MANUFACTURE OF GRAIN MILL PRODUCTS			
(a) Millers	201	8,850	44
(b) Drivers (2)	158	7,900	50
(c) Labourers	138	6,150	45
6. MANUFACTURE OF BAKERY PRODUCTS			
(a) Kneaders	172	7,900	46
(b) Ovenmen	168	7,550	45
(c) Salesmen	170	7,650	45
(d) Confectioners	182	8,200	45
(e) Waiters(2)	150	7,500	50
(f) Labourers	109	4,900	45
8. MANUFACTURE OF COCOA, CHOCOLATE & SUGAR CONFECTIONERY			
(a) Confectioners	174	7,900	45
9 & 10 MANUFACTURE OF MISCELLANEOUS FOOD PREPARATIONS			
(a) Craftsmen	195	8,500	44
(b) Labourers	182	7,550	42
21. BEVERAGE INDUSTRY			
1-3 DISTILLING, RECTIFYING & BLENDING OF SPIRITS, WINE INDUSTRIES & BREWERIES			
(a) Coopers	218	10,150	47
(b) Mechanics	257	11,550	44
(c) Drivers	237	9,800	44
(d) Wine & Spirit makers	187	10,700	51
(e) Refiners	245	14,900	58
(f) Porters	186	8,200	44
(g) Burners	183	9,150	49
(h) Other craftsmen	183	8,650	45
(i) Labourers	131	6,000	43
(j) Watchmen(3)	164	8,500	52
4. SOFT DRINKS & CARBONATED WATER INDUSTRIES			
(a) Distributors-drivers	190	8,350	44
(b) Watchmen (1)	142	7,850	55
(c) Mechanics	160	7,200	44
(d) Other craftsmen	163	6,200	30
(e) Labourers	139	6,150	44

(1) Normal Hours of Work = 56
(2) Normal Hours of Work = 50
(3) Normal Hours of Work = 52

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Industry	Normal Hourly Wage-Rate Mils	Actual Weekly Earnings Mils	Actual Hours Worked
22. TOBACCO MANUFACTURING			
(a) Mechanics	199	9,350	46
(b) Mixers	219	9,650	44
(c) Labourers	145	6,700	46
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL & MADE-UP TEXTILE GOODS			
1 & MANUFACTURE & REPAIR 2 OF FOOTWEAR			
(a) Shoe-makers	157	6,900	44
(b) Machinists	135	5,950	44
(c) Cutters	187	8,100	43
(d) Repairers	166	7,550	45
3. MANUFACTURE OF WEARING APPAREL, EXCEPT FOOTWEAR			
(a) Coat-makers	161	7,100	44
(b) Trouser-makers	112	4,650	41
25. MANUFACTURE OF WOOD & CORK (EXC. MANUFACTURE OF FURNITURE)			
(a) Carpenters	195	8,600	44
(b) Carpenter-assistants	106	4,800	45
(c) Saw-Millers	146	6,400	44
(d) Wood Cutters	205	7,200	35
(e) Labourers	146	6,300	43
26. MANUFACTURE OF FURNITURE & FIXTURES			
(a) Furniture makers	162	7,150	44
(b) Upholsterers	138	6,100	44
(c) Labourers	120	5,300	44
28. PRINTING, PUBLISHING & ALLIED INDUSTRIES			
(a) Compositors	243	12,600	49
(b) Machine minders	216	10,050	46
(c) Linotypists	260	11,250	44
(d) Box makers	143	9,450	61
(e) Printers-Lithographers	167	8,250	49
(f) Labourers	130	6,500	46
29. MANUFACTURE OF LEATHER, AND LEATHER AND FUR PRODUCTS (EXCEPT FOOTWEAR AND OTHER WEARING APPAREL)			
(a) Operatives & Labourers	133	5,850	44
30. MANUFACTURE OF RUBBER PRODUCTS			
(a) Tyre retreaters	224	9,850	44
31. MANUFACTURE OF CHEMICALS & CHEMICAL PRODUCTS			
(a) Craftsmen	205	8,750	43
(b) Labourers	141	6,350	45

/33....

Industry	Normal Hourly Wage-Rate Mils	Actual Weekly Earnings Mils	Actual Hours Worked
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS, EXCEPT PRODUCTS OF PETROLEUM & COAL			
(a) Drivers	205	9,150	44
(b) Burners	200	10,050	47
(c) Mechanics	204	9,100	44
(d) Craftsmen	192	8,450	44
(e) Labourers	132	5,650	42
34. BASIC METAL INDUSTRIES			
(a) Craftsmen	129	5,050	40
35. MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY & TRANSPORT EQUIPMENT			
(a) Blacksmiths	133	5,900	44
(b) Tinsmiths	167	7,700	44
(c) Fitters	165	7,250	44
(d) Plumbers	134	5,900	44
(e) Turners	197	8,200	42
(f) Electro-welders	156	7,000	45
(g) Labourers	147	6,500	44
36. MANUFACTURE OF MACHINERY, EXCEPT ELECTRICAL MACHINERY			
(a) Blacksmiths	151	7,300	47
(b) Fitters	153	7,000	45
(c) Plumbers	158	7,150	45
(d) Turners	142	6,450	45
(e) Moulders	182	8,300	45
(f) Electro-welders	207	9,250	44
(g) Painters	148	7,350	49
37. MANUFACTURE OF ELECTRICAL MACHINERY APPARATUS, APPLIANCES & SUPPLIES			
(a) Electricians-craftsmen	203	8,850	44
(b) Labourers	136	6,000	44
38. MANUFACTURE OF TRANSPORT EQUIPMENT			
1. BOAT BUILDING & REPAIRING			
(a) Carpenters	235	10,350	44
(b) Labourers	150	6,600	44
4. REPAIR OF MOTOR VEHICLES			
(a) Mechanics-craftsmen	136	6,000	44
(b) Auto-electricians	139	6,100	44
(c) Painters	179	7,700	43
(d) Blacksmiths	150	6,600	44
(e) Carpenters	181	7,950	44
(f) Labourers	95	4,200	44
5. BICYCLE & MOTORCYCLE REPAIRING			
(a) Craftsmen	102	4,500	44
39. MISCELLANEOUS MANUFACTURING INDUSTRIES			
(a) Craftsmen	136	5,700	42

/40...

Industry	Normal Hourly Wage-Rate Mils	Actual Weekly Earnings Mils	Actual Hours Worked
40. CONSTRUCTION			
(a) Masons	189	8,300	44
(b) Carpenters	165	7,250	44
(c) Painters	172	7,530	44
(d) Electricians	154	6,780	44
(e) Plumbers	156	6,900	44
(f) Other craftsmen	184	9,100	48
(g) Labourers	144	6,150	44
(h) Drivers	208	9,400	47
(i) Engine drivers	230	10,800	46
51. ELECTRICITY, GAS & STEAM			
1. ELECTRIC LIGHT & POWER			
(a) Fitters	187	8,250	44
(b) Linesmen	176	7,750	44
(c) Plant Operators	203	10,650	50
(d) Drivers	179	8,500	46
(e) Meter readers (1)	199	7,950	40
(f) Night watchmen (2)	126	7,050	56
(g) Labourers	124	5,450	44
2. GAS MANUFACTURE & DISTRIBUTION			
(a) Distributors	190	8,350	44
(b) Labourers	145	6,400	44
52. WATER & SANITARY SERVICES			
(a) Mechanics & repairmen	144	6,500	45
(b) Plumbers & pipefitters	174	8,400	47
(c) Oilers	158	7,150	45
(d) Labourers	117	5,050	43
61. WHOLESALE & RETAIL TRADE			
(a) Labourers	148	6,500	44
71 & 73 TRANSPORT & COMMUNICATIONS			
(a) Bus & Lorry Drivers (3)	135	8,100	60
(b) Taxi Drivers (4)	100	7,000	70
(c) Conductors (5)	120	6,500	54
(d) Porters (3)	110	6,500	59

(1) Normal Hours of Work = 40
(2) Normal Hours of Work = 56
(3) Normal Hours of Work = 60
(4) Normal Hours of Work = 70
(5) Normal Hours of Work = 54

TABLE NO. XXVII.

(Reference Paragraph 142 of the Report).

STATISTICS OF WAGES & HOURS OF WORK, 1963

WOMEN.

The data refer to the week ended 26th October, 1963.
The normal hours of work is 44 per week.

Industry	Normal Hourly Wage Rates	Actual Weekly Earnings	Actual Hours Worked
01. AGRICULTURE			
a) Agricultural Workers	81	3,050	37
12. METAL MINING			
2. SURFACE			
a) Labourers	123	5,100	42
14 & 19 STONE QUARRYING & OTHER NON-METALLIC MINING & QUARRYING			
a) Labourers	95	4,200	44
20. FOOD MANUFACTURING INDUSTRIES EXCEPT BEVERAGE INDUSTRIES			
1. MANUFACTURE OF SAUSAGES			
a) Labourers	87	3,850	44
2. MANUFACTURE OF DAIRY PRODUCTS			
a) Labourers	79	3,550	45
3. CANNING & PRESERVING OF FRUITS & VEGETABLES			
a) Labourers	75	2,900	38
5. MANUFACTURE OF GRAIN MILL PRODUCTS			
a) Labourers	85	4,000	47
6. MANUFACTURE OF BAKERY PRODUCTS			
a) Labourers	90	4,050	45
8. MANUFACTURE OF COCOA, CHOCOLATE & SUGAR CONFECTIONERY			
a) Packers	69	2,900	42
b) Labourers	61	2,600	43
9 & 10. MANUFACTURE OF MISCELLANEOUS FOOD PREPARATIONS			
a) Labourers	69	2,900	42
21. BEVERAGE INDUSTRIES			
1-3. DISTILLING, RECTIFYING & BLENDING OF SPIRITS, WINE INDUSTRIES & BREWERIES			
a) Labourers	83	3,750	43
4. SOFT DRINKS & CARBONATED WATER INDUSTRIES			
a) Labourers	76	3,400	44
22. TOBACCO			
a) Labourers	82	3,400	41
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL & MADE-UP TEXTILE GOODS.			
1 & 2. MANUFACTURE & REPAIR OF FOOTWEAR			
a) Shoe-makers	72	3,000	41
b) Machinists	85	3,750	44
3. MANUFACTURE OF WEARING APPAREL EXCEPT FOOTWEAR			
a) Coat-makers	98	4,300	44
b) Trouser-makers	81	3,550	44

Industry	Normal Hourly Wage Rates	Actual Weekly Earnings	Actual Hours Worked
c) Shirt-makers	87	3,800	44
d) Labourers	83	3,500	42
e) Dress-makers & Seamstresses	76	3,400	44
f) Hat-makers	75	3,300	44
25. MANUFACTURE OF WOOD & CORK (EXCEPT MANUFACTURE OF FURNITURE)			
a) Labourers	83	3,500	42
28. PRINTING, PUBLISHING & ALLIED INDUSTRIES			
a) Labourers	72	3,200	44
29. MANUFACTURE OF LEATHER & LEATHER AND FUR PRODUCTS (EXCEPT FOOTWEAR AND OTHER WEARING APPAREL)			
a) Operatives & Labourers	97	4,250	44
31. MANUFACTURE OF CHEMICALS & CHEMICAL PRODUCTS			
a) Labourers	80	3,500	44
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS (EXCEPT PRODUCTS OF PETROLEUM & COAL)			
a) Labourers	92	4,200	44
35. MANUFACTURE OF METAL PRODUCTS (EXCEPT MACHINERY & TRANSPORT EQUIPMENT)			
a) Labourers	81	4,250	49
39. MISCELLANEOUS MANUFACTURING INDUSTRIES.			
a) Craftswomen	71	2,900	41
b) Labourers	69	2,950	43
40. CONSTRUCTION			
a) Labourers	104	4,600	44
52. WATER & SANITARY SERVICES			
a) Labourers	88	2,800	33

TABLE NO. XXVIII.

