MINISTRY OF LABOUR AND SOCIAL INSURANCE

Minister .. .. Hon. Tassos Papadopoulos

PRINCIPAL OFFICERS

HEADQUARTERS

Acting Director-General	Mikis Sparsis
Senior Social Insurance Officer	Telesphoros Nacouzi
Senior Employment Officer ..	Anthony Protopapas
Acting Senior Inspector of Factories	Criton Astreos
Acting Senior Industrial Relations Officer	Andreas Papakyriacou
Labour Research and Statistics Officer	Aristodemos Avraamides
Principal Clerk	Andreas Haralambides
Accounting Officer 1st Grade ..	Evangelos Hji Georghiou
Administrative Assistants 2nd Grade	Efstathios Constantinides Georghios Tziros

DISTRICT

District Labour Officer, Nicosia ..	Christos Eliophotou
District Labour Officer, Famagusta .	Leonidas Hji Nicolaou
District Labour Officer, Larnaca ..	Kallis M. Kalli
Ag. District Labour Officer, Limassol..	Georghios Economou
Ag. District Labour Officer, Paphos ..	Andreas Kontos

PRODUCTIVITY CENTRE

Director, ...	Stelios Theocharides
Sales Organization and Promotion	Ethos Christodoulou
Vocational and Supervisory Training	Georghios Christodoulides

I.L.O. EXPERTS

Chief of Project	John L. Burbidge
Sales Organization and Promotion	Einar A. Udnaes
Industrial Engineering	George Kanawati

LAWS AND REGULATIONS ADMINISTERED BY THE MINISTRY OF LABOUR AND SOCIAL INSURANCE

(December, 1964)

Children and Young Persons (Employment) Law, Cap. 178

Domestic Servants Law, Cap. 179

Employment of Women (During the Night) Law, Cap. 180

Employment of Women (In Mines) Law Cap.181

Shop Assistants Law, Cap. 185

Summer Afternoon Recess Law, Cap. 186

Hours of Employment Law, Cap. 183

Minimum Wage Law, Cap. 183

Trade Disputes (Conciliation, Arbitration and Inquiry) Law, Cap. 187

Hotels (Conditions of Service) Regulations, 1965

Port Workers (Regulation of Employment) Law, Cap.184

Factories Law, Cap. 134

Accidents and Occupational Diseases Notification Law, Cap. 176

Social Insurance Law, 2/1964

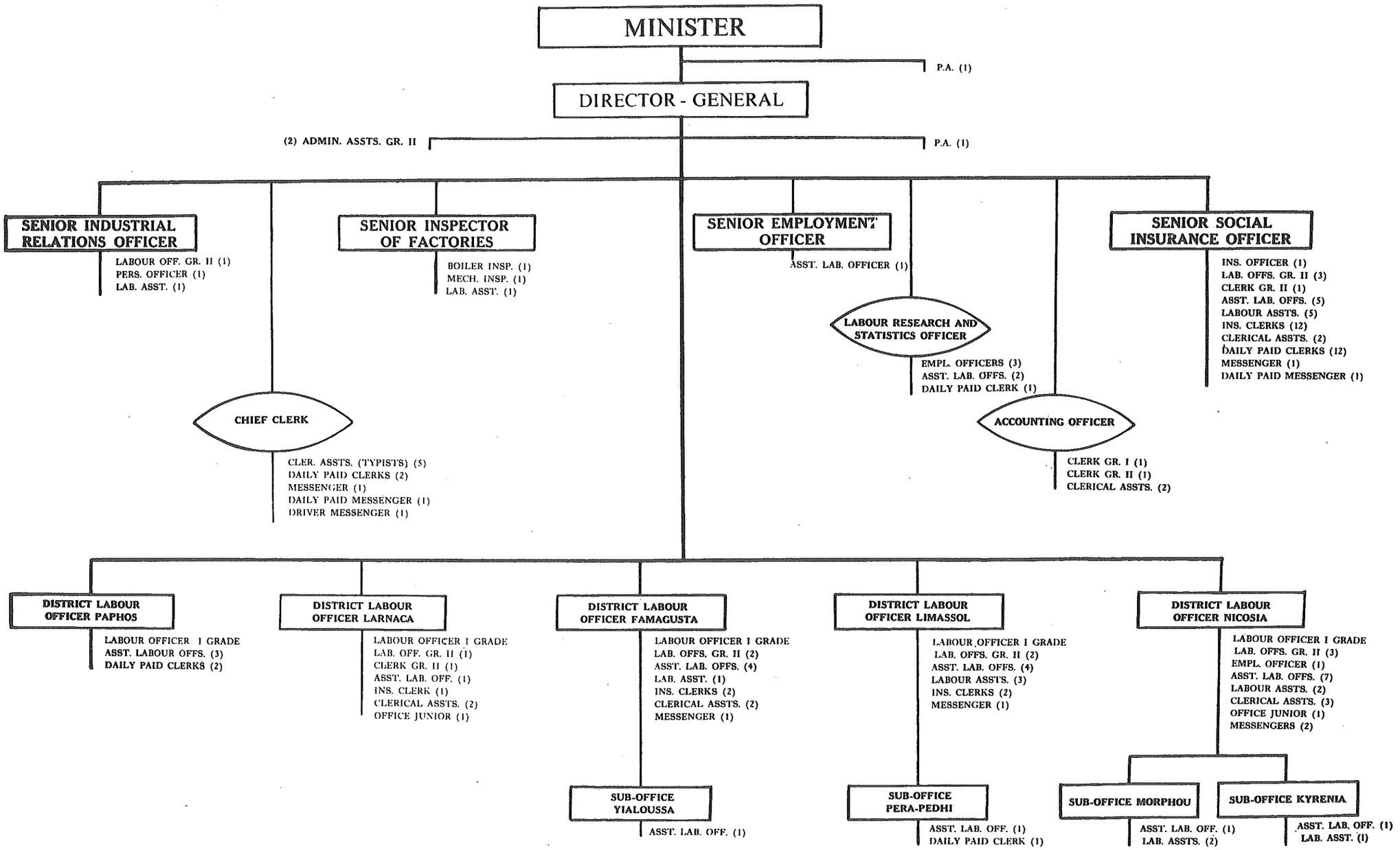
Pneumoconiosis Law, Cap. 11/60

Bakeries (Night Work) Law Cap. 177

The Safety (Mines and Quarries) Regulations 1963.

MINISTRY OF LABOUR AND SOCIAL INSURANCE

(Organization Chart, 1963)



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I. INTRODUCTION

POLITICAL UPHEAVAL AND ITS REPERCUSSIONS

In December of 1963 members of the 18% Turkish minority in a few parts of Cyprus, aided and instigated by Turkey, rose up in armed rebellion against the State. As a result Greek property in predominantly Turkish areas was looted or confiscated, and for a short period in 1964, communications and transport were broken down, industrial and commercial activity in the vicinity of the areas of rebellion came to a halt, and the country was plunged into chaos.

2. Six months later the country was back on its feet, stronger than ever. Peace was largely restored, and transport and communications were functioning fully. Industrial and commercial activity bounced back, and employment levels rose to meet those of the year before. The Turkish rebellion had failed, and life returned to normal except for two isolated pockets covering about 1.68% of the Island.

3. Thus apart from the political aspects of the question with which this Report is not concerned, the year under review may well be considered as constituting a land-mark and a starting-point for the Cyprus economy generally and the country's labour force in particular, for it proved beyond doubt the soundness of our economic foundations, and the vitality, resourcefulness, and self-discipline of our people in the face of grave national danger and catastrophe.

4. The contribution of the Ministry in the "miracle of survival" and progress during 1964 is described in detail in the foregoing paragraphs. Suffice it for the introduction of this Report to refer to it briefly under the following headings:

EMPLOYMENT

5. Early in 1964 Government in order to counteract any possible recession due to the rebellion launched extensive development projects throughout the Island and expedited and intensified the execution of its 5-year development plan. Private industry rose up to the occasion by maintaining high levels of employment despite reduced besiness activity, and by retaining its faith in the ultimate fate of the Island. Thus by June employment rose to the levels of the year before and in some sectors in the manufacturing industry showed marked improvements.

6. The Employment Service of the Ministry maintained and even accelerated its tempo of activities. During the year the campaign for the enlightenment of school graduates in the selection of a career was waged with vitality. Officers of the Ministry lectured to practically all secondary school graduates on employment prospects in industry and reached out to approximately 2,500 students supplying them with career pamphlets, self-appraisal forms and guidance and information on market realities.

7. In the field of Apprenticeship the Section prepared a draft Bill and had it approved by the Productivity Council and by the Labour Advisory Board, the tripartite and authoritative Body for advising the Minister on legislative measures in the Island. The Bill will enable Government to take decisions on training which is related to the economic needs

and the development programmes of the Island; will improve the overall quality of industrial training and establish minimum standards for craftsmen; and will make possible the contribution of employers towards the cost of training and the spreading of such costs evenly in industry.

8. Meanwhile the Apprenticeship Board appointed Joint Apprenticeship Committees in a number of occupations and had by the end of the year placed in industry 121 apprentices. The Board had also established Training Within Industry in one of the Cyprus Mines and introduced to industry generally the idea and benefits of TWI. Parallelly the Section assisted in the operation of Hotel Management Training courses and had approval by the Planning Bureau of a sum of £15,000 for the purpose of establishing a Hotel Training School in 1965.

INDUSTRIAL RELATIONS

9. Having in view the political situation and the good of the people of Cyprus as a whole the organized trade union strength of the Island directed its attention towards the maintenance of industrial peace. Thus it imposed upon itself voluntarily a moratorium on practically all trade union claims for 1964 and officially declared that their official policy was to thus give every support to the Government and to help in the maintenance of the economic stability of the Island. To this purpose the trade union members contributed 3-days' wages to "Archbishop Makarios III Fund" towards the costs of national defence; and waged extensive enlightenment campaigns to acquaint members all over the Island with the content and the direction of the struggle for Independence, Self-Determination and to ensure continued voluntary acceptance of the self-imposed moratorium on economic claims in industry. To what degree these efforts have been fruitful is proved by the unbelievably low figure of 2347 man-days which were lost by industry as a result of strikes or lock-outs.

INSPECTION

10. New Building Regulations were introduced during the year and the Factories Law was so amended as to provide for greater safety in the use of hoists and lifts, cranes, steam boilers, air receivers, and other electrical and mechanical aids and tools.

11. Meanwhile the first Pancyprian Safety Council was established late in the year to advise the Minister on matters of accident prevention and safety in industry.

12. The stress on safety was emphasized by the invitation to Cyprus of I.L.O. Expert Mr. W.F. Evans who conducted courses for supervisors in safety and safety precautions, and helped launch the Pancyprian Safety Council.

STATISTICS AND RESEARCH

13. The Ministry has now in operation a plan which will enable us to study the supply and the demand for labour, to identify primary skill shortages and surpluses in the major sectors of the economy, to ascertain the underlying reasons

for such shortages and surpluses, and to assist in rectifying faults in our occupational structure by advising Government and industry on the specific content of their economic development plans and future business prospects.

14. The Labour Research and Statistics Section is able for the first time to undertake surveys and special studies in specific fields of industry and to come up with meaningful statistical data and analysis. It is also now in a position to look critically at existing methods of statistical collection and information and devise ways and means for their improvement.

SOCIAL INSURANCE

15. The year 1964 can rightly be called "The Year of Social Insurance" for Cyprus. In October of 1964 a new Social Insurance Law was put in operation. The new Law is wide in its scope and significant in its implications and economic repercussions and gained the universal and enthusiastic applause of the people of Cyprus. Its introduction brings Cyprus abreast of industrial countries with well advanced and progressive schemes of Social Security. The new Law covers compulsorily every person gainfully employed in the Island including farm workers, farmers, and self-employed persons; and provides cash benefits for unemployment, sickness, marriage, maternity, widows pensions, orphanhood, old age pension and death. The new Law provides periodic payments and pensions for industrial injuries and industrial diseases and incorporates the out-dated Workemen's Compensation Law which had been on our statute books since 1944.

16. The total number of active contributors to the Scheme established by the new Law rose at the end of 1964 to 121,528 or approximately 10% over the 1963 figures. It is expected that the numbers will increase even further in 1965 when the Law will become fully operational and when voluntary contributors will begin to appreciate fully the benefits of the Scheme.

PRODUCTIVITY

17. The Cyprus Productivity Centre is now well on its way. In its full strength it will be comprised of an Industrial Engineering Division, a Management Accounting Division, a Sales Organization and Promotion Division, a Manpower Planning and Assessment Division, a Vocational Training and Supervisory Training Division and a Training Centre providing practical training in metal, electrical, and automotive trades.

18. The Cyprus Productivity Centre organized its first training courses in 1964. Industry's response to these courses has been encouraging and the results are satisfactory. During 1965 training courses will be accelerated and the Centre which is not yet up to its full strength will be fully staffed.

ADMINISTRATION

19. Thirty-seven Turks, or approximately 30% of the total strength of the Ministry, abstained from work during the year. No new appointments were made. Instead the Greek members of the staff shared the duties of their Turkish colleagues. Yet despite this heavy curtailing of its manpower resources the Ministry not only functioned efficiently and effectively to achieve the goals it set before it the year before, but reached beyond to explore new areas of activity. This has been made possible both by longer hours and harder efforts, as well as by greater efficiency achieved through planned and methodical work clearly defined and laid down by written "Office Instructions" for every Section of the Ministry. It is significant that the staff of the Ministry, at a meeting early in 1964 voluntarily and unanimously decided to forego their 42 days annual leave entitlement and limit their leave to 6 days each in 1964 in order to meet the shortage of staff caused by the desertion of their posts by their Turkish colleagues.

20. The Ministry's abundant and fruitful activities in 1964 are described in detail in the sectional reports in the pages that follow.

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II. REPORT ON THE EMPLOYMENT SECTION

POLICY AND OBJECTIVES

21. The policy of the Employment Service is to serve impartially all employers and job applicants without regard to race, religion, national origin, or sex; and to cooperate, where necessary, with other public and private bodies concerned in introducing measures designed to advance the skills of the labour force, to improve the management of manpower resources, to promote full employment, and to advise on the introduction of suitable and necessary legislation covering the various aspects of Employment.

22. It is the essential duty of the Employment Service to help job seekers find suitable employment and employers to find qualified workers; to effect the best possible distribution, effective use and mobilization of manpower; to implement the policy of the Republic as it applies to employment; and to further the Ministry's manpower development and planning activities, mainly through co-operation with the Labour Research and Statistics Section of the Ministry and by collecting and disseminating information on labour.

MEASURES TAKEN TO IMPROVE THE EMPLOYMENT SERVICES

23. To this purpose the Ministry improved the physical facilities of a number of District Labour Offices; integrated the employment services for male and female applicants; organized a two-days' training programme for Employment Service staff in May at the Ministry's Headquarters on interviewing techniques, and industrial and occupational procedures; and emphasized better service to employers, the development of closer relations with private employers, and improvements in placement procedures.

24. The I.L.O. Expert, Mr. R.R. Zoeckler, and the Senior Employment Officer, organized and conducted training on-the-spot in all District Labour Offices. Emphasis was placed on "Youth Counselling". Other subjects included: "The Challenge To Be Faced in Youth Employment", "Employment and Training Opportunities for Secondary School Graduates", and "The Reception, Interview and Counselling of Young Workers".

25. More systematic use was made of newspaper notices: "Help Wanted" which are now summarised and classified by the Research and Statistics Officer. These notices are cyclostyled at Headquarters and distributed to the local offices as well as to the Vocational Service of the Greek Communal Chambers. Very hard work and imagination is still required, however, in order to dispel the common notion that the Employment Exchanges exist only to channel unemployed labourers into public work projects, and to raise the prestige of this Service in the eyes of employers.

EMPLOYMENT AND UNEMPLOYMENT

26. The Turkish insurrection affected temporarily employment levels in the Island, particularly during January-March 1964 when violence broke out.

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27. Workpeople employed away from their hometown were forced to remain idle as a result of lack of safety in communications. This was particularly the case with the miners of the Lefka and the Limni areas. Workshops in proximity to predominantly Turkish areas were closed down. The construction industry already affected by seasonal unemployment came to a complete standstill. Winter tourism suffered severely and transport slowed down considerably. All these factors had an adverse effect upon investment, spending, and consumption in the private sector.

28. To counteract the ill-effects of the Turkish uprising and on the advice of the Ministry, Government took a series of measures. It restored safety in communications, launched extensive development projects throughout the Island, and pushed forward the execution of its five year Development Plan. These measures proved effective. By May-June employment rose to the levels of the year before whilst economic activity in the private sector revived and responded with vitality. Thus by the end of the year the monthly average of those registered as unemployed was 5,636 in comparison to 5,293 in 1963 and 5,600 in 1962.

29. Employment in the manufacturing industry rose to 33,000 in 1964. 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 1800 in 1964, (two hundred persons over the number of the previous year) the most significant increase being in electricity supply. (For detailed figures for 1963 see
TABLE I. Table I).

30. The average number of workers employed in the construction industry during the year rose to 20,800.

31. Average Employment in the mining industry has declined to 3,600 in comparison to 5,230 persons employed in 1963. This was due to the fact that one of the biggest mines lies in close proximity to one of the two pockets of Turkish rebellion. Detailed information on employment in the mining industry during the year is
TABLE II(B) given in Table No. II(B).

32. Government remains the largest single employer in the Island. The following figures show the number of persons on the Government payrolls in December, 1964, with comparative figures for December, 1963.

	Dec. 1964	Dec.1963
Industrial workers	7,513	7,090
Civil Servants	6,523	5,036
Police and Gendarmerie ..	1,997	1,988
Prisons staff	157	164
Fire Service Staff	145	172
Total	16,335	14,450

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33. The number of industrial workers employed by Government Departments in 1964 numbered 7,513 - an increase of 423 persons in comparison to 1963. This upward trend started in 1960 when the number of industrial workers was 5,411 (Further details on industrial workers employed by the Government Departments during the year are given in Table II(A).

TABLE II(A)

34. There was a further decrease in the number of Cypriots directly employed by the British Military Authorities. Thus whilst the average number employed in 1960 was 7,808, the figure decreased to 6,532 in 1961, 6,229 in 1962, 5,046 in 1963, and 4,243 in 1964. (Further details on civilian employment by the British Military Authorities for the year are given in Table II (C)).

TABLE II (C)

EMPLOYMENT SERVICE STATISTICS

35. 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.

36. Registered unemployment averaged 5,636 in 1964 as compared to 5,293 in 1963, 5,597 in 1962 and 6,999 in 1961.

37. Emigration figures show an increase in comparison with the 1963 figures. Thus in 1964 emigrants from Cyprus numbered 5,081 as against 2,933 in 1963. This increase may be attributed to political reasons and to the abnormal conditions created by the Turkish insurrection rather than to unemployment or want. Yet this number compares favourably with the figures of 6,277 for 1962 and 13,489 for 1961.

TABLE III

38. An analysis of the figures given in Table III shows that about 30% of those registering as unemployed were females. It is also noteworthy that 68% of those registering as unemployed come from the countryside. They are in effect underemployed farmers looking for additional work to supplement their low incomes. (See Table IV). In 1963 this class of registered unemployed represented 63% of the total number of registered unemployment.

TABLE IV.

39. The duration for which workers registered as unemployed remain in the live registers is shown in Table V. The figures indicate that for 1964, 50% of the registered unemployed were on the live register for more than 15 days as against 32% for 1963.

TABLE V

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

TABLE VI & TABLE VII

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

TABLE VIII

42. During the year under review, the campaign inaugurated in 1963 by the Employment Service to enlighten

TABLE IX

and assist school graduates in the selection of a career was continued. Table IX shows the number of secondary school graduates who registered as looking for employment during the period June through December, 1964.

TABLES X to XII.

43. A total of 26,316 vacancies were notified to the local Employment Offices in comparison to 24,307 of the previous year and a total of 25,435 placements were effected against 22,519 during 1963. (Further details on vacancies notified and placements are given in Tables X to XII).

44. The effectiveness of the Employment Service in the placement of job-seekers with private employers continues to be inordinately low. Efforts for improvement of the Service were somewhat delayed because of the abnormal political situation.

PORT LABOUR

45. At each of the three main ports of the Island (Famagusta, Limassol and Larnaca) a section of the Employment Service 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, the wages and conditions of employment, and the safety, health and welfare of port workers.

46. 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.

TABLES XIII and XIV

47. During the year under review an average of 629 registered port workers were employed at the three ports of the Island in comparison to 676 for the previous year. Of these 308 were stevedores, 161 lightermen, and 160 quay porters (See Tables XIII and XIV).

48. This year's data on the earnings of port workers were not prepared because the methods used for obtaining such data are being reconsidered.

TABLES XV and XVI.

49. A total of 279 "Special Cases" were placed with Government and with private employers. (For further details on "Special Cases" please see Tables XV & XVI).

UNDER-EMPLOYMENT AND MOBILITY OF LABOUR

50. Most of those who register as unemployed are usually not regular wage-earners but rather under-employed farmers seeking additional work in order to supplement their income. As a result, registrations from a certain area increase whenever a Government project is initiated or announced and likewise decrease when the project is completed.

51. 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 1962 into categories A and B. Category A consists

of people who depend entirely on their wages for their livelihood. Category "B" 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 underemployed.

52. 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

53. The peak period of unemployment in Cyprus is during the months of December, January and February. During this period activities in agriculture and construction decrease considerably; surface mining of asbestos in the Amiandos mountain region closes down; and the tourist trade is at a low ebb. Activity is revived in early March, reaches its peak in the summer months of June, July and August, and tapers off in November. Increased economic activity is due mainly to the harvest of cereals, the picking of grapes, carobs, olives and citrus, the packing of grapes and citrus, and the manipulation of tobacco leaves. Construction, tourism, transport and the services also have their greatest boost in this period. Because of intensified activity in all these sectors of the economy the market is often faced with shortages of both skilled and unskilled labour.

OCCUPATIONS IN SHORT SUPPLY

54. There are certain jobs requiring academic qualifications for which there is a growing demand by the expanding economy of the island and the expanding demand in the private and Government sector for academically qualified personnel to man senior and executive posts. Such shortages are confined to civil, hydraulic, and electronic engineers, production managers, chartered accountants, chemists, secretaries, and fully qualified shorthand typists, S.R.N. nurses, and shoe and tailoring designers. On several occasions the District Employment Exchanges were unable to fill vacancies in these occupations. Most of the requests and approvals for the issue of employment permits to foreigners come from employers in these and similar occupations.

PROFESSIONAL EXECUTIVE AND TECHNICAL REGISTER

55. The service to Professional, Executive and Technical job seekers, previously confined to the Ministry H.Qs., was decentralized as from the beginning of 1964 and functioned satisfactorily on a district level. Copies of applicants' registrations were forwarded to all districts, and prospective employers all over Cyprus were informed quarterly during the year about registered personnel in possession of professional or higher academic or job qualifications. The total number of registered applicants in this category was sixty-five (65). Twenty (20) were placed in employment

through the District Labour Offices, mainly Nicosia. Most of the remaining applicants were directly employed in the private sector. There was great demand for electrical, mechanical, and civil engineers, and vacancies received could not be filled. At the end of 1964 the number of applicants in the Register was 18.

56. Close contact was maintained during the year with the Cultural Section of our London High Commission which acted as a liaison between this Ministry and the Cypriot students or graduates of higher educational institutions in the United Kingdom. We were thus able to extend our services to them for placement purposes.

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

57. The problem of unemployment among secondary school graduates continues to remain acute. The great majority of school graduates aspire to clerical and governmental jobs. Opportunities for employment in such posts, however, are limited, if not non-existent.

58. Social attitudes and deep-rooted prejudices towards manual and technical work encourage graduates to look upon "white collar" employment as the best avenue for a career and social prestige. There is no quick solution to the problem. There are indications, however, that the School Authorities are beginning to understand the necessity of modifying their curricula to correspond to the needs of industry. Strong prejudices against manual work among parents and students need be overcome. An effective Vocational Guidance Service to youth is of paramount importance if this is to be achieved.

59. The enlightenment campaign among top-class students of secondary schools inaugurated by the Ministry in 1963 has been repeated in 1964. Officers of the Ministry visited practically all secondary schools and gave talks on employment prospects in industry. The campaign reached 2,500 students, who were supplied with Career Pamphlets especially designed by the Ministry for this purpose. A self-appraisal form was also distributed among the students who were requested to list their educational attainments, their special abilities and aptitudes and their work experience, if any, and to indicate whether they were prepared to follow special training to qualify them for technical jobs in industry. The Educational Authorities co-operated closely with the Ministry and contributed considerably to the success of the campaign. The press and radio gave excellent coverage and kept up the interest of the public.

60. By the end of the year the Education Authorities were building up a plan of introducing Vocational Guidance Services within the school. According to the plan an adviser will be appointed in each secondary school, whose job will be to keep personal records of each student. He will also be in close contact with the Youth Employment Officer of his District. This development came about as a result of the realization by the Education Authorities that there is an imperative need for a permanent Vocational Guidance Service, to start with youth at an early age and to function in schools and outside agencies.

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The Ministry has pledged its full support to the project and offered its employment and labour statistics and research services for its success.

61. The establishment of a Youth Employment Service in each District Labour Office has proved very useful in helping students. The main functions of this service are 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 also provides employers with facilities for filling their vacancies for young workers, and will eventually encourage industries and firms to develop improved methods of recruiting, selecting, and training staff.

62. The success of this service to place school graduates who applied for technical jobs or otherwise was very limited, however, due, perhaps, to the slow response by employers, to the anomalous situation which compelled many employers to curtail expansion of their business for some future date, and to the still strong prejudices prevailing among students and parents alike against manual work.

ADVISORY COMMITTEES TO THE EMPLOYMENT OFFICES

63. 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 or other matters referred to them by the Minister and to make recommendations on employment service policy.

64. Among the subjects discussed by these Committees were: the establishment of a Hotel Training Centre where school graduates would be trained in a suitable occupation; the revision of the Minimum Wage Law; the establishment of a Training Centre for the rehabilitation of the disabled; underemployment and means to combat it; and trade-testing of applicants at the Employment Exchanges as a means to improve the levels of craftsmanship of our workpeople.

65. The Employment Service of 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.

DEVELOPMENT OF SKILLS

66. The existing Technical Schools play an important role in satisfying the present and projected needs of the growing Cyprus economy. The expansion and increase in numbers 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, and to raise the existing technical standards and abilities.

67. Considerable progress was made during the year towards this direction and valuable experience has been

gained. Employers and workers, and employers' and workers' organizations have understood fully the significant role which training has to play in raising productivity and the social status of the worker himself; and have given their full-hearted support to every Government initiative in this direction.

68. Close co-operation amongst Government, Employers' Associations, and Trade Unions has been fruitfully manifested in the work of the Apprenticeship Board which since its establishment by the Productivity Council in May 1963 has made considerable progress in introducing much needed training in industry and in propagating widely this need among the public.

69. The Apprenticeship Board has appointed Joint Apprenticeship Committees in a number of occupations of which industry is in dire need. A programme of training was prepared by the Joint Apprenticeship Committees where practical and related instruction supplement each other. There are now functioning on a voluntary basis apprenticeship schemes in approved workshops in the occupations of electrician, welder, automechanic mason, plumber and cabinet maker. The number of apprentices by the end of the year was 121.

70. The Apprenticeship Board has also appointed inspectors who follow up the progress made by the apprentices and who assist instructors from industry and the technical schools to implement the approved curriculum. These instructors are required to report to the Apprenticeship Board quarterly as to how the scheme in each apprenticeable occupation progresses. Thus the daily link between the Apprenticeship Board and specific industries has been established.

71. A significant step towards introducing Training Within Industry (T.W.I.) is the scheme established at the Limni Mines by the Joint Apprenticeship Committee of Polis. The Scheme covers 28 trainees. Fourteen (14) of the trainees follow a special course of training in electronics and 14 a "general technicians' course". The Company allows the trainees to attend related instruction at the Technical School in Polis two days in every week. The experience to be gained under this scheme will be applied extensively in other big enterprises, such as the Cyprus Telecommunications Authority and the Electricity Authority of Cyprus.

72. A draft Bill on Apprenticeship was brought before the Productivity Council for consideration. The main objectives of the proposed Bill are:

(a) to enable decisions on training to be better related to economic needs and the development programmes of Government;

(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.

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73. The Productivity Council approved the Bill in principle . According to the established procedure the draft Bill was submitted to the Labour Advisory Board at the end of the year for its consideration before its submission to the Council of Ministers and the House of Representatives. The Labour Advisory Board found the Bill satisfactory. It requested, however, further details as to how the levy on employers will be imposed and how the monies raised will be spent. This information has been prepared and it is expected that a meeting of the Labour Advisory Board will be convened early next year to discuss the question.

HOTEL INDUSTRY

74. Notwithstanding the adverse repercussions of the anomalous political situation upon the hotel industry and tourism in general, the Ministry has not abandoned its efforts to offer much needed training to the industry and attract the more ambitious school graduate towards a hotel career.

75. An upgrading course for those already in industry was initiated in the second half of November, 1963, and continued up to May 1964. This course was specially prepared for comis, waiters, chefs, and chambermaids, from various hotels and big restaurants. A course of English and French specially prepared for this purpose was also given to the trainees.

76. Part-time instructors were drawn from industry itself whilst the main instructors came from the ranks of domestic science masters of the Greek Education Department. Forty persons graduated successfully from this course and special diplomas were issued to them. The diplomas were accepted by industry and undoubtedly will assist their holders in their careers. The closing ceremony was attended by the Minister of Commerce and Industry, the Minister of Labour and Social Insurance and the Chairman of the Greek Communal Chamber.

77. During the year two new de luxe type hotels have been completed. The "Grecian Hotel" in Famagusta and the "Miramare Hotel" in Limassol. A Hilton Hotel in Nicosia is also being built and will be completed in 1965. Taking into consideration the impending needs in trained personnel the Ministry of Labour and Social Insurance, in close collaboration with the Ministry of Commerce and Industry, has put before Government a detailed plan for the establishment of a Hotel Training Centre where both full-time students are to be accepted (between the ages of 16-18) and up-grading courses from those already in industry will be organized. The main occupations to be taught in the Centre will be those of waiters, chefs, and chambermaids, and the average number of students in both cases will be around 100 per year. The whole plan has been approved in principle by the Planning Bureau and a sum of £15,000 has been detailed for this purpose in the Development Estimates for 1965. Initial preparatory work for the Centre was under way.

VOCATIONAL TRAINING AND VOCATIONAL SCHOOLS.

78. Vocational and Technical Training is mainly the responsibility of the Communal Chambers. The year 1964

was marked by a still greater emphasis on the subject. The total number of fulltime students attending the Technical and Vocational Schools was 2,142, representing 8.5% over the total number of those in non-technical secondary school education.

79. Evening classes for working adults functioned during 1963-1964 in technical fields such as machine - operating, building, electricity and welding. The total number of students attending night courses by the end of the year was 320.

80. The political situation has seriously affected the work of the night courses, especially during the first months of the year, as well as the extra-curriculum work of the students in the afternoons. The following Vocational Schools functioned during the year:-

(a) The Vocational School - Larnaca

81. 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 also initialed in 1963. Forty (40) students between the ages 14-17 attended this course, all having at least 2 years general 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. The practical, on-the-job training takes place during the summer vacations and during the Christmas holidays in good hotels in Nicosia and Famagusta. This system of blending theory with actual working practice has worked very successfully and many employers have paid public tribute to the efficiency of these trainees. By the end of the year a small restaurant was established at the School, catering to a limited number of clients. The service is offered by the students.

(b) The Vocational Agricultural School and the Agricultural Gymnasium Morphou.

82. The Vocational Agricultural School offers a four-year course with emphasis on practical work in agriculture. Classes are housed in buildings on the grounds of the Agricultural Gymnasium. During the school year 1963-1964 22 fulltime students attended the School.

83. The Agricultural Gymnasium at Morphou functioned during 1963-1964 with 208 pupils compared with 172 during the previous year.

(c) Vocational Commercial Schools (Under the Greek Communal Chambers).

84. Vocational Commercial Schools established in Nicosia, Kyrenia and Morphou continued to function successfully with a total number of 504 students.

(d) Vocational Commercial Schools (Privately Run)

85. Schools of this sort concentrate mainly in Shorthand-typing courses, Accountancy, and Book-keeping to meet the demand of properly trained secretaries in industry. The names of the Schools and the number of pupils registered for the year are as follows:

The Lambrakis Vocational School, Nicosia	with	603	students
The Pancyprian Academy for Girls	"	184	"
The Limassol College for Girls	"	283	"
The Commercial School for Boys	"	108	"

86. During the year no new Technical Schools were established. The main effort was concentrated on equipping and increasing the capacity of the existing schools.

(e) Forestry College

87. The Forestry College is a Government Training Centre providing mainly for vocational education to a number of Cypriots required in the Forest Service of the Republic. The College is also open to students from foreign countries. During the year under review the College was attended by 21 students, 15 of which were first-year students preparing for the Preliminary Certificate, and 6 second-year students preparing for the Final Certificate of the College.

88. During the Academic Year 1963-1964 seven overseas students attended the College - 2 from Jordan, one from Lebanon, two from Nigeria, one from the Somali Republic, and one from Trinidad.

89. The completion of the thirteenth Academic Year of the College was celebrated on the 2nd August, 1964. The Ag. Minister of Agriculture and Natural Resources, Mr. Tassos Papadopoullos, presented certificates and prizes. Six students obtained their Final Certificates (one with Honours) and fourteen students obtained their Preliminary Certificates.

90. The two students from Nigeria and the one from Trinidad were scholars of the Republic of Cyprus under the Commonwealth Scholarship Scheme.

DEAF AND DUMB SCHOOL

91. The Government is responsible for the running of the School which comes under the Ministry of Interior. The School Board advises on the better functioning of the school.

92. The school functioned with 64 pupils against 82 of the previous year, as the Turkish pupils were withdrawn from the School by the Turkish leadership. The age-range of pupils was from 6-18 years.

16/...

93. The demand for vacancies continued to increase and there were 68 candidates awaiting admission. No new admissions were possible, however, because of lack of accommodation.

94. There were no graduates during 1964. This was due to the lowering of the age of admission and to the erratic intake of pupils because of perennial shortage of accommodation.

95. The Vocational Training Programme showed marked progress. Th collaboration with the Co-operative Society of Deaf Persons, it was possible to effect training along the lines of production work. There were 16 pupils between the ages of 16-18 receiving full-time instruction in woodwork, weaving, dressmaking, tapestry, silk-screening and in various handicrafts. The Cooperative Society of Deaf Persons had another successful year. The amount of sales made by the Society was £7,200 whilst wages paid to members was £1,900. The savings account of members reached the amount of £2,850. The Society received from Government a grant of £200 in order to improve its installations.

96. Tentative efforts were made for the export of Christmas cards and handicrafts to the U.K. and U.S.A. and agencies have been secured in these countries to promote the sale of these articles. During the year it became obvious that the Society could employ a much greater number of deaf persons if it possessed the necessary workshop and residential accommodation.

BLIND SCHOOL

97. During 1964 30 pupils, all Greek (20 boys and 10 girls) between the ages of 5 and 18 attended the School and were arranged in 6 classes. The Turks failed to report back to school after the Christmas vacations of 1963.

98. The School moved into its new premises (although incomplete) in May and as a result activities were extended to cover also vocational training (Telephony, Shorthand, Typing, Andiotyping, Music and Industrial crafts) in addition to Elementary and Gymnasium education.

99. The School being residential provided plenty of opportunity for extra-curricular activities such as Boy Scouts, Girl Guides, chess, orchestra, choir, roller-skating and cycling.

100. The new building composes of a Boarding House to accommodate up to 60 blind students (i.e. the maximum as it is estimated, number of blind children of school age in the Island) and a School with 10 classrooms, a combined Theatre-Gymnasium-Assembly Hall, an indoor Swimming Pool and a Centre for Vocational Training.

101. A Braille printing shop was started in 1964 for the embossing of text-books and books for the school library, as well as a regular monthly school magazine containing contributions from the children in poetry and prose; news items, and articles of general interest. A talking book library has also been started.

102. The Cyprus Blind Welfare Committee, which is to be absorbed shortly in the Cyprus Society for the Blind,

continued to give financial support to needy blind and maintained a small hostel for adult blind who are either at work or under vocational rehabilitation.

REFORM SCHOOL

103. The Reform School Lapithos, which comes under the Ministry of Justice, functioned until the 7th January 1964, with Greeks and Turks together and with a population of 74 pupils.