(Reference Paragraph 142 of the Report)

STATISTICS OF WAGES & HOURS OF WORK 1963.

BOYS

The data refer to the week ended 26th October, 1963.
The Normal Hours of work is 44 per week.

Industry	Normal Hourly Wage-Rate	Actual Weekly Earnings	Actual Hours Worked
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL & MADE-UP TEXTILE GOODS.			
1 & 2. MANUFACTURE & REPAIRS OF FOOTWEAR.			
a) Shoe-makers apprentices	74	3,200	43
b) Machinist apprentices	59	2,600	44
3. MANUFACTURE OF WEARING APPAREL (EXCEPT FOOTWEAR)			
a) Coat-makers apprentices	50	2,200	44
b) Trouser-makers apprentices	39	1,700	44
25. MANUFACTURE OF WOOD & CORK (EXCEPT MANUFACTURE OF FURNITURE)			
a) Carpenter, apprentices	61	2,600	43
b) Saw-millers, apprentices	49	2,150	44
c) Labourers	85	3,750	44
26. MANUFACTURE OF FURNITURE & FIXTURES.			
a) Furniture-makers apprentices	42	1,850	44
28. PRINTING, PUBLISHING & ALLIED INDUSTRIES.			
a) Machine-minders apprentices	54	2,400	44
b) Printers & Lithographers, apprentices	62	2,850	45
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS (EXCEPT PRODUCTS OF PETROLEUM & COAL).			
a) Craftsmen, apprentices	72	2,950	41
b) Labourers	98	4,300	44
35. MANUFACTURE OF METAL PRODUCTS (EXCEPT MACHINERY & TRANSPORT EQUIPMENT).			
a) Blacksmiths, apprentices	48	2,100	44
b) Fitters, apprentices	47	2,050	44
c) Plumbers, apprentices	69	3,050	44
d) Turners, apprentices	32	1,400	44
36. MANUFACTURE OF MACHINERY (EXCEPT ELECTRICAL MACHINERY).			
a) Blacksmiths, apprentices	35	1,600	44
b) Fitters, apprentices	50	2,200	44
c) Plumbers, apprentices	59	2,650	44
d) Turners, apprentices	45	2,050	45
37. MANUFACTURE OF ELECTRICAL MACHINERY APPARATUS, APPLIANCES & SUPPLIES.			
a) Electricians & Craftsmen, apprentices	34	1,500	44

Industry	Normal Hourly Ware-Rate	Actual Weekly Earnings	Actual Hours Worked
38. MANUFACTURE OF TRANSPORT EQUIPMENT.			
1. BOAT BUILDING & REPAIRING			
a) Carpenters, apprentices	73	3,200	44
4. REPAIR OF MOTOR VEHICLES			
a) Mechanics-craftsmen, apprentices	40	1,750	44
b) Auto-electricians apprentices	41	1,800	44
c) Painters apprentices	56	2,450	44
d) Blacksmiths apprentices	73	3,200	44
5. BICYCLE & MOTOR CYCLE REPAIRING			
a) Craftsmen, apprentices	47	2,050	44
39. MISCELLANEOUS MANUFACTURING INDUSTRIES.			
a) Craftsmen, apprentices	63	2,750	44
40. CONSTRUCTION.			
a) Masons, apprentices	78	3,450	44
b) Carpenters, apprentices	60	2,600	43
c) Painters, apprentices	42	1,850	44
d) Electricians, apprentices	42	1,850	44
e) Plumbers, apprentices	45	2,000	44

TABLE NO. XXIX.

(Reference Paragraph 142 of the Report)

STATISTICS OF WAGES & HOURS OF WORK, 1963.

GIRLS

The data refers to the week ended 26th October 1963
The Normal hours of work is 44 per week.

Industry	Normal Hourly Wage-Rate	Actual Weekly Earnings	Actual Hours Worked
20. FOOD.			
3. CANNING & PRESERVING OF FRUITS & VEGETABLES			
a) Labourers	65	2,850	44
8. MANUFACTURE OF COCOA, CHOCOLATE & SUGAR CONFECTIONERY			
a) Packers	56	2,300	41
b) Labourers	55	2,400	44
9 & 10. MANUFACTURE OF MISCELLANEOUS FOOD PREPARATIONS			
a) Labourers	68	2,900	42
21. BEVERAGE INDUSTRIES.			
1-3 DISTILLING, RECTIFYING & BLENDING OF SPIRITS WINE INDUSTRIES & BREWERIES.			
a) Labourers	75	3,000	40
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL & MADE-UP TEXTILE GOODS.			
1-2 MANUFACTURE & REPAIR OF FOOTWEAR.			
a) Shoe-makers	66	2,850	43
b) Machinists	74	3,250	44
3. MANUFACTURE OF WEARING APPAREL (EXCEPT FOOTWEAR)			
a) Coat-makers	55	2,400	44
b) Trouser-makers	53	2,350	44
c) Shirt-makers	65	2,800	43
d) Labourers	60	2,600	43
e) Dress-makers & Seamstresses	45	2,000	45
f) Hat-makers	45	2,000	44
25. MANUFACTURE OF WOOD & CORK (EXCEPT MANUFACTURE OF FURNITURE)			
a) Labourers	75	3,100	40
28. PRINTING, PUBLISHING & ALLIED INDUSTRIES.			
a) Labourers	65	2,850	44
29. MANUFACTURE OF LEATHER AND LEATHER AND FUR PRODUCTS (EXCEPT FOOTWEAR & OTHER WEARING APPAREL)			
a) Labourers	66	2,900	44
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS (EXCEPT PRODUCTS OF PETROLEUM & COAL).			
a) Labourers	95	4,450	45

TABLE No. XXX

(Reference Paragraph 145 of the Report)

COMPARATIVE TABLE OF HOURS WORKED AND OF CERTAIN BENEFITS PAID BY INDUSTRY IN CYPRUS

INDUSTRY	PAID ANNUAL LEAVE				PAID PUBLIC HOLIDAYS				NORMAL HOURS OF WORK				PROVIDENT FUNDS (Employer's Contribution)			
	Monthly Paid No. of Days		Weekly Paid No. of Days		Monthly Paid No. of Days		Weekly Paid No. of Days		Monthly Paid Per Week		Weekly Paid Per Week		Monthly Paid % on salary		Weekly Paid % on salary	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Agriculture	10	15	5	10	5	16	5	16	42	44	42	44	5	8	5	7
Mining	15	18	6	18	7	12	7	12	40	44	40	44	5	10	4	5
Food Manufacturing (including Beverages)	12	28	6	15	5	15	5	15	35	54	42	44	5	8.5	4	8.5
Tobacco Manufacturing	7	15	6	14	13	15	13	15	44	44	44	44	5	5	5	5
Manufacture of Textiles	6	14	6	14	4	13	4	13	44	44	44	44	5	5	5	5
Footwear Manufacturing	6	15	6	6	6	13	6	6	44	44	40	44	5	5	5	5
Printing and Publishing Industries	6	15	6	15	6	14	6	14	42	44	44	44	4	10	4	7.5
Manufacture of Non-Metalic Mineral Products	7	18	6	14	4	13	4	13	39	44	44	44	5	7.5	5	7.5
Garages	6	18	6	12	8	14	8	14	44	44	44	44	5	7.5	5	5
Other Manufacturing Industries	6	21	3	12	3	15	3	13	40	44	41	44	5	7.5	5	5
Construction	6	15	6	7	12	12	Nil	Nil	44	44	44	44	5	7.5	5	5
Electricity	24	30	12	15	12	12	12	12	38	42	44	44	10	10	10	10
Water Supply	24	42	12	15	13	13	12	12	38	39	44	44	10	10	10	10

INDUSTRY	PAID ANNUAL LEAVE				PAID PUBLIC HOLIDAYS				NORMAL HOURS OF WORK				PROVIDENT FUNDS (Employer's Contribution)			
	Monthly Paid No. of Days		Weekly Paid No. Of Days		Monthly Paid No. of Days		Weekly Paid No. of Days		Monthly Paid Per Week		Weekly Paid Per Week		Monthly Paid % on salary		Weekly Paid % on salary	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Commerce	7	35	6	18	6	13	6	13	35	50	42	50	5	12.5	5	10
Banks and other Financial Institutions	15	30	* –	* –	12	14	* –	* –	36	42	* –	* –	10	12	* –	* –
Air, Sea and Road Transport	8	28	8	22	6	13	1	13	39	45	44	66	5	8	5	8
Storage and Ware-Housing	7	42	7	16	12	13	12	12	44	48	44	60	5	12	5	12
Communications (including Broadcasting)	21	36	12	14	9	17	8	16	38	42	44	44	10	10	10	10
Government Services (including Municipalities)	24	42	12	15	11	13	11	12	38	44	44	44	5	5	5	5
British Military Services	15	21	12	12	11	11	11	11	38	56	44	44	Nil	Nil	Nil	Nil
Recreation, Personal & Other Services	6	30	6	14	2	13	2	13	36	58	44	58	5	8	5	8

* Not applicable

NOTE: Atypical cases, i.e. isolated cases by far more or less favourable to the workers and cases where the granting or not of the benefit is completely at the discretion of the employer, have not been included.

TABLE NO. XXXI
(Reference Paragraph 152 of the Report)

THE GROWTH OF THE TRADE UNION MOVEMENT IN CYPRUS

1932-1963

YEAR	"OLD" TRADE UNIONS		"NEW" TRADE UN.		TURKISH TR. UN.		FED. OF INDE-PENDENT TRADE UNIONS		DEMOCRATIC LABOUR FEDERA-TION (D.E.O.K.)		OTHERS (INCLUDES CIVIL SERVICE UNIONS)		T O T A L	
	UN.	MEMBERS	UN.	MEMBERS	UN.	MEMBERS	UN.	MEMBERS	UN.	MEMBERS	UN.	MEMBERS	UN.	MEMBERS
1932	1	84	-	-	-	-	-	-	-	-	-	-	1	84
1933	1	84	-	-	-	-	-	-	-	-	-	-	1	84
1934	1	84	-	-	-	-	-	-	-	-	-	-	1	84
1935	2	99	-	-	-	-	-	-	-	-	-	-	2	99
1936	5	285	-	-	-	-	-	-	-	-	-	-	5	285
1937	6	367	-	-	-	-	-	-	-	-	-	-	6	367
1938	14	772	-	-	-	-	-	-	-	-	-	-	14	772
1939	46	2544	-	-	-	-	-	-	-	-	-	-	46	2544
1940	62	3389	-	-	-	-	-	-	-	-	-	-	62	3389
1941	68	3854	-	-	-	-	-	-	-	-	-	-	68	3854
1942	73	9991	-	-	-	-	-	-	-	-	-	-	73	9991
1943	82	9507	-	-	1	43	-	-	-	-	1	78	84	9628
1944	89	10596	25	758	7	436	-	-	-	-	1	75	122	11865
1945	91	12961	31	1032	13	843	-	-	-	-	8	644	143	15480
1946	87	11101	30	991	19	681	-	-	-	-	8	641	144	13414
1947	51	11259	31	1145	15	640	-	-	-	-	10	792	107	13836
1948	33	9604	36	2641	9	190	-	-	-	-	11	695	89	13130
1949	31	9447	61	3599	7	160	-	-	-	-	9	1368	108	14574
1950	32	8924	52	2625	5	131	-	-	-	-	9	1886	98	13566
1951	39	10281	54	2270	6	130	-	-	-	-	10	2027	89	14708
1952	42	12540	56	2702	8	444	-	-	-	-	12	2368	118	18054
1953	47	14427	54	2123	9	477	-	-	-	-	16	4253	126	21280

1954	48	18085	56	2882	10	740	-	-	-	-	15	4959	129	26666
1955	43	22925	67	5374	16	2214	-	-	-	-	31	8502	156	39015
1956	45	27143	69	5129	16	1813	12	2954	-	-	25	5889	167	42928
1957	40	30375	130	9767	15	1268	13	2506	-	-	30	8549	228	52465
1958	38	31723	190	12852	8	1137	12	2036	-	-	36	8794	284	56542
1959	34	33770	236	16867	36	4829	15	2591	-	-	21	7324	342	65381
1960	30	35544	246	15587	38	4381	16	2416	-	-	24	7452	354	65380
1961	25	36442	232	13321	37	4288	14	2211	-	-	26	7919	334	64181
1962	24	37849	57	12158	38	4069	13	1740	19	1189	28	7765	179	64770
1963	18	37500*	47	13000*	39	4000*	13	1500*	17	1500*	26	7500*	160	6500*

* Figure is an Estimate as no accurate membership figures could be obtained from the Registrar of Trade Unions by the end of February.

TABLE XXXII

(Reference Para 153 of the Report)

ASSOCIATIONS OF EMPLOYERS REGISTERED UNDER THE TRADE UNIONS LAW, CAP. 117	ESTIMATED MEMBERSHIP AS AT THE END OF 1963
1 Cyprus Fishing Industry Association	10
2 Cyprus Licenced Electrical-Contractors Association	40
3 Cyprus Shipping Association	24
4 Famagusta Clearing Forwarding Agents Assoc.	15
5 Famagusta Wood Working Contractors' Assoc.	35
6 Greek Owners Of Newspaper & Periodicals Association	15
7 Master Electricians of Vehicles & Machinery Association	20
8 Motor Cars, Tractors & Agricultural Machinery Importers' Association	30
9 Nicosia District Engineering Employers' Association	32
10 Nicosia Petroleum Dealers' Association	30
11 Pancyprian Employers' Association of Electrical Installations	10
12 Pancyprian Master Printers' Association	20
13 Cyprus Building Contractors Association	88
14 Cyprus Cinematographists Association	127
15 Heavy Agricultural Machinery Employers' - Owners Association	30
16 Pancyprian Hotel Keepers' Association	60
17 Limassol Building Enterprises Contractors' Association	40
T O T A L	626

TABLE NO. XXXIII

(Reference Paragraph 145 of the Report)

SHOWING TOTAL NUMBER OF COLLECTIVE AGREEMENTS AND UNILATERAL ARRANGEMENTS

AND TOTAL NUMBER OF WORKERS COVERED, RESPECTIVELY, AND THEIR PERCENTAGE, BY INDUSTRY,

IN SELECTED UNDERTAKINGS

IND. CODE	INDUSTRY	TOTALS		COLLECTIVE AGREEMENTS				UNILATERAL ARRANGEMENTS			
		C.A. & U.A.	WORKERS	NUMBER		% OF TOTAL		NUMBER		% OF TOTAL	
				C.A.	WORKERS COVERED	C.A. 5TO3	WORKERS 6TO4	U.A.	WORKERS	U.A. 9TO 3	WORKERS 10TO 4
1	2	3	4	5	6	7	8	9	103	11	12
0.	AGRICULTURE, FORESTRY, HUNTING AND FISHING.	9	613	6	245	67%	40%	3	368	33%	60%
1.	MINING AND QUARRYING	6	4462	6	4462	100%	100%	-	-	-	-
2-3.	MANUFACTURING	65	3980	47	3533	72%	89%	18	447	28%	11%
4.	CONSTRUCTION	3	25237	3	25237	100%	100%	-	-	-	-
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	10	1869	3	1467	30%	78%	7	402	70%	22%
6.	COMMERCE	27	1484	13	591	48%	40%	14	893	52%	60%
7.	TRANSPORT STORAGE AND COMMUNICATION	15	2788	8	2067	53%	74%	7	721	47%	26%
8.	SERVICES	28	20862	7	13857	25%	66%	21	7005	75%	34%
	TOTALS	163	61295	93	51459	57%	84%	70	9836	43%	16%

TABLE XXXIV

(Reference Para 176 of the Report)

ACCIDENTS NOTIFIED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE DURING 1963

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	Handling without machinery
Horticulture, fruit	1	-	1	-	1	-	1	Hand tools.
picking	1	1	-	-	1	-	1	Persons Falling
"	1	1	-	1 M.Y.P.	-	-	1	WOODWORKING MACHINERY, other.
"	1	1	-	-	1	-	1	Belts, ropes, pulleys, gearing
"	1	1	-	-	1	-	1	Ships.
"	8	8	-	-	8	-	8	Other accidents.
"	13	5	8	-	13	-	13	Persons falling.
"	3	2	1	-	3	-	3	Striking against objects.
"	1	-	1	-	1	-	1	Lifting.
"	1	1	-	-	1	-	1	Struck by falling objects.
"	1	1	-	-	1	-	1	Unspecified.
"	1	1	-	-	1	-	1	Unspecified.
Livestoc production	1	-	1	-	1	-	1	Other accidents.
Growing of field crops	1	1	-	-	1	-	1	Handling without machinery.
Growing of flowers & seeds	1	1	-	-	1	-	1	Motor cars.
Pruning, picking & packing	1	-	1	-	1	-	1	Persons falling.
FORESTRY								
Forestry, general.	4	4	-	-	4	-	4	Struck by falling objects.
"	5	4	1	-	5	-	5	Other accidents.
"	1	1	-	-	1	-	1	Electric short circuit.
"	1	1	-	-	1	-	1	Striking against objects.
"	1	1	-	-	1	-	1	Persons falling.
LOGGING								
Felling and Cutting	1	1	-	-	1	-	1	Persons falling.
" " of trees	1	1	-	-	1	-	1	Handling without machinery

STONE QUARRYING								
Stone crushing	1	1	-	-	1	1 Fatal	-	Air Compressors.
"	1	1	-	-	1	-	1	Persons falling.
Non-metallic mining and quarrying. Gypsum mining or quarrying	1	1	-	-	1	-	1	Striking against objects and caught between objects.
FOOD MANUFACTURING								
Canning and preserving of fruits & vegetables	1	1	-	-	1	-	1	Persons falling
	1	1	-	-	1	-	1	Struck by falling objects.
Flour Mills	2	2	-	-	2	-	2	Struck by falling objects.
"	1	1	-	-	1	-	1	Other accidents.
Bakery	1	1	-	-	1	-	1	Persons falling.
"	1	1	-	-	1	-	1	Other vehicles.
"	1	-	1	-	1	-	1	Handling without machinery
Manufacture of olive oil and other oils	2	2	-	-	2	-	2	Struck by falling objects.
Karob kibbling	1	1	-	-	1	-	1	Persons falling
"	2	1	1	-	2	-	2	Other accidents.
Manufacture of macaroni and other similar products	1	1	-	-	1	-	1	Other accidents
	1	-	1	-	1	-	1	Persons falling.
BEVERAGE INDUSTRIES								
Manufacture of alcoholic liquors	1	1	-	-	1	-	1	Struck by falling objects
	1	1	-	-	1	-	1	Other accidents
Wine Industries								
Manufacture of wines	1	1	-	-	1	-	1	Persons falling
"	6	6	-	-	6	3 Fatal	3	Other accidents
"	1	1	-	-	1	-	1	Explosion
"	1	-	1	-	1	-	1	Striking against objects.

Industry	No. of persons affected	Sex		Age		Degree of injury		Causation
		Male	Female	Under 18	18 & over	Fatal	Non Fatal	
Soft drinks								
Manufacture of aerated waters & soft drinks	1	-	1	-	1	-	1	Belts, ropes, pulleys, gearing.
"	2	-	2	-	2	-	2	Other accidents.
"	1	-	1	-	1	-	1	Striking against objects.
Tobacco manufacture								
manufacture of cigarettes	1	-	1	-	1	-	1	Struck by falling objects.
	1	1	-	-	1	-	1	Striking against objects.
MANUFACTURE OF TEXTILES								
Manufacture of hosiery	1	-	1	-	1	-	1	Striking against objects.
Manufacture of foot-wear	1	1	-	-	1	-	1	Struck by falling objects.
PRINTING & PUBLISHING								
Printing	2	2	-	1 M.Y.P.	1	-	2	Other accidents
Newspaper publishing	1	1	-	-	1	-	1	Motor cars.
MANUFACTURE OF WOOD								
Saw Mills & Planning Mills	1	1	-	-	1	-	1	Woodworking machinery, other.
"	5	5	-	-	5	-	5	Struck by falling objects.
"	3	2	1	-	3	-	3	Other accidents.
"	3	3	-	-	3	-	3	Circular saws all types.
Manufacture of wooden cases	2	1	1	1 M.Y.P.	1	-	2	Struck by falling objects
"	2	1	1	-	2	-	2	Other accidents.