104. After January the School carried out its work for the rest of the year with the Greek pupils alone the Turkish pupils having not returned from home leave. At the end of the year the School numbered 59 pupils, placed in one of the six classes of the School which correspond more or less to those of the Elementary School. The number of pupils in each class was as follows:-

Classes:	I	II	III	IV	V	VI	Total
No. of pupils	2	2	5	12	2	11	34

105. Pupils over 16 are exempted from class teaching and are fully occupied with their vocational training.

Vocational Training

106. During 1964 Reform School pupils were fully engaged in the various trade departments. Every effort is being made to give each pupil practical training in his trade to enable him to earn his living after the completion of his training at the School.

107. This primary objective has been achieved. During the year the pupils completed the following projects:-

(i) the construction of a water-tank of a capacity of 10,000 gls. The water will be used for domestic purposes of the School.

(ii) the asphalting of the School roads;

(iii) the construction of two huts for temporary accommodation; and

(iv) the construction of the Farm Stables.

108. Pupil carpenters were fully engaged in the making of furniture for the New District Court, Nicosia, the Army Court and the Lapithos Gymnasium.

109. The following trade Departments were in operation during 1964: masonry, carpentry, painting, farming and cooking. Pyrography was introduced in 1964 as a special activity in the Department of Handicrafts.

110. During the year 1964 20 pupils were released on licence and were rehabilitated successfully, 8 as masons, 5 as carpenters, 3 as painters, 2 as cooks, and 2 in handicrafts.

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III. REPORT ON THE LABOUR RESEARCH AND STATISTICS SECTION

POLICY AND OBJECTIVES

111. The policy of the Section is to co-operate with the statistics services of other Ministries in order to promote the co-ordination of statistical research and analysis, particularly as regards manpower and labour matters; to work towards the improvement of the accuracy and scope of the existing statistical series of the Ministry; to undertake research with a view to filling the gaps in the available data for the purpose of making possible a comprehensive as well as detailed study of the manpower and labour problems of the Island; and to facilitate the Ministry in the formulation and execution of its policies and objectives, and Government in its overall economic policy and execution of economic planning.

112. The Labour Research and Statistics Section, which was established in 1963, is responsible for the collection, tabulation, classification and analysis of labour statistics, the organization and carrying out of surveys on special labour matters, and the initiation of studies on specific problems affecting the labour force; and the collection and compilation of data required for the preparation of reports and studies for a submission to national, and international organizations.

113. Like any other Government service the Statistics Section has had to work within certain staff and physical limitations. Its scope of activities has therefore been confined to those enumerated in the following paragraphs.

SCOPE OF ACTIVITIES

A. Population and Labour Force Statistics

114. The estimated 1964 mid-year population of the Island was 588,000 of whom 290,000 were males and 298,000 females.

115. The potential working population for mid-1964, was estimated to be 388,000 of whom 162,000 males and 176,000 females.

116. The Economically Active Population, on the same date, was estimated to be 243,000 distributed among the various economic activities as follows:

(i)	Agriculture, Forestry and Fishing ...	98,500
(ii)	Mining and Quarrying ...	3,600
(iii)	Manufacturing ...	33,000
(iv)	Construction ...	20,800
(v)	Electricity, Gas, Water and Sanitary Services ...	1,800
(vi)	Commerce ...	18,000
(vii)	Transport, Storage & Communication ..	10,200
(viii)	Government & Communal Institutions ..	22,500
(ix)	Military Authorities (Labour Force),,	7,000
(x)	Entertainment & Recreation ...	5,400
(xi)	Others ...	22,200
	ECONOMICALLY ACTIVE POPULATION	243,000

TABLES I & II

117. For detailed information on the numbers engaged in Industrial Employment in 1963, and in the Mining Industry, by Government Departments, and by the British Military Authorities in 1964, see Tables I and II.

B. Employment Exchange Statistics

TABLES III to XVI

118. For detailed information on Registered Unemployment, Vacancies Notified and Filled, Port Workers, and "Special Cases" see Tables No. III to XVI.

C. Manpower Assessment Programme

119. Realizing the importance of a proper manpower assessment programme to the economic and social progress of the Island, the Labour Research and Statistics Section, in consultation with the other Sections of the Ministry, is trying to work out a plan of operation which would enable the Ministry to study the supply and the demand for labour both in quantitative and qualitative terms; to identify the primary skill shortages in the major sectors of the economy and the principal surpluses of labour; and to ascertain the underlying reasons for both skill shortages and manpower shortages or surpluses, including specific consideration of labour market forces, wage and salary structures, and monetary, as well as non-financial rewards. It is hoped that with the experience thus gained the Ministry will eventually be able to advise Government on the construction of forward targets for manpower development based upon the country's expectations for formal plans for general economic growth, and on the identification and appraisal of the present and expected role of the principal institutions of manpower development including specifically formal educational institutions at all levels; and to recommend to Government appropriate machinery for the implementation of a comprehensive programme of human resource development, as part of the country's more general programme for implementing economic growth.

120. To this purpose and by way of a first, initial step the Statistics and Research Section has undertaken a number of surveys and special studies which are enumerated below.

D. Surveys and Special Studies.

During the year the following surveys and studies were undertaken:

(i) Second Survey of the Intentions of Elementary and Secondary School-Leavers, May, 1964.

121. With the co-operation and assistance of the Education Authorities, of the Principals of all Secondary Schools (Communal, inter-communal and private) as well as of the Headmasters of Elementary Schools, the Section conducted, during the month of May, 1964, the second survey of the intentions of students in the graduating classes of secondary and elementary schools.

122. The object of the enquiry was to obtain information on what the students in the graduating classes of secondary and elementary schools intended to do after their graduation. In particular, information was sought as to how many school-leavers intended to continue their studies and how many would be entering the labour market.

123. The findings of this survey indicated that approximately 46% (1,350) secondary school-leavers, and 71% (6,700) elementary school-leavers intended to continue their studies either in Cyprus or abroad. At the same time, 42% (1,230) of secondary school-leavers and 17% (1,620) of elementary school-leavers intended to enter paid employment after their graduation. (For detailed information on the second survey of school-leavers see Tables No. XVII to XIX).

TABLES XVII to XIX.

124. In the case of secondary school-leavers the type of school they attended seems to have a decisive influence on their intentions. Thus while 51% of those finishing Classical Secondary Schools intended to continue their studies, the figure dropped to 34% for those who attended Commercial Secondary Schools and 16% for those graduating from Technical and Vocational Schools.

125. In the same way, while 72% of those finishing Technical and Vocational Schools intended to enter the labour force, the figure fell to 57% for those with a Commercial background and to 37% for those finishing Classical Schools (For further details see Table No. XIX).

TABLE XIX.

(ii) Manpower Surveys

126. During the year under review, three Manpower Surveys were conducted, two in Larnaca and one in Famagusta, (For detailed information on these surveys see Tables Nos. XX to XXII).

TABLES XX to XXII.

127. The object of these surveys is to provide a continuous flow of information pertaining to current employment trends and current and future manpower and training requirements by major occupational categories; to help in ascertaining the primary skill shortages in the major sectors of the Island's economy, and in time to make possible the forecasting of employment levels, and manpower requirements by occupational and industrial categories.

128. These surveys are carried out with the co-operation of the District Labour Officers and by means of personal visits. The findings of those surveys are submitted to the Planning Bureau, to other Ministries, to the Education Authorities, to employers' and workers' organizations, and to each one of the employers contacted during the surveys.

129. During the year the Labour Research and Statistics Section issued its Manual of Operations. This manual deals with the objectives and policy of the Section and provides detailed instructions on the Manpower Assessment programme and Employment Exchange statistics. At the same time, this Section has been preparing establishment records for the forthcoming surveys, as well as for the manpower survey of catering establishments in the Island, which is expected to commence early in 1965.

(iii) Survey of Social Security Schemes for Public Employees, February, 1964.

130. A survey of Social Security Schemes for public employees in Cyprus was conducted during the month of February, 1964. Information was obtained on the number of persons employed by Public organizations and Departments, the number of employees covered by a Provident Fund or Gratuity Scheme, the number entitled to pension, medical treatment, sick-leave with pay, as well as maternity leave with pay.

(iv) Study of Employment Trends in the Larnaca Town Area.

131. A study on the employment trends in the Larnaca Town area in establishments employing 5 or more workers during 1964 was prepared during the year.

132. This study, which was the first of its kind, indicated that employment in the 134 private and public non-agricultural establishments increased by 1,016 persons, or 17,7%, during the period January, to October, 1964. Thus, the number of persons employed rose from 5,754 in January to 6,212 in April, then to 6,384 in July and to 6,770 in October.

133. Similar research on employment trends as well as on the manpower situation will be undertaken in future as available data accumulate and make possible such studies.

(v) Study of Vacancies Advertised in the Press

134. The systematic study of all vacancies advertised in the local press which was initiated in March, 1963, was kept up during the year as it is believed that it provides very useful information and helps in our attempt to study the demand for labour from as many aspects as possible. As will be observed from Table No. XXIII during the period January to December, 1964, a total of 985 vacancies were advertised in the local press. Of these 24.9% were for service and recreation workers, 20.3% for craftsmen and production process workers, 19.0% for professional technical and related workers, 14.6% for sales workers, 13.1% for clerical workers, 4.7% for transport and communication workers, 2.4% for administrative executive and managerial workers, 0.9% for farm workers, and 0.1% for miners and quarrymen.

TABLE XXIII

(vi) Emigration

135. For details of emigrants during the years 1961-1964, by occupational groups, see Table No. XXIV.

TABLE XXIV

E. Improvement of Statistical Information, Statistical Forms and Monthly Reports.

136. Efforts were made to devise ways and means for improving the accuracy and scope of the Ministry's statistical information. To this purpose new forms were introduced and old ones revised. Statistical Reporting 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 a number of other relevant points. The "Employers' Order Card" Form (E.S.18) has also been revised for a better collection of all relevant vacancy details to facilitate a more accurate industrial and occupational analysis of registrants and vacancies. The new version of Form R.S. 22 "Registered Unemployed by village, sex, and age groups" is being submitted monthly by each District Labour Office instead of for the months of January, February, April, May, July, August, October and November, as had been the practice prior to the revision of this form. The monthly submission of this data is necessary in order to facilitate the analysis of trends and tendencies.

137. A map of each district, appropriately arranged to make available comparative data for regional as well as month to month analysis of registered unemployment trends and tendencies, was prepared and forwarded to all District Labour Offices, together with an index showing, in alphabetical order, all the villages of the Island with their respective Regional Codes and Regions into which the Island has been divided.

138. These arrangements were made with a view to making available the data required so that a current and up-to-date picture of the unemployment situation in each District and Region might be made available at all times, both at the Ministry and at each District Labour Office and in order to enable this Ministry to study urban as well as rural unemployment in a more systematic way.

139. The Monthly Bulletin of the Ministry, a Monthly Press Release on the unemployment situation, as well as press releases giving a summary of the findings of the surveys were used to keep the public informed of all important activities and developments.

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IV. REPORT ON THE INDUSTRIAL RELATIONS SECTION

POLICY AND OBJECTIVES

140. The policy of the Section is to cultivate and preserve industrial peace through the development of a system of exchanges between employers' and employees' unions on industrial relations. Government's intercession in the form of legislation or administrative arrangements is used sparingly and only where fundamental, basic and economically feasible labour claims cannot be satisfied because of ineffectual or inadequate collective bargaining or because of the total absence of it.

141. 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. The prevalence of admirable industrial peace has been a characteristic of this year as well placing Cyprus in a privileged position the world over as a country where industrial peace, through purely free and voluntary exchanges between employers and employees, reigns supreme. This is a source of pride for the maturity and sense of public duty of both Cyprus Employers and Cyprus Trade Unions.

SCOPE OF ACTIVITIES AND ORGANIZATION

142. 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 the establishment of 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.

143. The Section is headed by the Senior Industrial Relations Officer. He has direct-line authority over the H.Qs. staff of the Section and functional authority over the District industrial relations officers. At H.Qs. the Section is staffed with two specialized industrial relations officers in addition to the Senior Industrial Relations Officer. The work in the district is performed either by the officer in charge of the district or by Labour Officers specially designated for the purpose, depending on the load-work and the seriousness of the trade disputes which may arise from time to time.

143(a) Attached to the Section and working directly under it there is a "Personnel Officer" charged with the responsibility of advising Government in its capacity as employer of industrial labour on personnel policy and practices.

144. One major policy objective during the year was the encouragement of the signing of long-term collective agreements between Trade Unions and several employers, preferably for a period of three to five years. The aim of the Ministry is to cover all major industries with such agreements and in years to come to co-ordinate the phasing out of such agreements so that an annual or periodical wages policy may be determined at and through the expiration and re-negotiation of such collective agreements.

ISSUES INVOLVED IN TRADE DISPUTES

145. Consequent upon the Turkish uprising against the State in December of 1963 the Island's Trade Union Federations declared their intention to suspend all economic claims and other labour demands pending the return to political normalcy, except in undertakings which Unions might allege and prove that they paid sub-marginal wages and exploited labour.

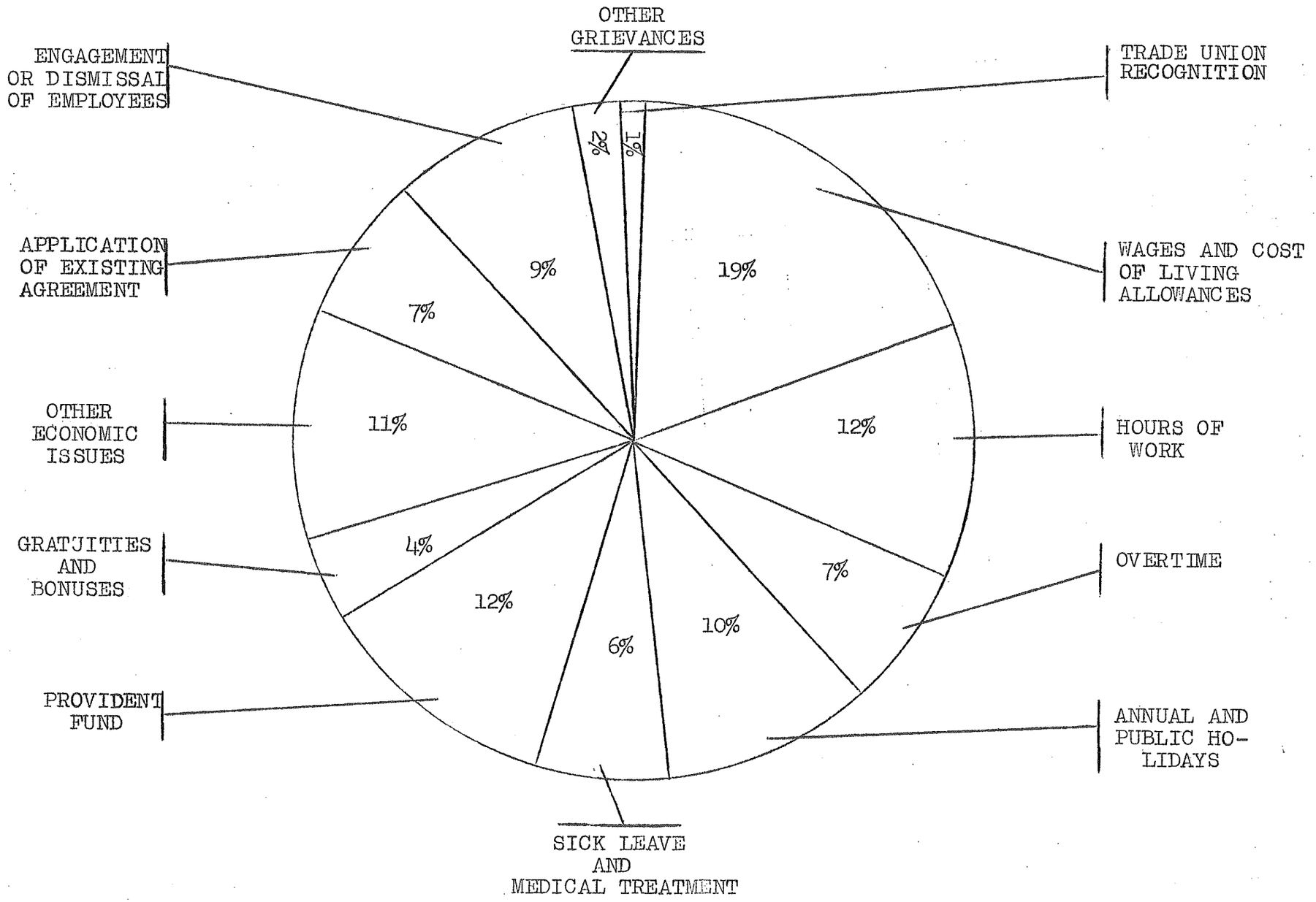
145(a) As a result of this self-imposed restraint trade union activities were curtailed considerably. Thus the total number of trade disputes reported to the Ministry dropped to an all-time low of 43.

146. The table below shows the type and the frequency of the issues appearing in these disputes.

ISSUES	FREQUENCY				
	1960	1961	1962	1963	1964
Wages and Cost of Living Allowances	22	42	39	61	17
Hours of Work	13	26	18	13	11
Overtime	9	18	17	18	6
Annual and Public Holidays	18	23	29	45	9
Sick Leave and Medical Treatment	10	15	19	33	5
Provident Fund	10	17	18	29	11
Gratuities & Bonuses	8	15	11	33	4
Other Economic Issues	14	25	18	21	10
Application of existing Agreement	5	5	7	11	6
Engagement or Dismissal of Employees	14	11	24	29	8
Other Grievances	10	10	13	8	2
Trade Union Recognition	4	5	3	6	1

147. The figure in the following page is a graphical representation of the issues by frequency of occurrence and percentage of total issues involved in the 43 disputes reported to the Ministry in 1964:-

FREQUENCY AND PERCENTAGE OF ISSUES IN DISPUTES REPORTED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE IN 1 9 6 4



148. The table below shows the Number of Disputes (strikes and non-strikes) reported by month from 1960 to 1964.

MONTH	1960	1961	1962	1963	1964	TOTAL
January	0	8	11	7	1	27
February	2	5	6	12	2	27
March	6	2	12	8	2	30
April	3	4	7	6	3	23
May	6	6	7	5	4	28
June	10	5	7	6	2	30
July	4	9	9	10	5	37
August	4	3	7	6	2	22
September	5	7	5	14	3	34
October	2	2	5	10	9	28
November	3	10	5	7	7	32
December	7	4	5	2	3	21
TOTAL	52	65	86	93	43	339

149. The pattern in labour demands over the last few years appears consistent. Wages have been the single issue most frequent in trade union claims, with "other economic issues" following close behind. Noteworthy is the popularity of Provident Funds and Annual Leave Funds, the establishment of which has been a major policy decision of the Ministry for the last three years, an indication of increased worker prosperity. The rather disportionately large share of the "hours of work" claims represents allegations by the trade unions that employers, mainly in banking and commercial institutions, violate the Hours of Employment (Commerce and Offices' Order, 1961 providing for a 44-hour week for employees in commerce and offices. The rather recent emergence of the claim for safeguards against dismissals and/or payment of severance allowance is, to a large extent, the result of the growing pressure for enactment of legislation to protect security of employment and make provision for past years of service in provident funds or pension schemes that may be established by such legislation.