Carpenter shops	3	3	-	1 M.Y.P.	2	-	3	Planning machines.
"	3	3	-	1 M.Y.P.	2	-	3	Other accidents.
"	1	1	-	-	1	-	1	Hand tools.
"	1	1	-	-	1	-	1	Persons falling.
"	1	1	-	-	1	-	1	Woodworking machinery
"	1	1	-	1 M.C.	-	-	1	Lifting machinery
Manufacture of Furniture & Fixtures(wooden)	6	6	-	-	6	-	6	Planning machines
"	3	3	-	-	3	-	3	Other accidents.
"	1	1	-	1 M.Y.P.	-	-	1	Air Compressors.
"	1	1	-	-	1	-	1	Milling machines.
"	1	1	-	"	1	-	1	Striking against objects.
MANUFACTURE OF LEATHER PRODUCTS								
Sole leather manufacturing	1	1	-	-	1	-	1	Struck by falling objects.
"	1	1	-	1 M.Y.P.	-	-	1	Other accidents.
MANUFACTURE OF RUBBER PRODUCTS								
Vulcanizing of tyres	1	1	-	-	1	-	1	Other accidents
MANUFACTURE OF CHEMICAL PRODUCTS								
Manufacture of explosives	1	1	-	1 M.Y.P.	1	-	1	Other power driven machinery
Manufacture of soap	1	1	-	-	1	-	1	Striking against objects
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS								
Manufacture of Brick & Tiles (clay)	3	1	2	-	3	-	3	Struck by falling objects.
	1	-	1	-	1	-	1	Handling without machinery.
Manufacture of cement portland	3	3	-	-	3	-	3	Struck by falling objects.
"	2	2	-	-	2	-	2	Persons falling.

Industry	No. of persons affected	Sex		Age		Degree of injury		Causation
		Male	Female	Under 18	18 & over	Fatal	Non Fatal	
Manufacture of blocks bricks & Tiles (cement)	2	-	2	-	2	-	2	Persons falling
"	1	1	-	-	1	-	1	Struck by falling objects
MANUFACTURE OF METAL PRODUCTS	4	4	-	2 M.Y.P.	2	-	4	Struck by falling objects
	2	2	-	1 M.Y.P.	1	-	2	Striking against objects
Blacksmithy &	1	1	-	1 M.C.	-	-	1	Machine tools, other
Tinsmithy	1	1	-	-	1	-	1	Power presses
"	1	1	-	-	1	-	1	Persons falling
Manufacture of horse shoes	1	-	1	-	1	-	1	Machine tools
MANUFACTURE OF MACHINERY								
Machine shops	1	1	-	1 M.Y.P.	-	-	1	Motor cars
Repair of m/vehicles	2	2	-	2 M.Y.P.	-	-	2	Hand tools
"	1	1	-	-	1	-	1	Striking against objects
"	1	1	-	-	1	-	1	Belts, ropes, pulleys.
"	2	2	-	1 M.Y.P.	1	-	1	Other accidents
"	2	2	-	2 M.Y.P.	-	-	2	Struck by falling objects
"	1	1	-	-	1	-	1	Motor cars
Paint shops, motor vehicles	1	1	-	1 M.C.	-	-	1	Other accidents
Manufacture of plastic articles	1	1	-	-	1	-	1	Other power driven machinery.

CONSTRUCTION	35	34	1	1 M.Y.P.	34	-	35	Struck by falling objects
"	26	26	-	1 M.Y.P.	25	1 Fatal	25	Persons falling
"	23	22	1	1 M.Y.P.	22	-	23	Other accidents
"	7	6	1	-	7	-	7	Handling without machinery
"	9	9	-	1 M.Y.P.	8	-	9	Lifting
"	4	4	-	-	4	-	4	Collapse of scaffold
"	4	4	-	-	4	-	4	Steam, gas etc. engines.
"	4	4	-	-	4	-	4	Stepping on objects
"	3	3	-	-	3	-	3	Striking against objects
"	3	3	-	-	3	-	3	Flying objects
"	3	3	-	-	3	-	3	Motor cars
"	3	3	-	-	3	1 Fatal	2	Fall of ground
"	2	2	-	-	2	-	2	Air Compressors
"	2	2	-	-	2	-	2	Collapse of lifting appliance
"	2	2	-	-	2	-	2	Wagonettes
"	1	1	-	-	1	-	1	Belts, ropes, pulleys, gearing
"	1	1	-	-	1	-	1	Collapse of construction
"	1	1	-	-	1	-	1	Bursting of revolving vessels
"	1	1	-	-	1	-	1	Explosion
"	1	1	-	-	1	-	1	Boiler backdraughts
"	1	1	-	-	1	-	1	Hand tools
"	1	1	-	-	1	-	1	Other power driven machinery
"	1	1	-	-	1	-	1	Rollers of calenders
"	1	1	-	-	1	-	1	Hot or corrosive substances
"	1	1	-	-	1	-	1	Injuries during blasting operations
"	1	1	-	-	1	-	1	Electricity
"	1	1	-	-	1	-	1	Circular saws all types
Irrigation projects government	2	2	-	-	2	-	2	Hand tools
	3	3	-	-	3	-	3	Struck by falling objects
"	1	1	-	-	1	-	1	Handling without machinery
"	1	1	-	-	1	-	1	Stepping on objects
"	1	1	-	-	1	-	1	Snakes and poisonous insects
"	1	1	-	-	1	-	1	Other accidents
"	1	1	-	-	1	-	1	Persons falling
Water supply	1	1	-	-	1	-	1	Persons falling
"	2	2	-	-	2	1 Fatal	1	Other accidents
Electrical Installation shops	1	1	-	-	1	-	1	Struck by falling objects
	1	1	-	1 M.C.	-	-	1	Persons falling

Industry	No. of persons affected	Sex		Age		Degree of injury		Causation
		Male	Female	Under 18	18 & over	Fatal	Non Fatal	
ELECTRICITY								
Generation, trans-	1	1	-	-	1	-	1	Collapse of scaffold
mission & distri-	1	1	-	-	1	-	1	Handling without machinery
bution of electric	1	1	-	-	1	-	1	Motor cycles, bicycles
energy	1	1	-	-	1	-	1	Air Compressors
"	1	1	-	-	1	-	1	Unspecified
"	4	4	-	-	4	-	4	Motor cars
"	3	3	-	-	3	-	3	Striking against objects
"	3	3	-	-	3	-	3	Persons falling
"	10	10	-	-	10	-	10	Other accidents
"	2	2	-	-	2	-	2	Struck by falling objects
Wholesale and Retail trade	1	1	-	-	1	-	1	Striking against objects
"	4	4	-	1 M.Y.P.	3	-	4	Persons falling
"	1	1	-	-	1	-	1	Motor cycles, bicycles
"	2	2	-	-	2	-	2	Other accidents
"	4	4	-	-	4	-	4	Struck by falling objects
TRANSPORT								
Taxi-cabs and	1	1	-	-	1	-	1	Motor cars
other cabs	2	2	-	-	2	-	2	Other accidents
Freight transport by road	1	1	-	-	1	-	1	Persons falling
Freight passenger transport	1	1	-	-	1	-	1	Persons falling

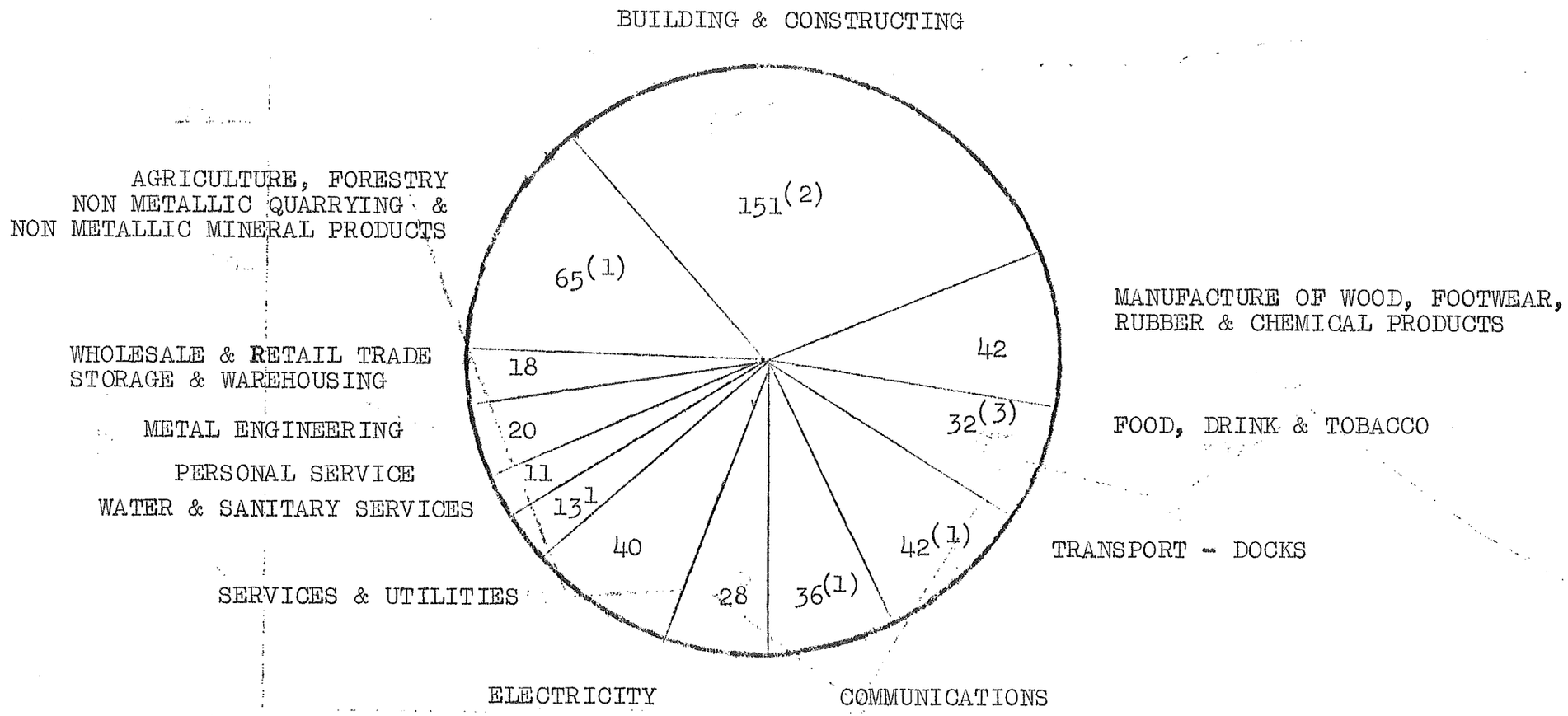
TRANSPORT								
Pilotage	6	6	-	-	6	-	6	Struck by falling objects
"	2	2	-	-	2	-	2	Ships
"	2	2	-	-	2	-	2	Persons falling
"	1	1	-	-	1	-	1	Other accidents
Loading and discharging of vessels	7	7	-	-	7	-	7	Ships
	2	2	-	-	2	-	2	Other accidents
"	1	1	-	-	1	-	1	Handling without machinery
"	6	6	-	-	6	-	6	Striking against objects
"	2	2	-	-	2	-	2	Collapse of scaffold
"	7	7	-	-	7	1 Fatal	6	Struck by falling objects
Travel Agencies	1	1	-	-	1	-	1	Struck by falling objects
Warehouses (including bonded warehouses	2	2	-	-	2	-	2	Stepping on objects
	1	1	-	-	1	-	1	Handling without machinery
"	1	1	-	-	1	-	1	Persons falling
"	1	1	-	-	1	-	1	Unspecified
COMMUNICATIONS								
Telephone services	14	14	-	-	14	-	14	Persons falling
"	9	9	-	-	9	-	9	Other accidents
"	6	6	-	-	6	-	6	Struck by falling objects
"	3	3	-	-	3	1 Fatal	2	Electricity
"	2	2	-	-	2	-	2	Striking against objects
Radio com. services	2	2	-	-	2	-	2	Motor cars
SERVICES								
Central Government	1	-	1	-	1	-	1	Persons falling
"	1	1	-	-	1	-	1	Struck by falling objects
Local Government	1	1	-	-	1	-	1	Struck by falling objects
"	1	1	-	-	1	-	1	Motor cars

Industry	No. of persons affected	Sex		Age		Degree of injury		Causation
		Male	Female	Under 18	18 & over	Fatal	Non Fatal	
Armed Forces	5	5	-	-	5	-	5	Persons falling
"	8	8	-	-	8	-	8	Struck by falling objects
"	12	12	-	-	12	-	12	Other accidents
"	4	4	-	-	4	-	4	Unspecified
"	1	1	-	-	1	-	1	Hand tools
"	1	1	-	-	1	-	1	Motor cars
"	1	1	-	-	1	-	1	Belts, ropes, pulleys, gearing
"	1	1	-	-	1	-	1	Lifting
Medical Services	3	2	1	-	3	-	3	Persons falling
"	2	2	-	-	2	-	2	Other accidents
Hotels	1	-	1	-	1	-	1	Persons falling
"	1	1	-	1 M.Y.P	-	-	1	Striking against objects
Mechanical and hand laundries	1	1	-	-	1	-	1	Other accidents
"	2	1	1	-	2	-	2	Unspecified
Dry-cleaning & pressing	1	1	-	1 M.Y.P.	-	-	1	Hot or corrosive substances including molten metal
"	2	2	-	-	2	-	2	Other accidents

TABLE XXXV

(Reference Para 179 of the Report)

DISTRIBUTION BY INDUSTRY OF REPORTED INDUSTRIAL ACCIDENTS, 1963



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

TABLE XXXVI

(Reference Para 180 of the Report)

FATAL AND NON FATAL ACCIDENTS, 1963

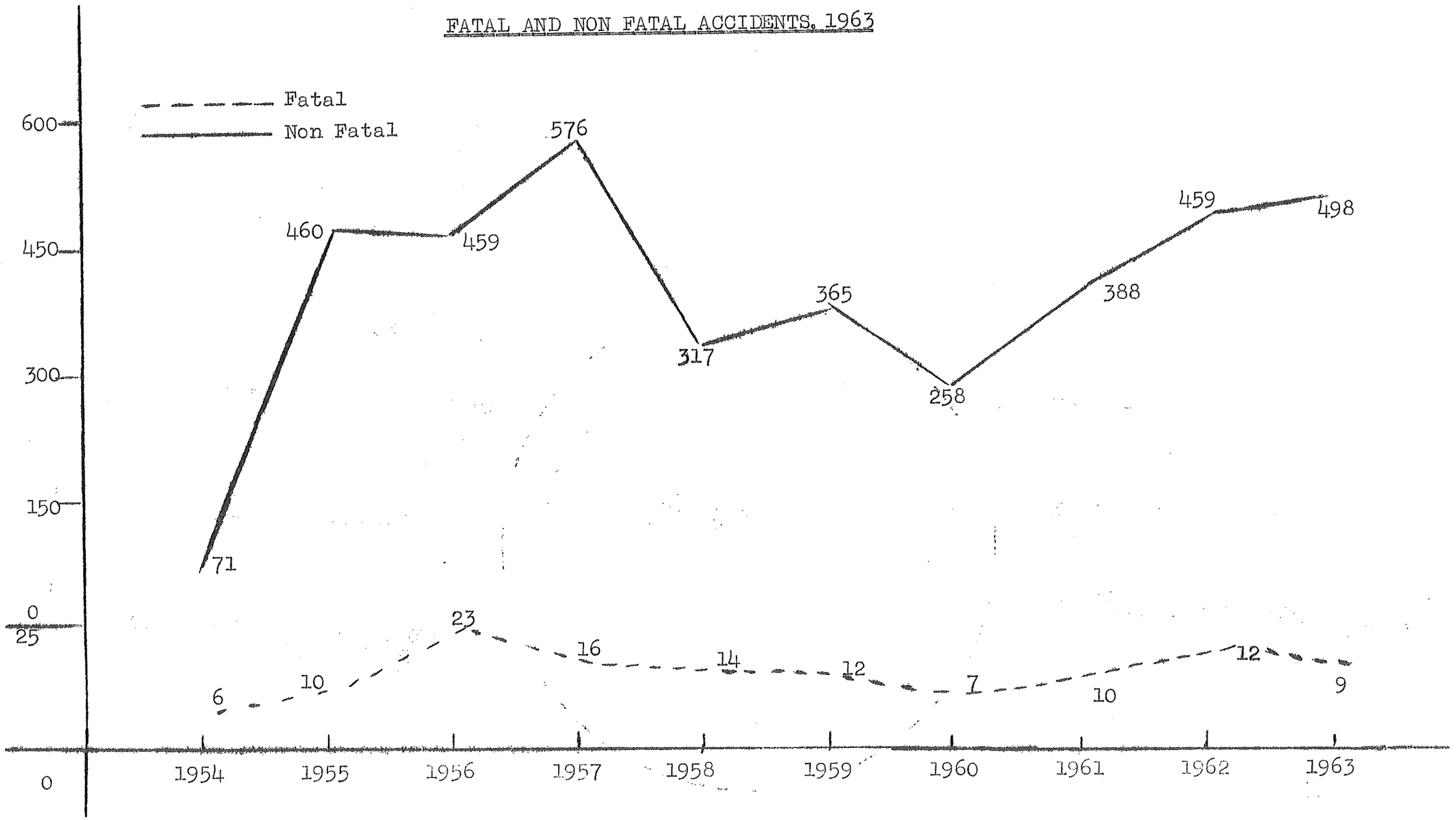


TABLE XXXVII

(Reference Para 181 of the Report)

ANALYSIS OF ACCIDENTS BY CAUSATION, 1963

%	
24	Miscellaneous causes
23	Struck by falling object
20	Persons falling
8	Striking against or stepping on objects
7	Power driven machinery
4	Motor cars, motor cycles, other vehicles
4	Ships - Lifting
3	Handling goods
2	Hand tools
2	Molten metal hot or corrosive substance
1	Collapse of scaffold
1	Collapse of construction, fall of ground
1	Electricity

TABLE NO. XXXVIII

(Reference Paragraph 219 of the Report)

NUMBERS OF INSURED PERSONS AND OF SURVIVING BENEFICIARIES OF OLD-AGE AND OF WIDOW'S PENSIONS (at the end of each year).

Year	Insured Persons			Beneficiaries of		
	Men	Women	Total	Old-Age Pension	Widows' Pension	Total
1962	98,800	28,600	127,400	2,100	500	2,600
1963	99,600	29,400	129,000	2,700	700	3,400
1964	100,500	30,300	130,800	3,200	1,000	4,200
1965	101.300	31,200	132,500	3,900	1,200	5,100
1966	102,200	32,200	134,400	4,600	1,500	6,100
1967	103,000	33,200	136,200	5,600	1,900	7,500
1968	104,000	34,200	138,200	6,200	2,200	8,400
1969	105,100	35,300	140,400	6,800	2,600	9,400
1970	106,100	36,400	142,500	7,400	3,000	10,400
1971	107,200	37,500	144,700	7,900	3,400	11,300
1972	108,200	38,700	146,900	8,500	3,900	12,400
1973	109,300	39,900	149,200	9,000	4,300	13,300
1974	110,300	41,200	151,500	9,500	4,800	14,300
1975	111,400	42,500	153,900	9,900	5,300	15,200
1976	112,500	43,800	156,300	10,400	5,800	16,200
1977	113,500	45,200	158,700	10,800	6,300	17,100
1978	114,500	46,600	161,100	11,200	6,800	18,000
1979	115,500	48,000	163,500	11,600	7,300	18,900
1980	116,500	49,400	165,900	12,000	7,900	19,900
1981	117,600	50,900	168,500	12,300	8,400	20,700

TABLE NO. XXXIX

(Reference Paragraph 220 of the Report)

TOTAL INSURED POPULATION: PROJECTION OF RECEIPTS AND EXPENDITURES UNDER THE EXISTING SCHEME, 1962 - 1981

(in thousands of £)

YEAR	RECEIPTS			EXPENDITURES			RECEIPTS LESS EXPENDITURES	RESERVE at the end of the year
	Constributions		Interest	Short-term Benefit	Old-Age and Survivors' Pensions	Administration		
	State (1)	Employer Employees						
1962	208	416	100	197	173	61	293	2200
1963	214	427	114	203	238	63	251	2451
1964	219	439	125	209	297	64	213	2664
1965	224	448	134	214	361	66	165	2829
1966	229	457	141	218	431	67	111	2940
1967	233	467	145	223	513	68	41	2981
1968	237	474	144	227	593	69	-34	2948
1969	240	479	142	229	656	70	-94	2853
1970	242	485	135	232	721	71	-162	2692
1971	245	490	126	235	785	72	-231	2461
1972	248	495	113	238	849	73	-304	2157
1973	251	501	96	240	909	73	-374	1782
1974	253	507	76	243	967	74	-448	1334
1975	256	513	52	247	1024	75	-525	809
1976	259	518	25	249	1081	76	-604	205
1977	262	524	-	252	1130	77	(-673)	Deficit
1978	265	529	-	255	1185	78	(-724)	"
1979	268	535	-	258	1244	78	(-777)	"
1980	270	541	-	262	1296	79	(-826)	"
1981	273	547	-	265	1342	80	(-867)	"

(1) Exclude the contributions of the Government as employer, which are included in the next column.