150. Finally a number of disputes raised by employees under the heading of "application of existing agreements" bring to the foreground two fundamental issues now being faced by Cyprus industry in all their potent intensity: namely (i) the issue of labour productivity, and (ii) that of the demarcation line between "management prerogatives" which may be matters of "joint consultation and/or negotiable issues" which are the subject of collective bargaining.

ANALYSIS OF MEDIATION ACTIVITIES

151. Out of a total of 43 disputes reported to the Ministry during the year 77% were settled by the Ministry's mediation services without interruption of work, and 9% after short work stoppages. The remaining 14% were still pending at the end of the year.

152. The total number of man-days lost was 2,347, and that of the workers involved 413. Both figures are negligible, and they constitute an all time low record. The loss to industry in mandays during the last ten years is as follows:

Year	Man-days lost
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
1964	2,347

153. The figure below shows the percentage of strikes or lock-outs on the total number of disputes over the last five years.

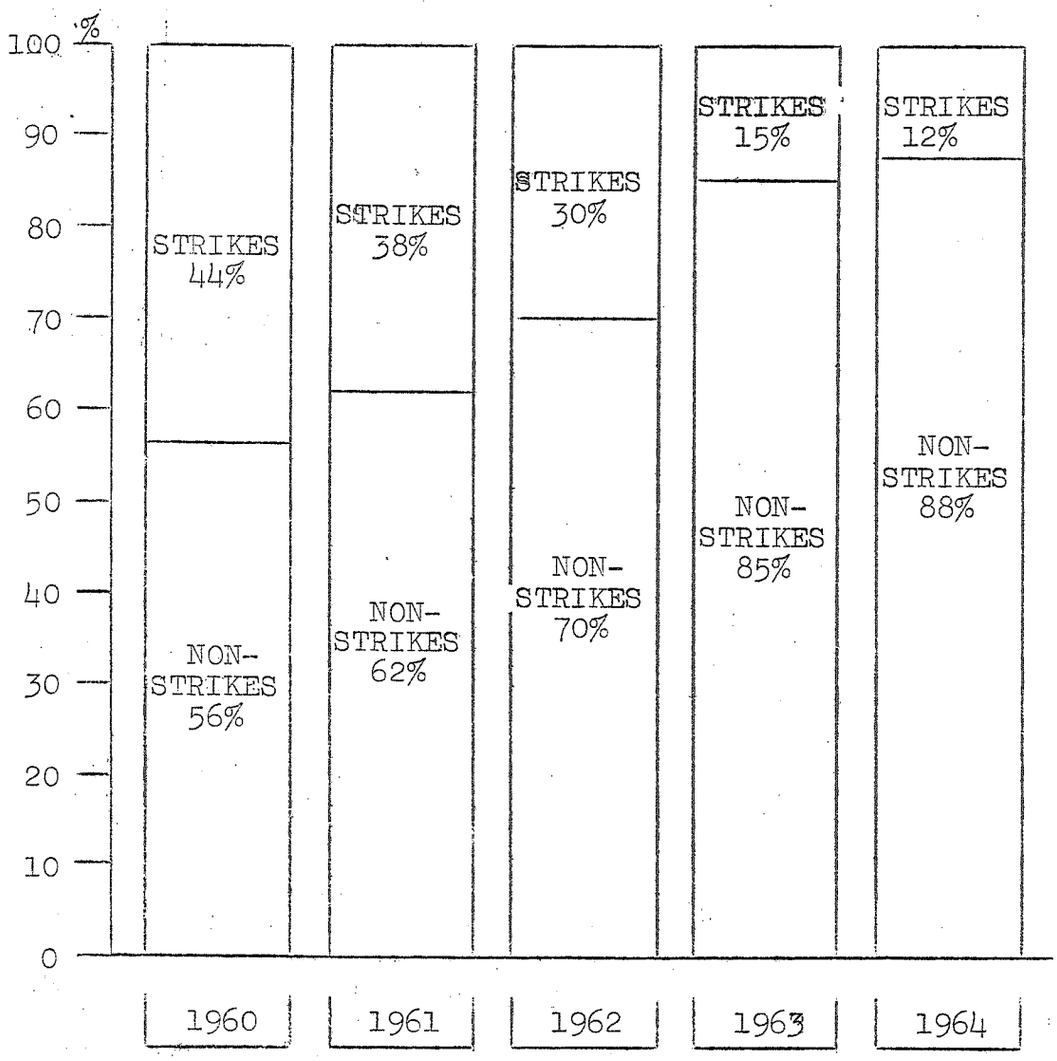


TABLE XXV

154. Table No. XXV 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 XXVI

155. Table No. XXVI 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 XXVII

156. The same figures for mandays lost by industry only and covering the last five years are given in Table No. XXVII.

157. The table below shows the number of man-days lost due to strikes by cause of dispute, during the years 1960 to 1964:

YEAR	CATEGORY OF DISPUTES			TOTAL
	BASIC	FRICTIONAL	TRADE UNION RECOGNITION	
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
1964	1,952	395	-	2,347
TOTAL	29,287	46,245	2,454	77,986

158. For purposes of analysis, man-days lost 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 unions' right to collective bargaining.

159. This analysis justified the optimism expressed during the last two years that with the establishment of consultative and grievance machinery in industry mandays lost in all categories of disputes would be substantially diminished. The devising and conclusion of the "Basic Agreement" for the solution of Industrial Disputes (see Annual Report of 1962) has thus been fully justified.

TABLE XXVIII

160. The number of disputes settled by officers at Head-quarters and by District Labour Officers continued to be impressive. Details are given at Table XXVIII.

TABLE XXIX

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

TABLE XXX

162. Table No. XXX shows the number of mandays lost because of strikes and the number of workers involved for the years 1934-1964.

INDUSTRIES INVOLVED IN DISPUTES REPORTED IN 1963-1964

163. The figures overleaf show a break-down of disputes reported to the Ministry during the years 1963 and 1964. As in the previous four years, and as is invariably true for Cyprus, the bulk of the disputes involved manufacturing industries, with construction and services running second and third. 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 1964 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.

ARBITRATION

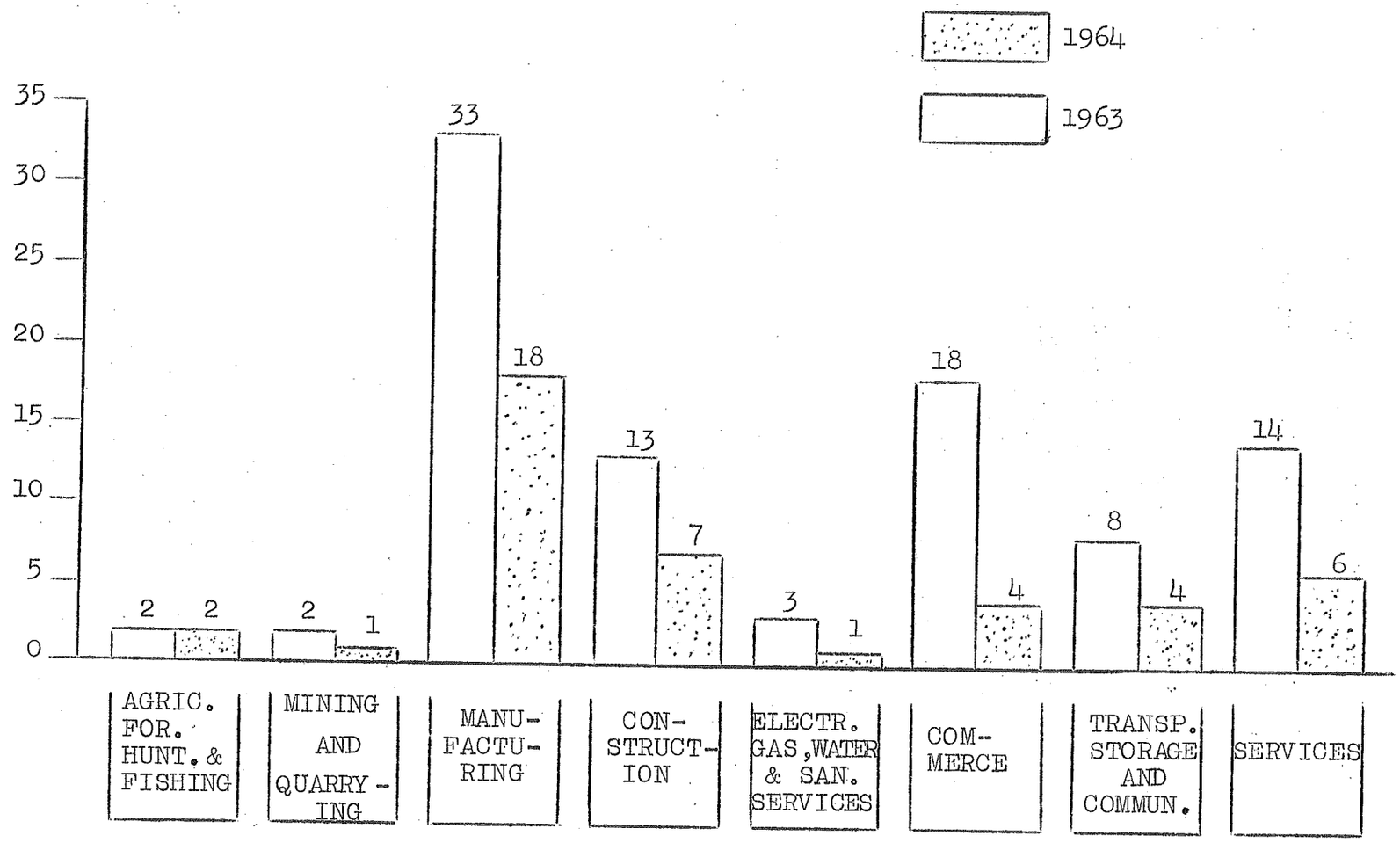
164. Voluntary arbitration, a subject strange in the local industrial scene for many years, is beginning to be looked upon with a degree of tolerance. The "Basic Agreement", to which employers' and workers' organizations are parties, imposes specific provisions which offer voluntary arbitration as a salutary alternative to industrial strife, and implicitly commits its signatories to accepting it as a rational means of settling their differences.

165. Compulsory arbitration is provided for by a number of Defence Regulations which remained enforceable and are applicable to certain "essential services", such as electricity, water, etc. the interruption of which may, in the opinion of the Minister of Labour and Social Insurance, be detrimental to the economy of the island and injurious to the public. During the year under review, however, the need did not arise for disputes to be submitted to either voluntary or compulsory arbitration.

JOINT MACHINERY FOR NEGOTIATIONS

166. 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 revised 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 manufacture, shipping, construction, commerce, and in the shoe and clothing industry.

REPORTED DISPUTES BY INDUSTRY FOR 1963 AND 1964



167. 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; and the establishment of sound industrial peace.

GRIEVANCE MACHINERY

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

COLLECTIVE AGREEMENTS

169. 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 also clauses referring to the duration of agreement, the time when claims can be submitted, the settlement of grievances, etc. Both Employers and Trade Unions now leave in their agreements little to chance.

PREVAILING WAGE RATES AND CONDITIONS OF EMPLOYMENT

TABLES XXXI - XXXVI

170. Tables XXXI-XXXVI 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.

171. 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.

172. The retail price index for 1964 has remained fairly constant, ranging between 109 and 111 points at the maximum, the yearly average being in the neighbourhood of 110.

TABLE XXXVII

TABLE XXXVIII

173. Table XXXVII shows the hours worked and certain benefits paid by industry in Cyprus. This table is a result of a survey conducted in 1962 by this Ministry. Table XXXVIII shows the total number of collective agreements and unilateral arrangements as well as the number of workers covered respectively and their percentage, by industry, in selected undertakings for 1964.

GROWTH OF TRADE UNIONS AND EMPLOYERS ASSOCIATIONS

174. 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 1964 the total number of workers organized in Trade Unions were 60,500. The total number of employers' associations were 13 with a total membership of 510.

175. 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 the Turkish Union) 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, is the most numerous group and is affiliated to the World Federation of Trade Unions. Its actual membership at the end of 1963 was 37,378 and its estimated membership at the end of 1964 was 36,500.

(ii) The right wing Trade Unions officially known as the "Cyprus Workers Confederation" (SEK) but also called the Free Labour Syndicates and popularly known as the "New Trade Unions", a group affiliated to the International Confederation of Free Trade Unions and the Greek Confederation of Labour. Its actual membership at the end of 1963 was 14,285 and its estimated membership at the end of 1964 was 14,000.

(iii) The Pancyprian Federation of Independent Trade Unions has no apparent orientation. Actual membership at the end of 1963 was 1,436 and estimated membership at the end of 1964 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 Internation Confederation of Free Trade Unions. Estimated membership at the end of 1963 was 4,000. No records are available for 1964.

(v) The Civil Service Trade Unions with an actual membership of 2,711 at the end of 1963 and an estimated membership at the end of 1964 2,800.

(vi) Other Trade Unions not affiliated to any federation, with actual membership of 4,789 at the end of 1963 and an estimated membership at the end of 1964 of 4,200.

(vii) The Democratic Labour Federation of Cyprus (DEOK) a splinter group from the Cyprus Workers Confederation with actual membership at the end of 1963 of 1,507 and an estimated membership at the end of 1964 of 1,500.

176. Most of the employers' associations referred to above are members of the Cyprus Employers Consultative Association, an island-wide organization with 129 "direct" members and 10 Trade Associations consisting of approximately 330 members.

TABLE XXXIX 177. Table XXXIX shows the growth of the Trade Union movement from 1932-1964 by Trade Unions Federations.

TABLE XL 178. Table XL shows the strength of the employers associations as at present.

TABLE XLI 179. Table XLI shows the number of Public Contracts reported through the District Labour Offices, by District, in 1964.

180. 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".

GOVERNMENT PERSONNEL SERVICE

181. The Section offers to Government Departments, in their capacity of employers of industrial labour, limited personnel services through the Personnel Officer working under the direction of the Senior Industrial Relations Officer of the Ministry at Headquarters.

182. The specific duties of the Personnel Officer are to promote the establishment and maintainance of good relations between Government and its industrial employees and to assist in the settling of labour disputes and personal grievances in Government industrial employment.

183. The Personnel Officer acts as Secretary of the Government Joint Labour Committee, the recognized negotiation machinery in Government industrial employment, and advises the Committee on the formulation and application of Government's personnel policy for its industrial employees. It also advises and assists the Official Side of the Joint Labour Committee in their negotiations with the Trade Unions' Representatives on the problem of wages and conditions of employment of Government industrial employees. Finally the Personnel Officer advises Heads of Departments on the application of Government's personnel policy.

184. During 1964 the Joint Labour Committee was inactive primarily because of the disturbed political conditions prevailing in the Island and Government's concentration on ways and means to deal with it. Nevertheless the Joint Labour Committee was instrumental in launching the Archbishop Makarios III Fund to which Government industrial workers have contributed voluntarily three days' wages. The total amount paid into the fund for 1964 amounted to £18,051.851 mils.

185. The Joint Labour Committee, with the assistance of the Personnel Officer, has also done important work by way of scheduling and timing work projects on an Island-wide basis with the view to maximum exploitation of available labour resources and maintenance of high employment levels over the year in the Island generally.

186. To make up for the relative lull in the Committee's activities the Personnel Officer was charged with the task of codifying and bringing up-to-date under one cover the wage schedules and the conditions of employment prevailing in Government industrial employment with the view to their being confirmed and signed by the Official and the Staff Side in the Joint Labour Committee. This task has reached an advanced stage of completion and it is expected that it will be finished during 1965.

187. The industrial labour force employed by Government Departments (excluding monthly paid administrative, technical and clerical staff) and the total amoung of wages per month

paid in 1964 are shown in the table below:-

MONTH	TOTAL NO. OF WORKERS	CASUAL WORKERS	REGULAR WORKERS	TOTAL AMOUNT OF EXPENDITURE
January	4,671	2,488	2,183	£121,770
February	5,343	3,177	2,166	125,436
March	6,169	4,000	2,169	149,252
April	6,995	4,770	2,225	163,003
May	6,882	4,757	2,125	175,658
June	7,789	5,666	2,123	194,198
July	8,499	6,391	2,108	193,102
August	7,847	5,743	2,104	182,779
September	8,392	6,286	2,106	195,771
October	9,243	7,142	2,101	206,664
November	9,125	7,007	2,118	207,241
December	9,202	7,159	2,043	170,837
AVERAGE	7,513	5,382	2,131	£173,809

Source: Monthly Report on Government Labour Force issued by the Department of Statistics.

188. Thus Government total industrial pay roll for the year was £2,085,781 and the average number of industrial workers employed 7,513. These figures make Government the largest single employer of industrial labour in Cyprus.

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V. REPORT OF THE INSPECTION OF FACTORIES SECTION

POLICY AND OBJECTIVES

189. The policy of the Section is to cooperate with employers and workers in industry, and with other government, public and private bodies concerned, towards (i) securing safe and hygenic working conditions in factories, workshops and other business establishments and (ii) preventing the occurrence of accidents and the spreading of occupational diseases.

190. The essential task of the Section is to secure the enforcement of labour legislation relating to the safety, health and welfare of workers, and to their conditions of work; to supply technical advice and information on effective means of complying with the legal provisions; to prosecute violations of legal provisions; and to advise Government on improved ways and means and on up-to-date legislation for improved workers' safety, health and welfare in industry.