TABLE NO. XI

(Reference Paragraph 225 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	3.700	3.154	546	439	107
1892	469	428	41	30	11
1893	579	531	48	41	7
1894	859	735	124	101	23
1895	618	537	81	64	17
1896	2.307	1.585	722	603	119
1897	747	651	96	81	15
1898	1.351	1.138	213	180	33
1899	922	782	140	109	31
1900	2.739	2.106	633	508	125
1901	2.473	1.784	689	569	120
1902	1.823	1.511	312	270	42
1903 - 1909	16.073	11.633	4.440	3.809	631
1910 - 1919	31.005	21.527	9.478	8.131	1.347
1920 - 1929	36.321	26.132	10.189	7.743	2.446
1930 - 1939	53.234	37.869	15.365	4.697	10.668
1940	7.971	5.263	2.708	230	2.478
1941	5.902	3.833	2.069	158	1.911
1942	5.713	3.730	1.983	106	1.877
1943	6.986	4.596	2.390	59	2.331
1944	6.992	4.714	2.278	34	2.244
1945	5.764	3.966	1.798	12	1.786
1946	5.961	4.214	1.747	7	1.740
1947	5.181	3.662	1.519	3	1.516
1948	3.697	2.705	992	-	992
1949	1.604	1.144	460	-	460
1950	174	115	59	-	59
	211,165	150.045	61.120	27.984	33.136

TABLE No. XLI

(Reference Paragraph 229 of the Report)

SOCIAL INSURANCE FUND

FUND ACCOUNT FOR THE YEAR ENDED 31st DECEMBER 1963.

PAYMENTS	£ mils	£ mils
Management Expenses		
Salaries and Allowance ..	52,880.477	
Rents	1,104.000	
Stationery	1,323.050	
Travelling	1,147.483	
Sundries	1,035.387	
Audit Fees	1,000.000	
Printing of Social Insurance Stamps	1,240.146	
		59,730.543
Insurance Benefits		
Unemployment Benefit	98,186.728	
Sickness Benefit	29,572.400	
Maternity Grant	29,695.700	
Death Grant	2,010.000	
Widows' Pension	40,650.511	
Orphans' Benefit	364.600	
Old Age Pension	182,523.308	
Marrage Grant	3,368.403	386,371.650
Surplus		438,869.955
		884,972.148

RECEIPTS		£ mils	£ mils
Employees' and Employers contribution		490,658.434	
General Government contribution		245,329.217	
Interest Received	147,667.292		
Less Brokerage	700.000		
		146,967.292	
Rent Receivable		2,017.205	884,972.148
			884,972.148

BALANCE SHEET AS AT 31st DECEMBER, 1963

LIABILITIES

	£ Mils	£ Mils	
Balance of the Fund 1.1.63		2298,933.431	
Add surplus for the year	438,869.955		
Add appreciation of U.K. Investments	— —		
Less Depreciation for the year	909.252		
	437,960.703		
Less Loss on Realization Investments	1,093.125	436,867.578	
Balance of the Fund at 31.12.63			2735,801.009
			2735,801.009

ASSETS

	£ Mils Cost	£ Mils Aggr. Depreciation to date	£ Mils Net	£ Mil
Fixed Assets				
Office Equipment				
Furniture and Fittings	7,244.624	3,500.852	3,743.772	
Cost of additions and alterations to Govt. premises used by the fund	3,695.773	1,108.713	2,587.060	
	10,940.397	4,609.565		6,330.
Cash and Investments				
Cash with Treasury			112,104.964	
Investments at middle market prices				
Deposits at call with J.C.F.		17,600.162		
Bank Fixed Deposits		210,073.363		
Local Loans		1472,539.520		
U.K. Investments		850,823.671		
Cyprus Dev. Corp.		1,486.500		
Social Insurance premises		64,841.997	2617,365.213	
				2729,470.
				2735,801.

TABLE NO.XLII

(Reference Paragraph 229 of the Report)

SOCIAL INSURANCE FUND

STATEMENT OF INVESTMENTS HELD AS AT 31st DECEMBER 1963.

Date	Description	Nominal value £ mils	Cost price £ mils	Middle market prices £ mils
21.10.58	5½% Exchequer 1966	146,430.750	150,000.000	148,993.228
31.12.58	Electricity Dev. (1st Issue stock) 64/68 6%	400,000.000	400,000.000	400,000.000
29.12.58	Telecom.(1st Issue stock) 64/68 6%	100,000.000	100,000.000	100,000.000
31.12.59	Electricity Dev. (3rd Issue stock) 1967 5½%	300,000.000	300,000.000	300,000.000
5.8.60	Electricity Dev. (4th Issue stock) 1965 5½%	250,000.000	250,000.000	250,000.000
1.8.60	C.C.S. Co-oper. Blg.Soc.Ltd 5½%	33,738.265	33,738.265	33,738.265
12.11.60	Social Ins.Building	64,841.997	64,841.997	64,841.997
1.9.62	Electricity Dev. (5th Issue stock) 1967 5¾%	350,000.000	350,000.000	350,000.000
30.11.63	Joint consolidated Fund Deposit at call	17,600.808	17,600.808	17,600.808
28.2.63	C.C.S.Co-operative Building Society Ltd 5½%	38,801.255	38,801.255	38,801.255
28.2.63	Bank of Cyprus Fixed Deposits 5¼%	103,880.000	103,880.000	103,880.000
15.3.63	- do -	33,920.000	33,920.000	33,920.000
20.3.63	- do -	72,273.363	72,273.363	72,273.363
19.6.63	Salt Coats Corporation 5⅝%	500,000.000	500,000.000	500,000.000
23.12163	Sheffield Corporation	200,000.000	200,000.000	200,000.000
Dec.1963	Cyprus Development Corporation	1,486.500	1,486.500	1,486.500
		2612,972.938	2616,542.188	2615,535.476

TABLE NO. XLIII

(Reference Paragraph 230 of the Report)

CONTRIBUTION CONDITIONS FOR BENEFITS AND GRANTS PROVIDED BY THE SOCIAL INSURANCE LAW

The contribution conditions for sickness benefit, unemployment benefit, 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.

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

(a) that not less than one hundred and fiftysix 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 days on which the conditions are required to be satisfied;

is not less than fifty.

TABLE XLIV

(Reference Paragraph 230 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) Widows' Pension (Old Age Pension)	£1.200 mils	£1.000 mils	800 mils	600 mils
Marriage Grant	10.000 "	8.000 "	6.000 "	5.000 "
Maternity Grant	5.000 "	4.000 "	3.000 "	2.500 "
Death Grant	10.000 "	8.000 "	6.000 "	5.000 "
Increase of Benefit for				
(a) One dependant	600 mils	500 mils	400 mils	300 mils
(b) Two or more dependants	900 "	750 "	600 "	450 "

TABLE XLV

Reference paragraph 230 of the Report

COMPARATIVE TABLE SHOWING CLAIMS RECEIVED BY MONTH FOR THE YEARS 1962 AND 1963

	Unemployment Benefit		Sickness Benefit		Maternity Grant		Death Grant		Marriage Grant		Widow' Pension		Old Age Pension		Orphan's Benefit	
	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£ £	£ £
January	5057	4762	921	627	589	747	15	26	29	26	14	14	108	105	- -	- -
February	6120	5146	831	405	649	541	11	18	13	32	12	14	77	64	- -	- -
March	7397	5127	491	650	727	550	18	25	33	29	14	21	75	83	- -	1 1
April	4116	4278	366	488	621	547	19	18	13	14	13	17	73	43	- -	1 1
May	4166	4165	379	489	648	780	16	37	25	28	12	28	70	55	- -	1 1
June	2596	3069	319	566	512	452	6	18	26	33	12	17	65	45	- -	1 1
July	2773	3192	810	791	488	505	8	20	44	36	12	20	73	41	- -	- -
August	3552	4886	389	549	749	632	17	23	31	37	11	22	62	45	- -	- -
September	2540	3351	632	647	506	526	12	11	27	42	12	6	52	40	- -	- 1
October	2270	3667	429	611	493	603	18	16	43	85	15	16	53	75	- -	- -
November	2725	2679	1080	669	638	576	24	25	97	101	17	17	74	78	- -	- -
December	2022	2348	517	443	490	504	17	24	32	60	14	20	56	48	- -	1 1
TOTAL	45334	46470	7164	6935	7110	6963	181	261	413	523	158	212	838	722	- -	6 6

TABLE XLVI

Reference Paragraph 230 of the Report

COMPARATIVE MONTHLY STATEMENT SHOWING PAYMENTS OF INSURANCE BENEFITS FOR THE YEARS 1962 and 1963

	Unemployment Benefit		Sickness Benefit		Maternity Grant		Death Grant		Marriage Grant		Widow's Pension		Old Age Pension		Orphan's Benefit	
	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963	1962	1963
January	6075	4915	1809	1849	2408	2065	170	121	183	133	2008	2467	11260	11494	17	7
February	12370	8532	1793	1647	2550	2062	159	154	152	72	2135	1826	9417	7214	7	7
March	12808	12697	2315	2285	2779	3297	118	244	170	199	2123	4186	19696	19735	14	7
April	9155	11047	2447	2554	2924	2904	172	215	128	500	3326	2789	10146	15516	5	12
May	9145	8262	2284	2459	2702	3115	154	208	145	153	2125	3488	12242	16405	14	19
June	6392	8949	1765	2048	2278	1812	91	188	223	216	2580	3154	10515	13973	10	62
July	5571	7300	1720	3011	2565	2264	61	165	235	272	2502	4142	11943	16756	10	29
August	6604	8197	2050	2211	2271	2477	84	187	288	274	2410	3740	11609	15716	10	55
September	5171	7791	2158	2344	2950	2494	238	105	211	182	2143	3674	11280	15442	11	24
October	5540	7046	2562	2156	2518	2171	120	116	329	446	3215	3727	14709	16171	-	50
November	5106	6789	4371	4508	2528	2895	154	171	488	555	2834	3712	12336	16904	12	36
December	6560	6661	2737	2500	2284	2139	145	136	329	366	3526	3745	16160	17201	10	56
TOTAL	90497	98186	28011	29572	30750	29695	1666	2010	2881	3368	30927	40650	143313	182523	120	364

TABLE XLVII

(Reference Paragraph 252 of the Report)

TABLE SHOWING INCOME AND EXPENDITURE AND BALANCE BY MONTH OF THE PNEUMOCONIOSIS COMPENSATION FUND DURING 1963

MONTH	INCOME contributions & Interest		PAYMENTS		BALANCE AT THE END OF EACH MONTH	
	£	MILS	£	MILS	£	MILS
Balance B/F-						
Current Account	4,255	657				
Investments	11,000	000				
January	950	610	801	300	15,404	967
February	1,059	670	900	940	15,563	697
March	1,045	100	1,461	240	15,147	557
April	1,040	100	1,026	930	15,160	727
May	1,041	375	2,743	590	13,458	512
June	1,202	143 +	1,811	720	12,848	935
July	948	755	950	800	12,846	890
August	1,634	390	907	740	13,573	540
September	1,629	635 ++	1,417	090	13,786	085
October	1,005	360 x	1,674	060	13,117	385
November	985	240	937	900	13,164	725
December	1,181	981 xx	919	640	13,427	066
Totals as at 31.12.63	28,980	016	15,552	950	13,427	066

NOTES: + This includes £58.493 mils interest on Current Account

++ This includes £480.000 mils interest on Fixed Deposits.

x This includes £180.000 mils interest on Fixed Deposits.

xx This includes £45.821 mils interest on current and £23.704 mils interest on Fixed Deposits.

TABLE XLVIII

(Reference Paragraph 252 of the Report)

PNEUMOCONIOSIS COMPENSATION FUND

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31st DECEMBER, 1963

RECEIPTS	£ Mils	£ Mils
Monthly Subscriptions:		
(i) Mining Companies	12,036.000	
(ii) Other Industries	900.341	12,936.341
Interest received		788.018
Deficiency for the year		1,828.591
		£15,552.950

PAYMENTS	£ Mils	£ Mils
Compensation for:		
(i) Disablement	12,025.350	
(ii) Death	3,527.600	15,552.950
		£15,552.950

BALANCE SHEET

As at 31st December, 1963

LIABILITIES	£ Mils	£ Mils
Accumulated Fund:		
Balance as at 1.1.63	15,255.657	
Less: Excess of expenditure over income	1,828.591	13,427.066
		£13,427.066

ASSETS	£ Mils	£ Mils
Cash and Investments:		
Bank. Fixed Deposits: 31.12.63 5¼%	8,480.000	
" Deposit - 7 days' Notice 31.12.63 4%	3,203.704	11,683.704
Cash at Bank: 31.12.63	1,370.909	
Cash at hand: - do -	372.453	1,743.362
		£13,427.066

TABLE XLIX

(Reference paragraph 253 of the Report)

STATISTICS OF WORKMEN'S COMPENSATION, 1963

NUMBER OF CASES REPORTED AND AMOUNTS AWARDED

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils
AGRICULTURE								
Growing of field crops	2	26.500						
Growing of fruit and nuts	21	492.325	1					
FORESTRY AND LOGGING								
Felling and cutting of trees	4	95.000						
MINING AND QUARRYING								
Chromium ore mining	-		1	1462.000	1	4850.000		
Copper mining	28	63.000	10	2104.000				
STONE QUARRYING, CLAY AND SAND PITS								
Building and monumental stone quarrying	1	30.000						
Stone crushing	5	60.000	-		-		1	600.000
OTHER NON-METALLIC MINING AND QUARRYING								
Gypsum mining and quarrying	2	223.000						
Asbestos mining	9	315.000	7	2052.710				
Umber and other ochre mining or quarrying	4	13.500						
FOOD MANUFACTURING INDUSTRIES EXCEPT BEVERAGE INDUSTRIES								
Flour manufacturing	1	18.000						
Manufacture of sugar confectionery	1	8.678						
Carob kibbling	-		4	236.200				
C/F	78	1,345.003	23	5,854.910	1	4,850.000	1	600.000

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils
B/F	78	1,345.003	23	5,854.910	1	4,850.000	1	600.000
BEVERAGE INDUSTRIES								
Manufacture of Wines	14	161.743	3	32.057			2	3,000.000
Manufacture of aerated waters and soft drinks	7	25.015					1	850.000
MANUFACTURE OF TEXTILES								
Weaving, Factories	1	8.995						
MANUFACTURE OF FURNITURE AND FIXTURES								
Manufacture of furniture and fixtures wooden	4	48.555						
Manufacture of furniture and fixtures metal	1	15.000						
MANUFACTURE OF PAPER AND PAPER PRODUCTS								
Manufacture of paper boxes	1	110.000						
Manufacture of other articles of pulp, paper and paperboard	1	60.000						
PRINTING, PUBLISHING AND ALLIED INDUSTRIES								
Book - binding	1	13.666						
MANUFACTURE OF LEATHER AND FUR PRODUCTS EXCEPT FOOTWEAR AND OTHER WEARING APPAREL								
Sole leather manufacturing	1	61.400						
Manufacture of leather cases and valises	1	10.000						
C/F	110	1,859.377	26	5,886.967	1	4,850.000	4	4,450.000

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils
B/F	110	1,859.377	26	5,886.967	1	4,850.000	4	4,450.000
MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS								
Manufacture of soap	1	10.000						
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM								
Manufacture of bricks and tiles (clay)	9	87.675	2	70.690				
Manufacture of mosaic tile, glazed or unglazed	8	108.567	1	150.000				
Manufacture of cement	5	72.204						
BASIC METAL INDUSTRIES.								
Manufacture of aluminium products	3	29.500	2	95.000				
MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY AND TRANSPORT EQUIPMENT								
Blacksmith and welding shops	1	1.500						
Manufacture of nails, bolts and nuts			1	13.280				
Manufacture of iron wire and wire products	1	96.000						
MANUFACTURE OF MACHINERY, EXCEPT ELECTRICAL MACHINERY								
Machine shops (producing and repairing machine and equipment parts)	2	100.000						
C/F	140	2,364.823	32	6,215.937	1	4,850.000	4	4,450.000

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils
B/F	140	2,364.823	32	6,215.937	1	4,850.000	4	4,450.000
MANUFACTURE OF ELECTRICAL MACHINERY, APPARATUS, APPLIANCES AND SUPPLIES.								
Manufacture or repair of other electrical machinery, apparatus and supplies	1							
MANUFACTURE OF TRANSPORT EQUIPMENT								
Motor vehicle repairing	7	143.005						
Motor vehicle painting & polishing	1	3.000						
MISCELLANEOUS MANUFACTURING INDUSTRIES								
Manufacture of plastic articles	2	107.300	2					
CONSTRUCTION								
Building (excluding Government and military)	114	1,843.210	12	1,548.385				
Construction (Government)	38	489.500			6	545.000		
Electrical installation shops	4	93.433						
Plumbers	2	12.000	1					
Construction, Military (Foreign contractors)	2	24.000						
ELECTRICITY, GAS, WATER, AND SANITARY SERVICES								
Generation, transmission and distribution of electric energy	28	423.970						
C/F	339	5,504.241	47	7,764.322	7	5,395.000	4	4,450.000

INDUSTRY	Temporary disablement (for more than 3 days)		Permanent partial incapacity		Permanent total incapacity		Deaths	
	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils	No.	Amount Mils
B/F	339	5,504.241	47	7,764.322	7	5,395.000	4	4,450.000
WHOLESALE AND RETAIL TRADE								
Petroleum bulk stations	4	37.504	1					
Assemblers and buyers of farm products and co-operative agricultural marketing associations	9	413.000	1					
Retail selling of goods for personal or household consumption or utilization	2	22.443						
Gasoline(petrol) filling stations	2	27.500						
TRANSPORT, STORAGE AND COMMUNICATION								
Taxi-cabs and other cabs	1	7.000						
Freight transport by board	4	92.500	1					
Loading and discharging of vessels	39	443.000	12	1,175.450				
Telephone services	40	989.979					1	
GOVERNMENT SERVICES								
Central Government (administration)	172	3,453.977	21	1,979.212	2	1,600.000	1	600.000
Local Government (administration)	4	238.046						
Foreign armed forces	19	68.812	4	434.000				
PERSONAL SERVICES								
Hotels	1	15.000						
Dry-cleaning and pressing	2	70.000						
TOTAL	638	11,383.002	87	11,352.984	9	6,995.000	6	5,050.000

Note: (a) The amounts include compensation paid in 1963 for accidents which had occurred before 1963 and had not been settled by 31st December, 1962.

(b) The following cases which occurred in 1963 and had not been settled by the end of the year were included in the above figures:

(i) Temporary disablement	55
(ii) Permanent partial incapacity	22
(iii) Deaths	2

(c) The Civilian Establishment and Pay Officer, British Forces, did not state the amount paid as compensation in respect of 5 cases of temporary disablement for more than 3 days. These cases were also included in the table.

TABLE L

(Reference Para 311 of the Report)

SUMMARY OF PROSECUTIONS AND CONVICTIONS UNDER LABOUR LAWS IN 1963

	LAW	Prosecution against workers	Prosecution against Employers	Number of convictions	Instituted by	
					D.L.O.	Police
1.	Accidents & Occupational Diseases (Notification) Law, Cap. 176	-	7	7	7	-
2.	Aliens & Immigration Law, Cap.105	14	-	12	-	14
3.	Bakeries (Night Work) Law, Cap.117	-	31	-	-	31
4.	Children & Young Persons (Employment) Law, Cap. 178	-	28	27	18	10
5.	Factories Law, Cap. 134	-	10	8	10	-
6.	Shop Assistants Law, Cap. 185	-	724	533	28	696
7.	Social Insurance Law, Cap. 354	16	219	235	235	-
8.	Summer Afternoon Recess Law, Cap. 186	-	159	148	5	154
9.	Workmen's Compensation Law, Cap. 188	-	31	31	31	-
	TOTAL	30	1209	1001	334	905

APPENDIX I

(Reference Paragraph 46 of the Report)

LIST OF PERSONS APPEARING ON THE PROFESSIONAL EXECUTIVE AND TECHNICAL REGISTER AS AT THE END OF 1963.

Occupational classification	Occupation	No.	Qualifications
0-01	Architects	1	B.A. Hons. in Architecture (Degree) Sheffield University.
0-02.02	Civil Engineers	5	Diploma, Technical University of Istanbul.
	"	1	B.Sc., Northen Polytechnic, London.
0-02.24	Electrical Engineers	1	Diploma, Portsmouth College of Technology.
	"	1	Diploma, "Sivitanidhios College", Athens.
	"	2	Diploma, Technical University of Istanbul.
	"	1	B.Sc., Birmingham University, 3 years experience with "Associated Electrical Industries", U.K.
	"	1	B.Sc., Glasgow University.
	"	1	Diploma, Southampton University.
0-02.26	Electrical Engineers	1	Diploma, Northen Polytechnic, London, specialized in Television Engineering. Previously employed by the CYTA. Cyprus, 2 years.
	"	1	Certificate of Royal Technical School of Leros and Diploma of the "Klemens" School, Athens - experience in repairing Typewriters, Teleprinters and Juke Boxes.
0-02.34	"	1	Diploma, Northen Polytechnic, London, specialized in radio-servicing.
	"	1	Diploma, "Methka" College, Istanbul.
0-02.52	Mechanical Engineers	1	Higher National Certificate, Southampton University - 4 years experience in Industry.
	"	1	Diploma, College of Further Education Worcestshire.
	"	1	Certificate, Technical School of Ismir, Turkey.
	"	1	B.Sc., Imperial College, London.
0-02.54	Aeronautical Engineers	2	Diploma, Aeronautical and Automobile Engineering, Chelsea College.
	"	1	B.Sc., Aeronautics Imperial College, London.