SCOPE OF ACTIVITIES AND ORGANIZATION

191. The Section is responsible for the inspection of all industrial and commercial undertakings, whether private, public or Government. 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.

192. The Senior Inspector of Factories is the Central Authority whose functions include responsibility for formulating uniform methods and procedures of inspection and for supervising the enforcement activities of the inspectors in the application of the labour laws.

193. For labour inspection purposes the five main Districts are used in which the Island is administratively divided. In each District there is a Labour Office in which one or more officers are designated to perform all the duties connected with factory inspections. They are under the overall charge of the District Labour Officer who is additionally responsible for the technical aspects of his work to the Senior Inspector of Factories. The Labour Inspectors are the agents of the Service who carry out the actual work of enforcement. They visit all undertakings under their supervision at regular and short intervals and remain in close touch with the establishments they have to inspect and with the employers and workers concerned.

194. The staff of the Factory Inspection consists of the following officers: Senior Inspector of Factories (in charge), Boiler Inspector, Mechanical Inspector and a number of non-technical Labour Officers.

195. A list of labour laws enforced by the Section appears at the end of this Report at page 43...

SAFETY

(i) Building Regulations

196. Statistics for the last few years revealed that a disproportionally large number of accidents occurred in building and in works of engineering construction. To cope with the problem draft Building Regulations were prepared during the year which were later approved by the Council of Ministers. It is expected that the Regulations will be put into effect in the very near future. The implementation was delayed in order to give to industry the opportunity for making the necessary re-adjustments to equipment and processes used by it.

(ii) Amendment of Factories Law

197. The Factories Law, 1957 was amendedto provide for greater safety in the use of hoists and lifts, cranes, steam boilers, and air receivers, and to provide protection against fire, loading and unloading hazards, and accidents in the transport of goods and materials.

(iii) Pancyprian Safety Council

198. The first Pancyprian Safety Council in Cyprus was established late in the year to advise the Minister of Labour and Social Insurance on matters of accidents prevention, and on the development, propagation and maintenance of activities which will influence or require the attainment of safety among the employed, the employers, and the population of the State as a whole.

199. The Council consists of the Minister of Labour and Social Insurance or his representative as chairman, and of representatives of the Employers' Associations, the Trade Unions Federations, and of public bodies concerned with accident prevention in industry, on the roads, and in the community generally.

(iv) Training In Safety

200. During the month of November Officers entrusted with factory inspection work, supervisors from industry, and trade union officials, attended a training course on safety in the building industry which lasted for two weeks. The course was conducted by Mr. W.F. Evans, I.L.O. Regional Expert in Occupational Safety and Health. The course dealt with the following subjects: The Foreman's contribution to accident prevention, Safety in Construction Work, Lifting Operations, Accidents Prevention, Training and Supervision of Young Workers, and Electricity.

201. The following were included in the above subjects; appointment of Safety Supervisors; excavations; supply and use of timber; inspection and examination of excavations; supervision and execution of timbering and other work; means of egress in case of flooding, excavations etc. likely to reduce security of structure; fencing of excavation; safeguarding edges of excavations; explosives; prevention of inhalation of dust and fumes; ventilation of excavations prevention of drowning; rails and rail tracks; precautions in connection with the use of capstan and haulage winches; demolition; precautions in connection with demolition; fencing of machinery; prtoection from falling materia; lifting of working places; projection of

nails loose material; avoidance of danger from collapse at structure; protection of eyes; and other related subjects.

202. One day of the course was spent in visiting some of the larger building operations mostly of multi-storey buildings under construction in Nicosia town as well as visits to some of the larger wood-working factories and in the demonstration of safety measures and precautions.

FACTORY PREMISES

203. 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. As a result of this all new factory premises run on modern lines and are clean and well lighted and ventilated.

204. Factory Inspectors have tried by advice and enforcement of the Law, to improve the conditions in smaller premises where there is disorder and dirt. The majority of these premises are situated in congested areas and in district and village localities. In some of them due to shortage of water and lack of drains the provision of washing facilities and sanitary conveniences of a worthwhile standard was practically impossible.

MECHANICAL MEANS IN UNDERTAKINGS

205. Important developments in methods of work took place in various industries during the year. Owners of industrial undertakings increasingly adopted the mechanization of processes, particularly in a number of factories such as wood working and furniture making, and boot and shoe industry. Mechanization has made great advances also in wine and spirits and aerated water factories where improved automatic bottling and washing machines have almost removed the danger from flying glass, and have made work quicker and cleaner and workers less exposed to wet conditions.

ACTIVITIES OF THE INSPECTORATE

(i) General

206. During the year, 4,072 inspections and visits of industrial undertakings and other places of work were carried out by Labour Inspectors. Out of this number 1,974 were insepctions of industrial undertakings with power-driven machinery, and 627 inspections without power-driven machinery. Mainly because of staff shortage the total number of inspections carried out during 1964 in industrial undertakings and other places of work showed a considerable decrease as compared with that of the previous year.

207. The following table shows the various classes of

undertakings inspected and visited during 1963 and 1964.

Class of undertakings	Inspections during 1963	Inspections during 1964
Factories with power	2,564	1,974
Factories without power	1,121	627
Agriculture	18	31
Docks and Shipping	12	22
Building	196	87
Offices	311	146
Shops	1,004	406
Transport	15	10
Personal Service	445	462
Mines and Quarries	7	2
Visits other than to undertakings	859	305
Total	6,552	4,072

(ii) Steam Vessels.

208. Hot and cold examinations were carried out by the Boiler Inspector of steam vessels operating in various industrial undertakings, in accordance with the requirements and provisions of the Factories Law.

209. For safety reasons 35 steam boilers were not allowed to operate at the maximum pressure at which they were originally rated and 4 steam boilers were allowed to operate after extensive repairs.

210. Certificates permitting the operation of 8 steam boilers were refused as these boilers were found unsuitable and dangerous for further service. In addition to cold and hot examination hydraulic tests of steam receivers were carried out when defects were inspected or after major repairs. Steam boilers are examined at least once in every period of fourteen months, and also after extensive repairs. Steam receivers are examined at least once in every twenty-six months.

211. Due to the unsettled conditions prevailing in the island only the steam boilers installed in the Turkish areas could not be inspected. These represented only 6% of the total number of the boilers operating in the whole island. They are small, vertical steam boilers and the majority of them are installed in dry-cleaning undertakings.

(iii) Air Receivers, Hoists and Lifts

212. About 445 air receivers were in use, including 42 installed during the year. Air receivers are examined and inspected by the Mechanical Inspector who is also responsible for the inspection and testing of hoists, cranes, lifts, and lifting tackle. 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-storey buildings.

213. In accordance with the requirements of the Factories Law, air receivers are examined at least once in every period of twenty six months, cranes lifting machines and Mobile cranes in every fourteen months and mobile hoists and lifts in every six months.

ACCIDENT PREVENTION

(i) Analysis of Accidents

214. There was a slight decrease in the number of accidents which occurred in industrial undertakings, factories and workshops, as compared with that of the previous year. The total number of accidents which occurred during 1964 was 492 including 8 fatal. The corresponding figure for the previous year was 498 including 9 fatal i.e. there was a decrease of 1.2% in the total number of accidents and a decrease also of 11% in the number of fatal accidents compared with that of the previous year. As a result of 492 accidents in 1964, 436 male persons, 33 female and 23 young persons between the ages of 14 to 18, were incapacitated for work for more than three days. These figures included 8 fatalities, causing loss of life to 8 male workers.

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

TABLE XLII

216. TABLE No. XLII. Table XLII shows details of the industrial accidents notified, by industry, sex, age, degree of injury and causation.

TABLE XLIII

217. TABLE NO. XLIII. A distribution by industry of the 1964 accidents appears in Table XLIII. A total of 492 accidents (including 8 fatalities) 157 non fatal and 3 fatal accidents, representing 31.9% and 37% respectively, occurred in building operations and works of engineering construction. "Manufacture of wood, footwear, and non-metallic products" follows with 52 accidents representing 10.5%. "Agriculture and Forestry" comes third with 48 accidents representing 9.7%.

TABLE XLIV

218. TABLE No. XLIV expresses graphically the trend of fatal and non-fatal accidents during the 10 years of 1955-1964. As will be seen the maximum number of accidents occurred during 1957 (576) and the minimum in 1958 (317) whereas the figures for fatal accidents in 1956 and 1960 were the highest and lowest respectively. (23 in 1956 and 7 in 1960).

TABLE XLV

219. TABLE No. XLV. An analysis of the various accidents by causation is shown in Table XLV. Approximately each group of accidents caused as a result of (a) "Miscellaneous causes", (b) "struck by falling objects", comprises 24% and 21% respectively of the total number of accidents during the year.

220. The following table is an analysis of the fatal accidents which occurred during 1964, by district, industry and cause.

District	FATAL ACCIDENTS 1964		Cause of accident
	No. of persons involved	Industry	
NICOSIA	1 1 1	Agriculture Building Irrigation Government	Motor cars Persons falling Struck by falling object.
FAMAGUSTA	1 1	Construction "	Fall of ground Other accidents
LIMASSOL	1	Government Services PWD	Lifting (Crane)
LARNACA	1	Carob-kibbling	Collision of cars
PAPHOS	1	Electricity	Unspecified
TOTAL	8		

(ii) Accidents in Building Operations and in Works of Engineering Construction

221. One hundred and fifty seven (157) accidents occurred during the year in building operations and works of engineering construction, representing 31.9% of the total number of accidents in industry. One accident was fatal. The main causes of accidents were falls from scaffolding, falls of materials, and striking against or stepping on objects such as protruding nails.

222. Serious accidents occurred from dangerous conditions in building structures due mainly to unsafe methods or from faulty design of scaffolding. The serious problem was that both building contractors and workers failed to appreciate the hazards associated with building operations and works of engineering construction. They were careless and lacking in safety consciousness, particularly as regards the erection and use of temporary scaffolding.

223. In many cases no guard-rails or toe-boards were provided on scaffolding and working platforms.

224. An investigation of the accidents which occurred showed that in the majority of cases little regard was paid to safety, or there was a complete lack of elementary precautions on the part of the building contractors.

225. When the Building Regulations are put in operation it is expected that the standard of safety will be raised and the number of accidents in the building industry and in engineering construction will be considerably reduced.

(iii) Accidents With Electricity

226. No fatal accident was reported due to electricity. A number of serious accidents, however, occurred due to faulty insulation and poor quality cables.

227. It must also be remembered that some electrical machinery of foreign manufacture does not conform with the colour code of the British Standard specifications. The British code lays down that the phase or live wire is coloured red, but in machines of German manufacture for example the earth wire is coloured red. By ignoring this, an electrician may involve himself and others in severe electrical hazards.

(iv). Accidents in Woodworking Machinery

228. A number of accidents occurred in wood working machinery which caused injuries to the hands and fingers of machine operators. These were mainly due to lack of careful and expert instruction in the use of woodworking machines and of safer working methods.

229. In the majority of cases investigated during the year it was noticed that no guards were provided to protect the hands from coming into contact with the saw-teeth, and no use was made of any push-block or stick for protection against the risks of overhead planing machines and circular and band saws.

(v) Accidents in Ports

230. A number of accidents occurred in loading and unloading operations in the ports. The main causes of the accidents were: overloading of cranes, badly worked equipment, faulty operation of rope-slings, and plain carelessness.

(vi) Accidents in Engineering Workshops

231. A number of rather serious accidents costing the loss of limb occurred in engineering works as a result of wrong handling of equipment, failure to secure protective equipment, and untidy house-keeping.

(vii) Handling Accidents

232. Although mechanised handling in industry is introduced in the recent years, manual handling still remains to a considerable extent especially in small industries. If caution is not observed in manual handling the human body is subject to severe damage, including back injury and hernia. A number of accidents occurred to workers who failed to appreciate the use of proper precautions at work.

233. The majority of workers are in the habit of using the primitive and untrained method which depends upon sheer force. Workers who give little thought to the matter of lifting are always met with difficult lifting problems or are injured through wrong lifting methods. Trained workers who can use proper methods can do their lifting work easily and without injury.

HEALTH

234. No cases of occupational diseases were reported during the year. Particulars of cases of pneumoconiosis which affected persons employed in mines, are dealt with in the Report of the Social Insurance Section at paragraph 311 of this Report.

WELFARE

(i) Washing Facilities

235. With the exception of a number of small undertakings situated in congested areas, there was a remarkable improvement in the provision of washing facilities. In the majority of undertakings main water supply was available. Shower baths and washing facilities were provided in the new factories. Hot and cold water was also supplied, and soap and towels were available.

(ii) Cloakroom Accommodation

236. In new factories and in a considerable number of old ones accommodation for clothing consisting of lockers was provided. However, there was a number of small industrial undertakings where the accommodation for clothing was still limited to few nails on the wall and to partitioning off a corner of the shop for changing of clothes. Reports showed that no difficulty was experienced any more in persuading workers to use cloakrooms for clothing not worn during working hours.

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237. LIST OF LAWS ENFORCED BY THE INSPECTION SECTION

1. The Factories Law Cap. 134
2. Accidents and Occupational diseases (Notification) Law, Cap. 176
3. Children and Young Persons (Employment) Law, Cap.178
4. Domestic Servants (Employment of Children and Young Persons) Law, Cap. 179
5. Bakeries (Night Work) Law, Cap. 177
6. Employment of Women (During the Night) Law, Cap.180
7. Shop Assistants Law, Cap. 185
8. Summer Afternoon Recess Law, Cap. 186
9. Hours of Employment Law, Cap. 182
10. Minimum Wage Law, Cap. 183
11. Hotel (Conditions of Service) Regulations
12. Port Workers (Regulation of Employment) Law, Cap.184

VI. REPORT ON THE SOCIAL INSURANCE SECTION

POLICY AND OBJECTIVES

238. The policy of the Section has been to improve Social Security in Cyprus, in accordance with I.L.O. instruments, particularly Minimum Standards (Social Security) Convention No. 102, and with international progressive practice on the subject; and to provide citizens of the Republic with the best social security benefits possible within the available means and future potentialities of the Cyprus economy. In line with this policy Government has sought to extend social security coverage to every working male and female citizen of the Republic and to provide for the payment of compensation for industrial injuries and industrial diseases, which hitherto were partly covered by the antiquated provisions of the Workmen's Compensation Law, Cap. 188.

239. The result has been the enactment in October of 1964 of a new Social Insurance Law. The New Law covers compulsorily every person gainfully employed in the Island, including farm workers, farmers, and self-employed persons; incorporates workmen's compensation for industrial injuries and industrial diseases; and provides cash benefits to insured persons (except the self-employed) for unemployment, sickness, marriage, maternity, widows' pension, orphanhood, old-age pension and death. Self-employed persons enjoy marriage grants, widows pensions, orphanhood, old-age and death pensions. The various services offered by the Section in the field of social security are described in detail below.

I. NEW SOCIAL INSURANCE SCHEME

COVERAGE AND NUMBERS OF CONTRIBUTORS

240. The total number of active contributors to the Scheme at the end of December, 1964 was 121,558, as against 112,480 at the end of 1963.

TABLE XLVI

241. Table No. XLVI shows the number of persons insured since the enactment of the first social insurance law in 1958, by age group, sex, and, in the case of female employees only, by marital status. Out of the grand total of 234,975 persons insured so far 167,485 were males and 67,490 were females. Of the 67,490 females insured 30,794 were married and 36,696 were either single or widows. The discrepancy between the grand total of 234,975 insured since 1957 and the total number of 121,558 active contributors at the end of 1964 represents persons who left insurable employment, died, or emigrated from Cyprus.

FINANCING OF THE SCHEME

242. The actuarial financing system used under the new Social Insurance Law is that of partial funding. The new Social Insurance Law like the old one provides for an actuarial review every five years. Contributions are fixed for a period of eight to ten years and reviewed at the end of this period following an actuarial study of the Insurance Fund.

243. The Scheme in the case of employed persons is 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 as from October 5, 1964 is 120 mils for men and 60 mils for women, and males under 18. For self-employed persons the weekly rate is 160 mils for men and 80 mils for women. Government pays an additional fifty per cent per week in each case.

244. The stamp system is used for the collection of contributions, which are paid weekly by affixing insurance stamps on special cards issued to insured persons. In the case of employees 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 as from October, 1964 are of four denominations: 80 mils, 120 mils, 160 mils and 240 mils. These stamps are sold through Post Offices and Postal Order Agencies throughout the Island.

INCOME AND EXPENDITURE

245. The total income of the Fund from contributions during the year amounted to £797,232 and expenditure to £528,679 as against £735,987 and £446,102 respectively during 1963. The interest received from investments amounted to £149,988 as against £146,967 in 1963. (For details of Receipts and Payments for the year under review see Table XLVII and for Investments see Table XLVIII.)

TABLES XLVII, XLVIII

ADMINISTRATION OF BENEFITS

246. The payment of benefits under the Scheme, other than benefits for employment accidents and orphans' benefits, rely on certain contribution conditions, details of which are given in Table XLIX. Table L gives the rate and amount of benefit other than benefit for employment accidents payable at the full and reduced rates. Table LI gives the rates and amounts of benefits for employment accidents. Table LII gives the number of claims received by month during 1964 as compared with 1963. Table LIII gives, to the nearest pound, the amounts of benefits paid monthly as compared with the previous year.

TABLE XLIX
TABLE L
TABLE LI
TABLE LII
TABLE LIII

THE NEW SOCIAL INSURANCE SCHEME

247. The changes made in the Scheme as well as the claims received and amounts paid by benefit during 1964 for benefits other than benefits for employment accidents were as follows:

(a) Marriage grants:

248. During 1964 a marriage grant was payable to a female contributor at the rate of £10 but any amount of sickness or employment benefit received prior to her marriage was deducted from the amount payable.

249. Since October, 1964, marriage grants have continued to be payable at the same rate but no deductions have been made for any sickness or unemployment benefit received prior to marriage.

250. The number of claims received during the year were 361 as against 523 in 1963. Of these claims 253 were allowed and 97 were either disallowed or no payment was due as claimants had already received sickness or unemployment benefit in excess of the grant payable. 11 claims were pending by the end of the year.