Occupational classification	Occupation	No.	Qualifications
0-11	Chemists	2	B.Sc., King's College, London University
	"	1	B.Sc., Southampton University.
0-21	Veterinarians	1	Diploma, Ankara University.
0-41.10	Nurses	1	Registered State Nurse, 5 years at Famagusta Hospital and 6 years with private Clinics, Nicosia.
	"	1	Certificate, St. Charles & Brompton Hospital London.
0-81.30	Barristers-at-Law	2	Lincoln's Inn London.
	"	1	Inner Temple, London.
0-91.35	Sculptors	1	Diploma, St. Martin's School of Art, London. Qualified to teach Drawing & Painting.
0-Y1 &	Accountants &	7	Diploma, "Athens School of Economics & Business Administration.
0-Y4	Economists	1	3 years in Athens School of Economics & Business Administration.
0-Y.1	Accountants	1	Certificate, Institute of Book-keepers & Royal Society of Arts, member of the Association of International Accountants.
	"	1	Diploma, The Metropolitan College, St. Albans and the School of Accountancy, Glasgow.
0-Y.1	"	1	Diploma, Ankara University.
0-Y.4	Economists	1	B.Sc., Economics, London School of Economics
	"	1	4 years at Izmir Econom. & Commercial Academy.
	"	1	B.Sc., London Polytechnic.
	"	1	B.Sc., Hull University.
0-Y.29	Political Scientists	1	Diploma, Ankara University.
1-1	Managers, Industrial	1	Certificate, Highest Industrial College, Piraeus.
	"	1	B.Sc., Middle East Technical University. Used to be a School teacher.
6-71	Telephone & Telegraph operators	1	Certificate, British School of Telegraphy.
7-53.10	Mechanics-Repairmen, (Metal Products General)	1	Certificate, "Anaxagoras" College, Greece, 6 years as "Fitter" at Limni Mines.

Occupational Classification	Occupation	No.	Qualifications
7-99	Foremen, (Construction Work)	1	Diploma, Building Institute, Ankara.
9-11	Hotel Trained Employees	1	Diploma, Thessaloniki School of Tourist Occupations and "School of Languages for Hotel Employees", Switzerland.
	"	1	Practical experience in Hotel Organizing & Hotel personnel management - speaks 4 languages.

APPENDIX II

SPEECH BY THE MINISTER OF LABOUR AND SOCIAL INSURANCE MR. TASSOS PAPADOPOULOS TO THE FORTY-SEVENTH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE AT GENEVA ON THURSDAY 20th JUNE 1963

It gives me much honour and great pride to address such an impressive gathering and to reaffirm before you my country's devotion and commitment to the high principles which form the cornerstone and foundation of the functioning of the I.L.O.

Many distinguished speakers before me on this rostrum have asserted their adherence to the ideals and aims of the I.L.O. and have expressed their appreciation of the lucid exposition of the present and future orientations of the I.L.O. programmes as contained in the Director-General's Report. They were very right in doing so because I believe there is not much fault to be found in the statement of policies and principles made therein. It is, indeed, an admirable testament of faith and a laudable declaration of hope.

It is a gospel of moral values and social principles which could pave the way to a new world in which social justice, dignity of man, peace and freedom could reign supreme.

The problem does not lie in the principles but in their implementation and application. As a matter of fact, from our brief experience with the Organisation, we are inclined to the view that the principles guiding the functioning and very existence of the I.L.O. receive their due share in lip-service but are largely devoid of material content. Member countries are ready to subscribe to all the high ideals for which the I.L.O. stands, but reluctant to apply them in practice.

This very moment, the very existence of the I.L.O. as an effective Organisation is put in jeopardy because one member State is accused of violating fundamental principles of the I.L.O.

The I.L.O., we are told in the Director-General's Report, "represents and seeks to give effect within its own sphere to certain principles conveived as of universal value, such

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as 'freedom and dignity,... economic security and equal opportunity'".

Yet one member country, the Republic of South Africa, which as a Member has vowed to respect these principles, having defied by its apartheid policies these very principles, having violated every moral and divine law in its treatment of human beings, having denied the right of human dignity to the majority of its people, was, only the other day, standing before us in defiance to a resolution of this same assembly, paying lip-service to the high principles of the I.L.O. which so unhesitantly it has disregarded, whilst the I.L.O. finds itself unable to enforce compliance with and respect for not only its fundamental principles, but even obedience to its own previous decisions.

This leads us to wonder whether other principles or decisions of the I.L.O. could not be ignored by member States with the same immunity; makes us ponder over the futility of devoting much effort and time in the formulation of standards of behaviour at the international level when the countries who should apply these standards can simply ignore or violate them with impunity.

The time has perhaps come when the I.L.O. must shift the centre of gravity of its efforts and aims. The time has perhaps come when the I.L.O. should concern itself more with the practical application of its previous decisions rather than with the setting of standards.

The I.L.O., we are told in the Report of the Director-General, is based on three fundamental principles; the freedom of labour, which means respect for the worker as a person, the freedom of association and the primacy of social objectives. Yet it is illusory to pretend that these principles are accepted and acted upon throughout the world today. They are accorded verbal recognition more widely than they are practised. Therefore, I believe that the new primary orientation of the I.L.O. should be the devising of ways and means for the practical implementation by member States of at least its fundamental principles and Conventions relating thereto. These fundamental principles or Conventions could be selected and enumerated and compliance with them made obligatory within a given period. Failure

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to comply by Members, proven after careful scrutiny, should bring about disqualification from eligibility for election and later loss of voting rights.

On a similar occasion two years ago our Government delegate to this Conference expressed the thought that perhaps the I.L.O. had nearly spent its historic role as formulator of international standards of behaviour in its particular field of competence; and that it was opportune, perhaps, for a serious reappraisal of its mission in the changed and ever-changing world of our times.

Since, therefore, the Report of the Director-General opens wide the vital question as to whether the structure and activities of the I.L.O. are adequately adapted to the changing world conditions, I think that the time is very opportune for determining the new priorities of action.

These, I suggest, should be, firstly, the ensuring of compliance by member States with those of the previous Conventions that are by universal recognition fundamental to the existence of the I.L.O. and, secondly, the granting of far greater technical assistance to needy member States so that these States might be enabled, through their own efforts, to give effect to the standards of behaviour in the labour field which have so thoroughly and extensively been set down by numerous Conventions and Recommendations.

Only thus can the I.L.O., in its own particular field, ensure wide acceptance of its fundamental principles and parallel social and economic growth of all the countries of the world.

As it is very aptly stated in the Director-General's Report, "All countries are now inter-dependent in the effort to achieve and sustain the high rates of economic growth which are necessary throughout the world in order to eliminate poverty, to improve social conditions and to sustain high levels of employment". We believe that for the richer countries of the world it is not only a duty but also an inescapable necessity to assist the economic growth of the poorer countries. We believe that no country in the world can for long and with impunity enjoy the fruits of its wealth and remain an affluent society while other

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countries of the world are left unaided to face poverty, starvation and need. Such an economic discrepancy is bound to ricochet against the wealthier countries and bring adverse financial repercussions on their own economy. The granting of such economic and technical assistance could be better channelled through international organisations such as the I.L.O. so that priorities may be better determined on an international basis and fuller utilisation be made.

My country does not seek a parasitic existence and does not intend to become a financial burden on any State or organisation. All we need is an initial aid so that we can help ourselves through mobilisation and utilisation of our own manpower and material resources. The brief but commendable record of my country as an independent nation and the inherent national virtues which our long history, our ancient and glorious Hellenic civilisation, have bequeathed to our people is an incontestable assurance that any assistance given to us will be fully utilised so as to give far-reaching and cumulative results.

The five priorities listed by the Director-General for future I.L.O. programmes made themselves felt in my country, and in the same order of importance, as soon as the implementation of our first five-year programme for economic development was initiated. The projects envisaged by the plan brought home to us with shattering force the inadequacy of our manpower potentials for satisfying the skills necessary to translate plans on paper to material action. They also posed with poignancy the painful problem of reviewing and revising our traditionally classical education - with its disdain for manual work - to suit our technical needs for economic development.

It is in the diagnosis and solution of such problems that the division of the I.L.O. dealing with technical assistance can really excel. Better and more effective solutions may be found to these problems when they are viewed on a regional basis by countries in which similar conditions exist.

In this respect regional action is bound to assume increasing importance in the general field of activities

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of the Organisation. The devious, often arduous, way of going to the metropolis for assistance, guidance and advice lends support to the idea of further decentralisation, and the establishment of a regional office to serve the region from Syria to Morocco appears more than justified both from the point of view of geography and from that of common interests, specific needs and identical problems and circumstances.

With regard to the functions of the Credentials Committee, I agree whole heartedly with the suggestion that certain of the present functions of this Committee could be better entrusted to an independent judicial body. To allege that this is a constitutional right inalienable from the rights of the Conference amounts to bypassing of the real issue, which is how to establish such a machinery as would ensure the independent consideration of complaints and relieve the members of the Committee from the possibility of extraneous pressures. Justice must not only be done but also be seen to be done.

In concluding, I wish to express the hope that this session may open new horizons for action by the I.L.O. for the achievement of a world of social justice and international tolerance.

There is nothing basically wrong with the structure or orientation of the Organisation - only with the attitudes of the Members. What is most needed is not a change of method but a change of heart.

The I.L.O., in view of its unique tripartite composition, is a strong rampart for the effective protection and safeguarding of fundamental human rights. Its foundations are sound. Its path is clear. It is up to us to fortify its position and make it the starting platform for a better, more equitable, happier world.

APPENDIX III

ADDRESS BY HIS BEATITUDE ARCHBISHOP MAKARIOS PRESIDENT OF THE REPUBLIC TO THE 19th ANNUAL DEPARTMENTAL CONFERENCE OF THE MINISTRY OF LABOUR AND SOCIAL INSURANCE HELD ON 20-21st DECEMBER, 1963.

The Annual Departmental Conference held by the Ministry of Labour and Social Insurance constitutes a factor which conduces to the promotion of Government planning in a number of fields, and particularly in the field of labour and social insurance. I am especially happy to be here with you on the occasion of today's Conference and I address to all of you hearty greetings and wishes for the complete success of the Conference.

This Conference offers everyone of you the opportunity to review and criticize the work accomplished during the past year, and to plan, in the light of the conclusions of the Conference, your activities on a more effective and efficient basis. That is why I appreciate deeply the initiative of your Ministry to convene this Conference - because it indicates the willingness of the Ministry to correct possible weaknesses in the administrative structure and in the methods of operations of the Ministry. It is also indicative of the continuous effort of this Ministry towards the improvement of the services which it offers to the public generally.

By its very nature the Ministry of Labour and Social Insurance accomplishes a significant mission in the field of the economic and social progress of our island. Your services are par excellence of a social nature and constitute a social function. You come in direct contact with, and confront various social problems the successful solution of which depends on your zeal, your devotion to duty, your industry, and your energy. Your work brings you into touch with those individuals which merit state assistance, as well as with the productive classes of our Island upon whose work and efficiency depends to a large extent the economic progress of our Island and the rise of our standard of living.

The economic future of our Island depends primarily on our ability to increase through our work the national income, and to achieve an adequate distribution of our national wealth amongst all classes of our people. To this end we must inspire all the productive classes of the Island

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with a spirit of progress and re-generation, and exert every effort for a maximum possible increase of our productivity. At the same time we should protect our working classes and provide for them in time of need. I am particularly pleased to note that your Ministry works very successfully towards this direction. I have no doubt that with the views and the constructive suggestions that will emanate from this Conference you will contribute even more to the mission of this Ministry for improved services to our people.