251. The amount paid as marriage grants during the year was £1,945 as against £3,368 in 1964.

(b) Maternity benefit:

252. During 1964, only a maternity grant at the rate of £5 per child born was payable.

253. Since October, 1964 a maternity allowance has been payable to female contributors at the rate of £1.800 mils per week for a period of twelve weeks beginning six weeks before the week of confinement provided claimants abstain from work and do not receive their full wages or salary from their employers. If they receive only part of their wages or salary from their employers the allowance payable added to the wages or salary should not exceed their full wages.

254. During 1964 the number of claims for maternity grants received were 5,919 and a sum of £25,326 was paid as against 6,935 claims and £29,695 paid in 1963.

255. The number of claims for maternity allowance received during 1964 was 86 and an amount of £139 was paid during the year.

(c) Sickness benefit

256. During 1964 sickness benefit was payable at the weekly rate of £1,200 mils increased by 600 mils per week for one dependant or 900 mils per week for two or more dependants. Married women and persons under the age of 18, over the age of 65 or widows entitled to a pension under this scheme were not entitled to this benefit.

257. As from October, 1964, sickness benefit has been payable at the weekly rate of £1,800 mils, increased by £0.900 mils per week for one dependant, £1.200 mils per week for two dependants or £1.500 mils per week for three or more dependants.

258. Apart from the increase in the rate of benefit, sickness benefit has as from October 1964 been payable from the age of 16 instead of 18 and to married women whose husbands were permanently incapable of self-support.

259. The number of claims received during the year were 4,899 and an amount of £24,769 was paid as against 6,935 claims and £29,695 paid in 1963.

(d). Unemployment benefit:

260. During 1964, unemployment benefit was payable at the same rate as for sickness including increase for dependants.

261. As from October, 1964, the weekly rate of unemployment benefit, the increased rates for dependants and the persons covered were the same as for sickness benefit.

262. The number of claims received during the year amounted to 65,087 and an amount of £146,140 was paid as against 46,470 claims and £98,186 paid in 1963. The number of persons who claimed this benefit during the year was 18,834 as against 14,076 in 1963. The average number of persons claiming this benefit per day was 2,503 as against 1,787 in 1963.

(e) Widow's pension:

263. During 1964 a widow's pension was payable to a widow whose husband satisfied the contribution conditions at the time of his death and the widow herself satisfied certain conditions regarding age, children under her care, or incapacity for self-support. Under these conditions a childless widow was not entitled to pension unles she was over 50 or incapable of self-support.

264. As from October, 1964 a widow's pension has been payable without any conditions other than contribution conditions required to be satisfied by the widow's deceased husband as at the time of his death.

265. During 1964, the weekly rate of benefit payable to a widow as well as the increase for dependants were the same as for sickness.

266. As from October, 1964 the weekly rate of this pension as well as the increase for dependants have been increased at the same rate as for sickness benefit.

267. The number of claims received during the year was 311 of which 276 claims were allowed and payments were made and 33 claims were disallowed and 2 claims were pending at the end of the year. The number of widows to whom this pension was allowed since the scheme was introduced was 863.

268. The following Table gives the changes in the widow's pensions in payment during the year.

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 (mils)	Number	Monthly payment (mils)	Number	Monthly payment (mils)	Number	Monthly payment (mils)	Number	Monthly payment (mils)
1964	569	3735020	4	24700	1	5.200	-	-	281*	2472695
1965	845	8281655								

* includes 5 widows whose pensions were previously discontinued.

269. The number of widows in receipt of this pension at the end of the year was 845. An amount of £51,996 was paid in 1964 as against £40,650 in 1963.

270. With the amendment of the Social Insurance Law a number of widows who were not previously entitled to a widows pension became entitled under the new Law with retrospective effect from 2.10.61.

(f) Death Grant:

271. During 1964 a death grant of £10 was payable for the death of an employed person who satisfied certain contribution conditions at the time of his death. As from 5.10.64 this grant continued to be payable at the same rate except in the case of the death of a pensioner of this Scheme when the grant payable is six times his weekly rate of pension to which he was entitled at the time of his death. The grant was, as from 5.10.64, payable for the death of all insured persons, including self-employed and voluntary contributors who were not previously covered.

272. During the year 320 claims were received and an amount of £2,535 was paid as against 261 claims and £2,010 paid in 1963. Of the 320 deaths of insured persons 276 gave right to widow's pensions.

273. 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:

Year	Number of Deaths giving right	Number of beneficiaries		
		Widows	Children	Others
1963	181	181	134	-
1964	276	276	239	-

(g) Orphan's benefit:

274. During 1964 an orphan's benefit was payable at the weekly rate of 600 mils per orphan. As from October, 1964 the weekly rate has been increased to £2 per orphan.

275. Only 2 claims were received during the year. In January 1964 this benefit was payable in respect of 12 orphans. The total amount paid during the year was £632 as against £364 in 1963. At the end of the year this benefit was payable in respect of 17 orphans.

h) Old Age pension:

276. During 1964 an old age pension was payable at the weekly rate of £1.200 mils increased by 600 mils for one dependant and 900 mils for two or more dependants. As from 5.10.64 this pension was increased and was payable at the same rate as for sickness.

277. The new Law introduced a provision for retirement from regular employment for employed persons between the ages of 65-70 with no retirement provision over the age of 70. Persons who retired from regular employment but were employed only occassionally were allowed to earn upto £6

a week without any reduction in their pension. For every 50 mils earned over £6 an equivalent amount was deducted from their pension.

278. The number of claims received during the year amounted to 925 of which 858 were allowed and payments were made, 19 were disallowed, and 48 were pending at the end of the year. Since this benefit became first due in 1960, 3,600 claims have been allowed. The payment of this benefit to 222 pensioners was discontinued by reason of death or departure from Cyprus for countries other than the United Kingdom.

279. As from October, 1964 this benefit became payable to persons abroad without any restriction and 17 persons whose pensions have been discontinued will be paid as soon as their present address is known and the necessary arrangements for effecting such payment are made. The number of pensioners for whom payments were discontinued will be reduced to 205.

280. The total number of persons entitled to this benefit at the end of the year was 3,395 as against 2,605 in 1963, and an amount of £218,620 was paid during the year as against £167,000 in 1963. The following Table shows the changes made in the payment of this pension during the year.

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	1281	8,593.369	38	245.266	-	-	777	4,913.762
1963	2020	13,242.416	58	371.139	-	-	643	4,004.640
1964	2605	16,875.917	66	649.350	2	9.100	858	7,866.405[1]
1965	3395	32,521.830[1]						
	Total		201		4		3600	

[1] Calculated on the new weekly rate (increased by 50% over previous years).

50/....

281. 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	Villages
Nicosia	670	1,297
Limassol	439	377
Famagusta	253	438
Larnaca	237	201
Paphos	82	213
Kyrenia	38	218
Totals	1,719	2,744

BENEFITS FOR EMPLOYMENT ACCIDENTS

General Provisions

281. During 1964 compensation for employment accidents were covered under the Workmen's Compensation Law and was the responsibility of employers. As from October 1964 the Workmen's Compensation Law was amended and consolidated into the new Social Insurance Law and as from that date all employment accidents were compensated by the Social Insurance Fund instead of by the employers.

282. Under the Workmen's Compensation Law the following employees were not covered:

(a) non-manual workers in receipt of a salary in excess of £450 a year;

(b) domestic servants;

(c) persons employed to perform work of a casual nature not connected with the employer's trade or business;

(d) persons employed in agriculture, unless such employment was in connection with any engine or electric motor or machinery driven by such engine or electric motor; and

(e) persons engaged by a sub-contractor to carry out work independently of the main contractor;

283. The new Social Insurance Law now covers all employees irrespective of salary or nature of employment. It also provides free medical treatment in Government hospitals and compensation for all accidents occurring in travelling to and from work.

284. Compensation for total incapacity or death which was in the form of lump sums under the Workmen's Compensation Law is now payable in the form of periodical payments and at a considerably increased rate.

285. Under the new Law compensation for employment accidents is paid as follows:

(1) Temporary occupational disability (injury benefit)

286. This benefit is payable to an employee who is incapable for work as a result of an accident or disease which arose out of and in the course of his employment and is payable as from the fourth day of the accident at the weekly rate of £3 increased by 900 mils for one dependant, by £1.500 mils for two dependants and by £1.800 mils for three or more dependants.

287. During 1964 (5.10.64-31.12.64) the number of claims for injury benefit received were 159 and an amount of £666 was paid.

(2) Occupational injury benefit (disablement benefit)

288. This benefit is payable to an employee if, as a result of an accident or disease arising out of and in the course of his employment, he suffers on the fourth day after the day of the accident or on any subsequent day from loss of physical or mental faculty, and is not entitled to injury benefit for that day, provided the extent of the resulting disablement amounts to at least ten per centum.

289. Benefit for disablement assessed as under twenty per centume is in the form of a lump sum at the rate of £100 for ten per centum disablement, and thereafter at the rate of £10 for each one per centum disablement over ten.

290. Benefit for disablement assessed at twenty per centum or more is in the form of periodical payments. For a hundred per centum disablement the weekly rate of benefit amounts to £3.000 mils increased by £0.900 mils for one dependant, £1,500 mils for two dependants and £1.800 mils for three or more dependants.

291. Disablement under hundred per centum is proportionately reduced both for the basic rate as well as for the increase for dependants. A percentage between twenty and one hundred which is not a multiple of ten is treated -

(a) if it is a multiple of five, as being the next higher percentage which is a multiple of ten;

(b) if it is not a multiple of five, as being the nearest percentage which is a multiple of ten.

292. By the end of the year no claims for disablement benefit were received and therefore no payments were made during 1964. This is due to the fact that the new Law covered accidents which occurred on or after October 1964 and it does take some time for an injury to be treated before it can be certified whether a disablement results from such injury.

(3) Occupational Survivor Pension (Death Benefit)

293. This benefit is payable to the survivors of an insured employee, if his death results from an employment injury. The benefit for the widow, widower, children and parents is in the form of a periodical payment, and for the relatives in the form of a grant. The amounts of

periodical payments are as follows:

(a) Widow or widower: at the weekly rate of £3.000 mils increased by £0.900 mils for one dependant, by £1.500 mils for two dependants and by £1.800 mils for three or more dependants.

(b) Parents: At the weekly rate of £2.000 mils increased by £1.000 mils for one dependant.

294. The benefit payable for relatives is a lump sum of £400. If there are more than one relative this amount is distributed as may be determined by the Court to be reasonable and proportionate to the loss sustained by the said relative. If the insured person leaves no dependants the scheme will pay the expenses of his burial upto a maximum of fifty pounds.

295. Five (5) claims were received during the year but all were still pending at the end of the year. All claims for benefit are made through local employment exchanges. After being checked they are forwarded to the central office for adjudication. To expedite payment unemployment benefits in the five main offices and in two sub-offices were paid in cash at employment exchanges. 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 78,074 claims during the year as against 62,091 claims in 1963. Of the claims adjudicated in 1964 3,778 were disallowed as claimants did not satisfy the contribution conditions.

ADMINISTRATION - GENERAL

296. The Ministry 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 seven sub-offices in the rural areas. Three of the sub-offices operated once a week, all the others operated full time. A total of 91 officers were employed on Social Insurance work at the end of the year.

297. 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 Disttrict Labour Offices.

298. Insurance inspectors appointed to ensure compliance with the provisions of the Social Insurance Law are attached to District Labour Offices. During the year 4,611 inspections were carried out throughout the island as against 9,453 in 1963 and 10,000 in 1962. The following table shows the inspections carried out during the year as well as the arrears collected during those inspections:

District	Number of Inspections	Arrears collected £ mils
Nicosia	1,455	1,418.270
Limassol	183	1,579.270
Famagusta	280	841.400
Larnaca	2,022	211.170
Paphos	333	362.270
Central Inspectorate	338	2,259.050
Total	4,611	6,671.430

299. The number of contraventions of the Law reported by these inspectors and prosecuted during the year dropped to 12 from 235 in 1963. Of the 12 cases prosecuted 10 were against employers for failing to pay contributions in respect of their employees. Two cases were against employees who falsely declared to be unemployed and were drawing unemployment benefit whilst in fact they were employed. The fines imposed by the Courts in all cases amounted to £21.800 mils and all arrears due were collected.

300. 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 1964.

District	No. of Cases	Arrears Collected		Fines imposed
		Before trial £ mils	As a fine £ mils	£ mils
Nicosia	2	---	---	0.500
Limassol	5	4.020	5.880	5.300
Famagusta	3	10.080	7.620	1.500
Larnaca	2	---	---	1.000
Paphos	-	---	---	--
Totals	12	14.100	13.500	8.300

COMMITTEE OF MANAGEMENT

301. The new Social Insurance Law provides for the establishment of a Management Committee nominated by the Minister and consisting of - (a) a Chairman, from the Public Service; (b) three persons from the Public Service; (c) eight persons nominated after consultation with organizations

representative of employers and organizations representative of workers who shall equally represent the employers' interests and workers' interests on the Committee; (d) two persons nominated after consultation with organizations representative of peasants, who shall represent the peasants' interests on the Committee; and (e) one other suitable person not belonging to any of the aforesaid classes.

302. The powers of this Committee are: (a) to prepare the annual estimates of the expenses of administration, including staff requirements; and also of revenue and expenditure of the Fund in respect of each year; (b) to approve the annual accounts of the Fund; (c) to approve the annual report of the Chief Insurance Officer; (d) to enquire into, and advise the Minister on, any question arising out of the operation of the Law; (e) to advise the Minister of any proposed amendment of the Social Insurance Law; (f) to consider actuarial reports and submit its views to the Minister; (g) to prepare an estimate of the monies available for investment and proposals for the investment thereof; (h) to review at least once a month the activities of the Fund; and to deal with any other matter which the Minister or the Chief Insurance Officer may bring to the notice of the Committee.

OVERSEAS ARRANGEMENTS

303. At the end of 1964 there was only one reciprocal agreement in operation, with the United Kingdom. The main object of this Agreement is to enable persons who move from one country to another and to count residence or insurance periods in the other country.

304. Administrative arrangements made under the Agreement with the United Kingdom enable 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 and the help and cooperation afforded by the United Kingdom Ministry of Pensions and National Insurance in this matter is greatly appreciated.

305. At the end of the year 35 old-age and 25 widows' pensioners were receiving their pensions whilst residing in the United Kingdom. These pensions amounting to about £3,500 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, Widows' and National Insurance Pensions amounting to about £13,910 to 106 pensioners residing in Cyprus during the year.

II. PNEUMOCONIOSIS COMPENSATION LAW

306. There were no changes in either the operation and financing of benefits provided by this Law during the year. Certain proposals for the amendment of this Law as well as of the Regulations made under that Law have been under consideration but no final decision has been taken.

307. The Fund established under the Law continued to be financed by contributions from employers alone. Contributions vary according to the type of industry and the number of workers employed. An actuarial review of this Scheme was carried out during the year. The review revealed that contributions collected were sufficient to cover only new cases. As regards the old cases it would be necessary to increase the contributions now payable to cover them.

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

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

309. Death benefits 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 dependent 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.

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

311. During the year under review 7 persons who claimed compensation for the first time were examined by the Medical Board. In addition this Board re-examined 7 persons previously certified as not suffering from Pneumoconiosis. Of the 14 persons examined 10 were found to be suffering from Pneumoconiosis and their claims were allowed by the Compensation Officer. The Board also re-examined 62 persons already in receipt of weekly compensation for the purpose of re-assessing the degree of their disablement. Twenty-one persons were found to be suffering at a higher degree.

312. The following table shows the number of pensions under this Scheme by degree of disablement at the beginning and the end of the year under review:-

Degree of Disablement		1-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-100%	TOTAL
Number of Pensioners	As at 1.1.64	57	21	1	17	-	4	-	13	113
	As at 31.12.64	53	29	1	15	-	8	-	15	121

313. In 1964 two pensioners who were totally disabled died, and death benefits amounting to about £1,208 were paid. The total number of persons whose death was due to or materially accelerated by pneumoconiosis since the Law was enacted amounted to 14, and the total amount of death benefits paid to their survivors was £13,370.

314. The total income of the Fund during the year amounted to £13,397. It included £635 interest on surplus cash deposited with the bank. The expenditure of the Fund on benefits during the year amounted to £13,979 which exceeds the income for the year by £582. This is due to the increase in the number of new cases by 10, and the increase of the degree of disablement of 21 old cases. The total income of the Fund since its establishment in 1961 was £78,712 and the expenditure £65,867. Benefits were paid retrospectively as from 1st January 1958. The balance in the Fund at the end of the year amounted to £12,845. Details of receipts
TABLE LIV and payments by month are given in Table LIV and total receipts and payments for the year with Balance Sheet
TABLE LV as at 31st December 1964 is given in Table LV.

WORKMEN'S COMPENSATION LAW.

315. With the introduction of the new Social Insurance Law and the inclusion of employment accidents in that Law, the Workmen's Compensation Law as from that date repealed. Compensation for all employment accidents is now provided by the Social Insurance Law. Details of the benefits
TABLE LVI provided are given in Table LI of this Report. Table LVI gives details of the amounts of compensation paid during the year under the Workmen's Compensation Law for accidents which occurred upto 4.10.64.

316. This Table was prepared from annual returns submitted by employers which showed that a total of £21,368,120 mils was paid in 1964 as against £34,780.986 mils in 1963. Sums amounting to £8,386.470 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 1963) as against £12,098.167 mils paid in 1963.

TABLE LVII 317. Table LVII gives details of the amounts of compensation paid between 5.10.64 and 31.12.64 under the new Social Insurance Law.

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VII. REPORT OF THE PRODUCTIVITY CENTRE

GENERAL.

318. The Agreement to start a Productivity Centre in Cyprus was signed in the Ministry of Labour on November 28th 1963, by representatives of the Cyprus Government, the United Nations Special Fund and the International Labour Office. The purpose of the Centre is two-fold: First, by courses and in-plant training, it will seek to upgrade the level of skill of Cypriot management; and second, by courses and practical work in a new Vocational Training Workshop, it will seek to upgrade the skills of workers already employed in Cyprus Industry.

319. The Centre will be organised with Cypriot specialists in all the main subjects covered. Each of these specialists will be supported by an international expert in their field. The project lasts five years, at the end of which the experts will all have left, but the Centre will continue as a permanent institution, with its Cypriot staff. It was planned to expand the Centre rapidly during 1964, but due to recent events the progress made was unsatisfactory. Conditions changed at the end of the year and the Centre is now building up rapidly.

EXPERTS.

320. Two International Experts: Mr. John L. Burbidge, the Chief of Project and Mr. Einar Udnaes, the Marketing Expert, were already in Cyprus at the beginning of the year. No further experts were appointed, but arrangements have now been made to appoint three more early in 1965. They are an "Industrial Engineer", a "Management Accountant", and an expert in Vocational Training.

321. Two other vocational training experts, who will be specialists in "metal working" and "electrical trades" and one or two other technological specialists, are also due to arrive in 1965, but no action can be taken to appoint them until a decision has been made about the future Vocational Training Workshop.

322. Finally, an expert in Manpower Assessment may also be appointed in 1965.

CYPRIOT STAFF

323. Late in 1964 the Public Service Commission appointed a Cypriot Marketing counterpart to work with the foreign expert, Mr. Einar Udnaes, and had before it requests by the Centre for the filling of the post of the Director of the Centre, the post of Vocational Guidance and Training Officer, and the two posts of Industrial Engineer. As this Report goes into print all these posts are filled by Cypriot personnel.

324. Pending the appointment to the Centre of Administrative and Clerical Staff the Ministry of Labour and Social Insurance has been providing the Centre with typing and clerical assistance and has allocated to the Centre one of its Labour Officers to serve as training officer in the field of Supervisory training.

BUILDINGS, FURNITURE AND EQUIPMENT.

325. The Centre premises were completed in September of 1964. They occupy the entire third floor of the Ministry's Headquarters and are provided with modern, up-to-date facilities, including spacious lecture and projection rooms, a library, modern furniture, and the latest equipment for the Centre's training programmes and projects.

326. The Special Fund equipment for the Centre was ordered late in 1964. The first consignment arrived before Christmas and it is expected that by June of 1965 the entire equipment will arrive and be installed in the Centre.

327. The special plant and equipment for the Vocational Training Workshop has not yet been ordered pending a decision about the location of the workshop.

TRAINING.

328. Six courses were given by the experts in Nicosia and Limassol during the year and a full training programme was prepared for 1965 to cover the subjects of General Management, Marketing, and Supervisory Training. The 1965 training programme will be expanded as more experts arrive in the Island.

OTHER WORK.

329. The experts carried out a number of in-plant projects, assisting companies in Nicosia, Limassol and Famagusta. Help was given to companies in the following industries: Engineering, fruit-packing, leather goods, matches, furniture-making, and clothing manufacture. Help was also given to the Development Corporation, with the appraisal of new projects.

330. A visit was sponsored by Mr. Landswork - the president of the Norwegian Pottery and Glass Association - who visited ten potteries giving advice. Mr. Landswork also gave a seminar on pottery design and production in Nicosia.

CONCLUSION.

331. As a result of the Turkish insurrection the year 1964 did not see a good start to the activities of the Cyprus Productivity Centre. However, with the restoration of normal conditions in midyear rapid progress was made and the Centre is now well on its way. It is expected with a certain degree of certainty that the Centre will be fully operational by the end of 1965.

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TABLE NO. I
(Reference Paragraph 29 of the Report)
NUMBER OF PERSONS ENGAGED IN INDUSTRIAL EMPLOYMENT
IN 1963, CLASSIFIED BY INDUSTRY

I N D U S T R Y	T O T A L S
GRAND TOTAL	38,956
MINING AND QUARRYING	5,212
Metal mining, except iron ore	3,831
Stone quarrying and sand pits	421
Non-metallic mining and quarrying, n.e.c.	960
MANUFACTURING	32,170
Food manufacturing except beverages	4,093
Beverage industries	1,534
Tobacco manufacturing	460
Manufacture of textiles	496
Footwear, other wearing apparel and made up textile goods	11,890
Wood and cork, except furniture	1,368
Furniture and fixtures	2,222
Paper and paper products	57
Printing, publishing and allied industries	859
Leather, and leather products except footwear	202
Rubber Products	171
Chemicals and chemical products	360
Non-metallic mineral products (Except petroleum and coal)	1,973
Metal products (except machinery and transport equipment)	1,823
Machinery (except electrical)	836
Electrical machinery, apparatus, appliances and supplies	168
Transport Equipment	3,054
Other manufacturing industries	604
ELECTRICITY, GAS, WATER AND SANITARY SERVICES	1,574
Electricity, gas and steam	1,341
Water and Sanitary Services	233

Source:- Department of Statistics and Research, Ministry of Finance.

TABLE NO. II A, B, C,
(Reference Paragraphs 31, 33 & 34 of the Report)
LABOUR FORCE EMPLOYED BY GOVERNMENT DEPARTMENTS,
BY THE MINING INDUSTRY, AND BY THE MILITARY AUTHORITIES, 1964

MONTH	A. GOVERNMENT DEPARTMENTS (*) (Average of weekly figures)			B. MINING INDUSTRY (**) (Average of daily figures)			C. MILITARY AUTHORITIES (At the end of each month)		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	NON-INDUSTRIALS	INDUSTRIALS
AVERAGE	7,513	6,295	1,218	3,665	3,570	95	4,243	1,487	2,756
January	4,671	4,002	669	2,690	2,610	80	4,139	1,552	2,587
February	5,343	4,550	793	2,580	2,500	80	4,187	1,529	2,658
March	6,169	5,218	951	2,410	2,330	80	4,224	1,488	2,736
April	6,995	5,901	1,094	3,500	3,412	88	4,199	1,500	2,699
May	6,882	5,862	1,020	4,015	3,920	95	4,251	1,480	2,771
June	7,789	6,508	1,281	3,872	3,785	87	4,273	1,475	2,798
July	8,499	7,278	1,221	4,269	4,156	113	4,276	1,469	2,807
August	7,847	6,695	1,152	3,877	3,773	104	4,234	1,466	2,778
September	8,392	7,028	1,364	4,146	4,028	118	4,281	1,470	2,811
October	9,243	7,678	1,565	4,298	4,196	102	4,287	1,478	2,809
November	9,125	7,507	1,618	4,316	4,213	103	4,285	1,473	2,812
December	9,202	7,313	1,889	4,017	3,917	100	4,286	1,470	2,816

(*) Excluding Monthly-paid Administrative, Technical and Clerical Staff.
(**) Including Monthly-paid Administrative, Technical and Clerical Staff.

(A and B) Source: Department of Statistics and Research, Ministry of Finance

(c) Source :- Labour Research and Statistics Section, Ministry of Labour and Social Insurance

TABLE NO. III

(Reference Paragraph 38 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1964

BY DISTRICT AND SEX

(As at the end of each month)

MONTH	TOTAL REGISTERED UNEMPLOYED		NICOSIA / KYRENIA		FAMAGUSTA		LIMASSOL		LARNACA		PAPHOS	
	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE
AVERAGE	5,636	1,711	2,286	760	1,147	423	1,082	226	543	145	577	153
January	5,854	1,230	2,402	544	849	243	1,135	196	955	163	513	84
February	6,504	1,283	2,933	556	1,108	268	1,179	207	516	99	768	153
March	6,879	1,291	3,196	586	1,134	301	1,197	184	578	125	774	95
April	5,928	1,385	2,444	567	1,065	335	1,117	218	543	106	759	159
May	5,124	1,155	2,027	450	847	256	1,151	189	482	92	617	168
June	5,480	1,632	2,094	613	1,138	437	1,074	234	536	150	638	198
July	6,706	2,303	2,522	964	1,502	607	1,349	321	577	189	756	222
August	5,880	2,267	2,220	960	1,396	635	1,091	272	582	192	591	208
September	5,034	2,128	1,935	953	1,410	635	834	209	493	181	362	150
October	4,910	2,153	1,911	1,012	1,285	585	884	256	430	151	400	149
November	4,358	1,926	1,774	1,016	958	396	901	229	395	150	330	155
December	4,981	1,778	1,975	910	1,076	384	1,074	207	435	151	421	126

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

TABLE NO. IV
(Reference Paragraph 38 of the Report)
REGISTERED UNEMPLOYED, AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1964
BY TOWNSPEOPLE AND VILLAGERS

MONTH	TOTALS	TOWNSPEOPLE	VILLAGERS
AVERAGE	5,636	1,812	3,824
January	5,854	1,857	3,997
February	6,504	1,908	4,596
March	6,879	2,008	4,871
April	5,928	1,780	4,148
May	5,124	1,814	3,310
June	5,480	1,846	3,634
July	6,706	2,346	4,360
August	5,880	2,121	3,759
September	5,034	1,698	3,336
October	4,910	1,686	3,224
November	4,358	1,264	3,094
December	4,981	1,418	3,563

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

TABLE NO. V
(Reference Paragraph 39 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1964
BY DURATION OF REGISTRATION, SEX, TOWNSPEOPLE
AND VILLAGERS ON THE DATES SHOWN

MONTH		31st MARCH, 1964.						30th JUNE, 1964.						30th SEPTEMBER, 1964.						31st DECEMBER, 1964.					
Category		Totals	Duration of Registration					Totals	Duration of Registration					Totals	Duration of Registration					Total	Duration of Registration				
			Up to one month	1 - 3 months	3 - 6 months	6 - 12 months	Over 12 months		Up to one month	1 - 3 months	3 - 6 months	6 - 12 months	Over 12 months		Up to one month	1 - 3 months	3 - 6 months	6 - 12 months	Over 12 months		Up to one month	1 - 3 months	3 - 6 months	6 - 12 months	Over 12 months
Totals		6879	2966	2863	768	225	57	5480	3213	1346	653	209	59	5034	2672	1664	497	159	42	4981	2906	1322	610	132	11
TOWNS-PEOPLE	MALES	1486	610	576	164	102	34	1231	558	369	212	72	20	875	454	246	104	50	21	813	392	250	130	38	3
	FE-MALES	522	230	187	72	26	7	615	353	150	74	33	5	823	318	330	131	38	6	605	189	209	156	50	1
VILLAGERS	MALES	4102	1711	1834	473	72	12	2617	1565	645	295	82	30	2051	1247	544	174	55	11	2390	1627	593	148	21	1
	FE-MALES	769	415	266	59	25	4	1017	737	182	72	22	4	1305	653	544	88	16	4	1173	698	270	176	23	6

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

TABLE NO. VI
(Reference Paragraph 40 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1964
BY MAJOR OCCUPATIONAL GROUPS
AND SEX

MAJOR OCCUPATIONAL GROUPS	31st MARCH, 1964			30th JUNE, 1964			30th SEPTEMBER, 1964			30th DECEMBER, 1964		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL REGISTRATIONS	6,879	5,588	1,291	5,480	3,848	1,632	5,034	2,906	2,128	4,981	3,203	1,778
1. Professional, Technical and Related Workers	68	52	16	44	31	13	51	37	14	18	12	6
2. Administrative, Executive and Managerial Workers	12	12	-	6	6	-	2	2	-	-	-	-
3. Clerical Workers	476	288	188	787	421	366	860	245	615	582	121	461
4. Sales Workers	83	45	38	79	35	44	76	32	44	49	20	29
5. Farmers, Fishermen, Joggers and Related Workers	51	39	12	34	27	7	31	24	7	33	26	7
6. Miners, Quarrymen and Related Workers	655	655	-	97	97	-	22	22	-	230	230	-
7. Workers in Transport and Communication Occupations	338	331	7	275	268	7	206	191	15	210	197	13
8. (a) Craftsmen and Production Process Workers	1,817	1,643	174	1,474	1,256	218	1,082	665	417	1,311	1,009	302
(b) Labourers Not Elsewhere Classified	2,858	2,226	632	2,238	1,520	718	2,261	1,507	754	2,129	1,414	715
9. Service, Sport and Recreation Workers	521	297	224	446	187	259	443	181	262	419	174	245

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

TABLE NO. VII
(Reference Paragraph 40 of the Report)
NUMBER OF PERSONS ON THE LIVE REGISTERS
OF THE EMPLOYMENT EXCHANGES BY OCCUPATION
ON THE DATES SHOWN

	December 1963	March 1964	June 1964	September 1964	December 1964
TOTAL REGISTERED AS UNEMPLOYED	4,765	6,879	5,480	5,034	4,981
PROFESSIONAL, TECHNICAL AND RELATED WORKERS	42	68	44	51	18
Architects	-	1	-	-	-
Engineers:-					
Mechanical Engineers	-	4	-	-	-
Chemical and Metallurgical Engineers	-	1	-	-	-
Surveyors	-	-	-	1	-
Chemists	-	-	1	-	-
Physicians and Surgeons	-	-	-	1	-
Nurses, professional	-	6	7	1	-
Midwives	2	1	-	2	1
Nurses, n.e.c.	18	7	-	1	5
Pharmacists	-	1	-	-	-
Professional Medical Workers n.e.c.	-	-	-	1	-
Secondary School Teachers	-	1	-	1	2
Elementary School Teachers	-	4	21	26	9
Teachers, n.e.c.	-	16	-	4	-
Jurists	-	1	-	-	-
Actors, Musicians, Dancers and Related Workers	1	2	3	-	1
Draughtsmen	5	7	10	2	-
Accountants, Professional	-	8	1	3	-
Social Workers	-	-	-	2	-
Economists, Actuaries and Statisticians	-	7	-	3	-
Professional, Technical and Related Workers n.e.c.	15	-	-	2	-
ADMINISTRATIVE, EXECUTIVE AND MANAGERIAL WORKERS	-	12	6	2	-
Administrators and Executive Officials, Government	-	1	-	-	-
Directors, Managers and Working Proprietors Mining and Quarrying, Manufacturing, Construction, Electricity, Gas, Water and Sanitary Services	-	5	1	-	-
Directors and Managers, Wholesale and Retail Trade	-	3	2	-	-

	DEC. 1963	MARCH 1964	JUNE 1964	SEPT. 1964	DEC. 1964
Directors, Managers, and Working Proprietors, Banks and other Financial Institutions, Insurance and Real Estate	-	3	1	-	-
Directors, Managers and Working Proprietors, Service Industries	-	-	2	2	-
CLERICAL WORKERS	1081	476	787	860	582
Book-keepers and Cashiers	14	11	10	5	4
Stenographers and Typists	99	51	73	33	34
Office-Machine Operators	-	2	-	2	2
Clerical Workers	968	412	704	820	542
SALES WORKERS	71	83	79	76	49
Working proprietors, Wholesale Trade	-	1	-	-	-
Insurance and Real-Estate Salesmen, Salesmen fo Securities and Services and Auctioners	-	1	-	-	-
Salesmen and Shop Assistants	60	58	76	67	41
Salesmen, Shop Assistants and Related Workers, n.e.c.	11	23	3	9	8
FARMERS, FISHERMEN, HUNTERS, LOGGERS AND RELATED WORKERS	26	51	34	31	33
Farmers and Farm Managers	-	-	-	1	-
Farm Workers, n.e.c. (incl. Foremen).	16	47	27	25	31
Fishermen and Related Workers	7	-	4	2	1
Loggers and Other Forestry Workers (incl. Foremen)	3	4	3	3	1
MINERS, QUARRYMEN AND RELATED WORKERS	12	655	97	22	230
Miners and Quarrymen	1	625	22	18	230
Well Drillers and related Workers ..	3	-	-	-	-

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	DEC. 1963	MARCH 1964	JUNE 1964	SEPT. 1964	DEC. 1964
Mineral Treaters	-	-	1	-	-
Miners, Quarrymen and Related Workers, n.e.c. (incl. Foremen)	8	30	74	4	-
WORKERS IN TRANSPORT AND COMMUNICATION OCCUPATIONS	311	338	275	206	210
Deck Officers and Pilots, Ship	-	-	-	1	-
Deck Ratings (Ship), Barge Crews and Boatmen	5	5	6	7	9
Engine-Room Ratings, Firemen and Oilers, Ship	-	1	1	-	-
Drivers and Firemen, Railway Engine .	-	-	-	4	-
Drivers of Motorised Vehicles	222	300	201	145	167
Drivers of Animals and Animal-Drawn Vehicles	3	-	1	-	-
Telephone and Telegraph Operators ..	12	8	10	10	11
Radio Communication Operators	9	4	11	4	3
Messengers	51	17	35	25	15
Contructors, Road Transport	4	2	4	3	5
Workers in Transport Occupations, n.e.c.	5	1	6	-	-
Inspectors, Traffic, Controllers and Despatchers, Communication	-	-	-	7	-
CRAFTSMEN, PRODUCTION-PROCESS WORKERS, AND LABOURERS n.e.c.	2,658	4,765	3,712	3343	3440
Spinners and Winders, Textile	-	13	10	1	-
Weavers, Loom Fixers and Loom Preparers	1	7	1	1	-
Knitters and Knitting-machine Setters	8	10	2	-	-
Pattern-Card Preparers	-	2	-	-	-
Bleachers, Dyers and Finishers of Textiles	-	2	-	-	-
Textile Fabric and Related Makers, n.e.c. (incl. Foremen)	-	1	-	-	-

	DEC. 1963	MARCH. 1964	JUNE 1964	SEPT. 1964	DEC. 1964
Tailors, Dressmakers and Garment Makers	37	162	68	80	54
Upholsterers and Related Workers	1	6	3	-	-
Sewers and Embroiderers (Textile and Fur Products, Leather Garments and Gloves)	-	5	-	2	1
Shoemakers and Shoe Repairers	23	129	42	14	21
Cutters, Lasters, Sewers (Footwear) and Related Workers	-	17	1	9	-
Leather-Product Makers n.e.c. (incl. Foremen)	-	-	1	2	-
Furnacemen, Metal	-	-	1	-	-
Annealers, Temperers and Related Heat Treaters	-	1	1	-	-
Rolling Mill Operators, Metal	1	-	-	-	-
Blacksmiths, Hammersmiths and Forgemen	16	55	38	9	16
Moulders and Coremakers	-	6	4	7	1
Metal Drawers and Extruders	-	-	-	-	2
Precision-Instrument Makers, Watch, and Clock Makers, and Repairmen	-	-	-	2	1
Jewllers, Goldsmiths and Silversmiths ..	-	8	6	3	-
Fitter-Machnists, Toolmakers and Machine-Tool Setters	1	2	4	3	2
Machine-Tool Operators	-	2	2	-	-
Fitter-Assemblers and Machine Erectors (except Electrical and Precision-Instrument Fitter-Assemblers)	5	8	16	11	11
Mechanics-Repairmen (Except Electrical and Precision- Instrument Repairmen)	66	130	75	26	21
Sheet-Metal Workers	6	5	8	-	1
Plumbers and Pipe Fitters	23	62	35	19	22
Welders and Flame Cutters	9	24	26	8	6
Metal-Plate and Structural- Metal Workers	-	3	-	-	-
Metal Workers n.e.c. (incl. Foremen)..	3	5	4	3	2
Electricians, Electrical Repairmen and Related Electrical Workers	37	46	48	24	25

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	DEC. 1963	MARCH 1964	JUNE 1964	SEPT. 1964	DEC. 1964
Electrical and Electronics Fitters	1	-	-	-	-
Mechanics Repairmen, Radio and Television	-	10	6	-	-
Installers and Repairmen, Telephone and Telegraph	1	-	-	-	-
Carpenters and Joiners	66	283	179	133	145
Cabinet Makers	10	50	28	9	11
Sawyers and Woodworking Machine Setters and Operators	-	1	5	2	2
Woodworkers, n.e.c. (incl. Foremen)	5	4	9	4	3
Painters and Paperhangers, Construction and Maintenance	40	100	40	35	77
Painters (except Construction and Maintenance)	26	1	2		
Bricklayers, Stonemasons and Tile Setters	71	511	367	150	323
Plasterers	-	-	-	1	2
Cement Finishers and Terrazzo Workers	2	3	5	8	11
Insulation Appliers	-	-	-	5	-
Construction Workers, n.e.c. (incl. Foremen)	6	21	242	210	487
Compositors and Typesetters	-	4	1	-	1
Pressmen, Printing	14	22	11	7	2
Photo-Engravers	-	-	1	1	1
Bookbinders and Related Workers	-	-	1	1	-
Printing Workers, n.e.c. (incl. Foremen)	-	-	-	2	3
Glass Formers, Cutters, Grinders and Finishers	-	-	-	-	18
Potters and Related Clay and Abrasive Formers	-	5	1	-	2
Furnacemen and Kilnmen, Glass and Ceramics	-	-	-	-	1
Decorators, Glass and Ceramics	-	3	-	-	-
Millers, Grain and Related Products .	-	-	3	-	2
Bakers and Pastrycooks	9	15	10	3	4

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	DEC. 1963	MARCH 1964	JUNE 1964	SEPT. 1964	DEC. 1964
Sugar and Chocolate Confectionery Makers	3	5	11	3	1
Butchers and Meat Cutters	-	-	-	1	1
Dairy Workers	-	2	1	2	-
Cookers, Roasters, and Other Heat Treaters Chemical and Related Processes	-	3	1	-	-
Chemical and Related Process Workers, n.e.c. (incl. Foremen)	1	-	-	-	-
Tobacco Preparers	-	17	37	84	-
Cigar Makers	-	-	-	2	-
Cigarette Makers	-	7	1	1	-
Tobacco-Product, Makers n.e.c.(incl. Foremen)	-	1	-	-	2
Basketry Weavers and Related Workers	-	3	-	-	-
Tyre Builders, Vulcanisers and Related Rubber-Product Makers	1	2	-	-	1
Plastics-Product Makers	-	3	-	-	-
Miscellaneous Craftsmen and Production-Process Workers n.e.c.(incl.Foremen)	8	6	11	5	5
Packers, Labellers and Related Workers	5	3	42	98	9
Operators of Stationery Engines and Related Equipment and Boiler Firemen	1	6	-	1	-
Crane and Hoist Operators	-	-	-	1	-
Operators of Earth-Moving and Other Construction Machinery n.e.c.(incl. Foremen)	-	-	2	7	8
Oiles and Greasers (Stationery Engines, Motor Vehicles and Related Equipment)	-	-	1	-	-
Longshoremen and Related Freight Handlers	52	15	60	2	3
Labourers, n.e.c.	2099	2858	2238	2261	2129
SERVICE, SPORT AND RECREATION WORKERS	564	521	446	443	419
Fire Fighters and Related Workers ..	9	10	3	3	3

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	DEC. 1963	MARCH 1964	JUNE 1964	SEPT. 1964	DEC. 1964
Policement and Detectives	3	11	1	4	
Guards and Related Workers, n.e.c. ..	120	78	62	57	61
Housekeepers, Housekeeping Stewards and Matrons	-	11	1	-	-
Cooks	40	42	17	16	14
Maids, Valets and Related Service Workers, n.e.c.	153	132	212	189	183
Waiters, Bartenders and Related Workers	65	104	56	55	69
Building Caretakers	13	-	1	-	-
Charworkers, Cleaners and Related Workers	143	86	49	84	48
Barbers, Hairdressers, Beauticians and Related Workers	8	16	29	25	23
Lainderers, Dry Cleaners and Pressers	7	12	4	6	7
Athletes, Sportsmen and Related Workers	-	-	-	-	2
Service, Sport and Recreation Workers n.e.c.	3	19	5	4	9

TABLE NO. VIII
(Reference Paragraph 41 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1964,
BY TOWNSPEOPLE AND VILLAGERS, SEX AND AGE-GROUPS
ON THE DATES SHOWN

MONTH		31st MARCH, 1964						30th JUNE, 1964						30th SEPTEMBER, 1964						31st DECEMBER, 1964					
Category		Totals	AGE GROUPS					Totals	Under 18	18/24	25/44	45/54	55 and over	Totals	Under 18	18/24	25/44	45/54	55 and over	Totals	Under 18	18/24	25/44	44/54	55 and over
			Under 18	18/24	25/44	45/54	55 and over																		
Totals		6879	182	1413	2593	1292	1399	5480	469	1268	1607	1010	1126	5034	271	1193	1627	956	987	4981	233	1064	1710	972	1002
TOWNS-PEOPLE	MALES	1486	36	309	570	231	340	1231	118	293	388	157	275	875	60	163	317	135	200	813	52	158	312	148	143
	FE-MALES	522	29	192	157	77	67	615	67	239	170	86	53	823	46	437	181	87	72	605	22	321	141	77	44
VILLAGERS	MALES	4102	98	735	1614	805	850	2617	236	514	743	478	646	2031	131	274	693	411	522	2390	115	320	859	480	616
	FE-MALES	769	19	177	252	179	142	1017	48	222	306	289	152	1305	34	319	436	323	193	1173	44	265	398	267	199

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

TABLE NO. IX

(Reference Paragraph 42 of the Report)

SECONDARY SCHOOL-LEAVERS WHO REGISTERED FOR WORK

DURING THE PERIOD JANUARY-DECEMBER, 1964

BY DISTRICT AND MONTH

DISTRICTS	TOTAL REGISTERED	NEW REGISTRATIONS, 1964											
		January	February	March	April	May	June	July	August	September	October	November	December
TOTALS	1,508	86	45	39	49	44	259	540	117	128	96	69	36
NICOSIA/KYRENIA	753	33	23	17	23	24	115	266	49	80	58	33	32
FAMAGUSTA	248	5	-	1	5	5	69	110	33	4	8	6	2
LIMASSOL	281	21	11	19	19	13	8	92	22	33	22	21	-
LARNACA	122	1	5	1	-	-	42	51	8	7	4	3	-
PAPHOS	104	26	6	1	2	2	25	21	5	4	4	6	2

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

TABLE NO. X
(Reference Paragraph 43 of the Report)
VACANCIES NOTIFIED TO THE EMPLOYMENT EXCHANGES, DURING 1964, PLACEMENTS EFFECTED DURING THE YEAR, AND VACANCIES OUTSTANDING AT THE END OF DECEMBER, 1964

DISTRICTS	VACANCIES NOTIFIED DURING 1964			PLACEMENTS EFFECTED DURING 1964			VACANCIES OUTSTANDING AT 31/12/1964		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
NICOSIA/ KYRENIA	9,796	7,169	2,627	9,173	6,740	2,433	55	4	51
FAMAGUSTA	5,375	4,011	1,364	5,373	4,009	1,364	-	-	-
LIMASSOL	3,935	3,375	560	3,915	3,366	549	1	-	1
LARNACA	3,565	3,259	306	3,525	3,223	302	9	9	-
PAPHOS	3,645	2,680	965	3,449	2,419	1,030	-	-	-
T O T A L S	26,316	20,494	5,822	25,435	19,757	5,678	65	13	52

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

TABLE NO. XI
(Reference Paragraph 43 of the Report)

VACANCIES NOTIFIED TO THE EMPLOYMENT EXCHANGES DURING 1964, BY DISTRICT AND SEX

MONTH	Total number of vacancies notified		NICOSIA/KYRENIA		FAMAGUSTA		LIMASSOL		LARNACA		PAPHOS	
	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE
TOTALS	26,316	5,822	9,796	2,627	5,375	1,364	3,935	560	3,565	306	3,645	965
January	1,131	261	393	95	344	69	128	30	134	23	132	44
February	1,253	209	533	94	395	72	162	28	163	15	-	-
March	1,970	403	508	108	478	141	239	12	303	10	442	132
April	2,328	452	736	186	421	84	394	58	400	34	377	90
May	2,292	453	705	214	457	85	352	77	434	11	344	66
June	2,291	539	870	274	378	76	474	54	247	20	322	115
July	2,866	572	1,013	255	472	102	455	55	462	38	464	122
August	2,996	533	1,238	231	567	185	473	55	319	17	399	45
September	2,874	697	1,075	307	658	197	386	68	343	30	412	95
October	2,399	599	868	238	524	174	323	34	361	61	323	92
November	2,504	709	1,120	345	516	148	319	77	217	22	332	117
December	1,412	395	737	280	165	31	230	12	182	25	98	47

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

TABLE NO. XII
(Reference Paragraph 43 of the Report)

PLACEMENTS EFFECTED BY THE EMPLOYMENT EXCHANGES, DURING 1964, BY DISTRICT AND SEX

MONTH	TOTAL PLACEMENTS		NICOSIA/KYRENIA		FAMAGUSTA		LIMASSOL		LARNACA		PAPHOS	
	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.	TOTAL	FEM.
TOTALS	25,435	5,678	9,173	2,433	5,373	1,364	3,915	549	3,525	302	3,449	1,030
January	1,056	230	350	80	342	69	120	16	134	23	110	42
February	1,374	208	518	85	395	72	162	28	162	14	137	9
March	1,882	495	508	108	473	141	241	23	300	10	360	213
April	2,270	433	707	171	421	84	394	58	399	34	349	86
May	2,249	433	673	195	452	85	351	77	434	11	339	65
June	2,243	515	833	252	388	76	457	54	245	18	320	115
July	2,788	549	975	249	472	102	442	39	462	38	437	121
August	2,820	551	1,121	245	567	185	475	62	299	17	358	42
September	2,744	656	1,020	276	658	197	397	67	328	30	341	86
October	2,302	574	809	210	524	174	327	36	365	60	277	94
November	2,432	677	1,055	320	516	148	319	77	217	22	325	110
December	1,275	357	604	242	165	31	230	12	180	25	96	47

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

TABLE NO. XIII
(Reference Paragraph 47 of the Report)

NUMBER OF REGISTERED PORT WORKERS
AT EACH OF THE PORTS OF FAMAGUSTA, LIMASSOL AND
LARNACA, DURING 1964

MONTH	ALL THREE PORTS			FAMAGUSTA			LIMASSOL			LARNACA		
	Stevedores	Lightermen	Quay-Porters	Stevedores	Lightermen	Quay-Porters	Stevedores	Lightermen	Quay-Porters	Stevedores	Lightermen	Quay-Porters
AVERAGE	308	161	160	163	11	106	106	117	53	37	31	-
January	314	129	150	164	10	108	110	119	42	40	-	-
February	314	130	172	164	12	106	110	118	66	40	-	-
March	315	175	174	165	12	108	110	118	66	40	45	-
April	315	187	170	165	12	108	110	130	62	40	45	-
May	315	184	168	165	11	106	110	129	62	40	44	-
June	306	171	155	165	11	105	101	115	50	40	45	-
July	303	170	157	165	12	107	101	115	50	37	43	-
August	306	171	157	165	11	107	101	115	50	40	45	-
September	302	149	158	165	12	108	101	106	50	36	31	-
October	295	153	156	160	13	106	101	116	50	34	24	-
November	306	154	152	160	11	104	113	116	48	33	27	-
December	305	159	152	160	12	104	113	116	48	32	31	-

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

TABLE NO. XIV
(Reference Paragraph 47 of the Report)
NUMBER OF UNREGISTERED PORT WORKERS
AT EACH OF THE PORTS OF FAMAGUSTA, LIMASSOL AND LARNACA,
DURING 1964

MONTH	FAMAGUSTA			LIMASSOL			LARNACA		
	Stevedores	Lightermen	Quay-Porters	Stevedores	Lightermen	Quay-Porters	Stevedores	Lightermen	Quay-Porters
Average	86	24	65	31	21	-	21	16	-
January	100	38	90	61	14	-	18	-	-
February	105	22	92	23	46	-	18	-	-
March	100	25	88	30	10	-	23	-	-
April	105	21	30	11	15	-	24	-	-
May	90	42	60	-	-	-	24	-	-
June	80	24	12	-	-	-	24	-	-
July	63	18	90	n.a.*	n.a.*	-	37	43	-
August	90	21	90	n.a.*	n.a.*	-	25	12	-
September	27	26	26	-	-	-	13	11	-
October	80	15	70	n.a.*	-	-	12	7	-
November	80	20	70	n.a.*	-	-	-	-	-
December	112	26	70	n.a.*	-	-	20	8	-

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

n.a.* = Not Available

TABLE NO. XV
(Reference Paragraph 49. of the Report)

REGISTERED UNEMPLOYED "SPECIAL CASES"
AT THE END OF EACH MONTH,
BY DISTRICT

MONTH	TOTALS	NICOSIA/ KYRENIA DISTRICT	FAMAGUSTA DISTRICT	LIMASSOL DISTRICT	LARNACA DISTRICT	PAPHOS DISTRICT
January	158	85	42	16	15	-
February	163	101	27	20	15	-
March	161	97	36	16	9	3
April	153	97	34	11	11	-
May	152	98	31	9	14	-
June	149	98	29	11	11	-
July	148	91	29	12	16	-
August	134	74	30	13	14	3
September	131	61	43	13	12	2
October	130	61	44	10	15	-
November	132	66	37	11	15	3
December	173	83	62	8	13	7
Average	148	84	37	12	13	3

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

TABLE NO. XVI
(Reference Paragraph 49 of the Report)

PLACEMENTS OF "SPECIAL CASES" EFFECTED THROUGH THE EMPLOYMENT EXCHANGES, DURING 1964, BY DISTRICT

MONTH	TOTALS	NICOSIA/ KYRENIA	FAMAGUSTA	LIMASSOL	LARNACA	PAPHOS
TOTALS	279	82	112	22	50	13
January	7	1	4	2	-	-
February	17	2	7	3	5	-
March	21	10	8	-	1	2
April	20	3	9	-	8	-
May	24	8	6	3	7	-
June	19	7	4	3	3	2
July	32	13	8	4	7	-
August	23	9	8	2	1	3
September	26	8	12	3	1	2
October	38	6	22	2	7	1
November	31	7	19	-	4	1
December	21	8	5	-	6	2

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

TABLE NO. XVII
(Reference Paragraph 123 of the Report
SURVEY OF SCHOOL-LEAVERS' INTENTIONS, MAY, 1964
- SECONDARY SCHOOLS -

I. SUMMARY OF ALL SECONDARY SCHOOLS

(a) In Graduating Class			Per Cent	
	Total	2908	100.0 %	
	Boys	1746	60.0 %	
	Girls	1162	40.0 %	
(b) Will follow Further studies			**OF TOTAL**	**OF GROUP**
	Total	1351	46.5	100.0 %
	Boys	834	47.8	61.7
	Girls	517	44.5	38.3
In Cyprus	(Total	359	12.4	26.6
	(Boys	191		
	(Girls	168		
Abroad	(Total	992	34.1	73.4
	(Boys	643		
	(Girls	349		
(c) Will Go Abroad (not for studies)				
	Total	189	6.5	100 %
	Boys	149		
	Girls	40		
(d) Will Work for Pay				
	Total	1230	42.3	100 %
	Boys	719	41.2	58.5
	Girls	511	44.0	41.5
Have Job	(Total	66	2.3	5.4
	(Boys	51	2.9	
	(Girls	15	1.3	
Will look for Work	(Total	1164	40.0	94.6
	(Boys	668	38.3	92.9
	(Girls	496	42.7	97.1
(e) Will Not Work For Pay				
	Total	138	4.7	100 %
	Boys	35		
	Girls	103		

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

TABLE NO. XVIII
(Reference Paragraph 123 of the Report)
SURVEY OF SCHOOL-LEAVERS' INTENTIONS.
MAY, 1964.
- ELEMENTARY SCHOOLS -

(a) IN GRADUATING CLASS		PER CENT	
(i) Total	9,442	100%	
Boys	5,110		54.1
Girls	4,332		45.9
(b) WILL FOLLOW FURTHER STUDIES		**OF TOTAL**	**OF GROUP**
(i) Total	6,744	71.4	100 %
Boys	3,885	76.0	57.6
Girls	2,859	66.0	42.4
1. In 8 year Schools:-			
Total	314	3.3	4.7
Boys	144	2.8	3.7
Girls	170	3.9	5.9
2. In Technical & Vocational Schools			
Total	1,173	12.4	17.4
Boys	1,099	21.5	28.3
Girls	74	1.7	2.6
3. Other Secondary Schools (Classical and Commercial):-			
Total	5,257	55.7	77.9
Boys	2,642	51.7	68.0
Girls	2,615	60.4	91.5
(c) WILL ENTER THE LABOUR FORCE			
(i) Total	1,625	17.2	100
Boys	844	16.5	52.0
Girls	781	18.0	48.0
1. Have Secured Work:-			
(a) As Learners:-			
Total	1,050	11.1	64.6
Boys	478	9.4	
Girls	572	13.2	
(b) Other paid employment:-			
Total	19	0.2	1.2
Boys	9	0.2	
Girls	10	0.2	
2. Will look for work:-			
Total	556	5.9	34.2
Boys	357	7.0	
Girls	199	4.6	

(d) WILL NOT WORK FOR PAY			PER CENT	
			OF TOTAL	OF GROUP
Total	986		10.5	
Boys		337	6.6	
Girls		649	15.0	
(e) WILL GO ABROAD (Not for studies)				
Total	86		0.9	
Boys		44	0.9	
Girls		42	1.0	

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

TABLE NO. XIX
(Reference Paragraphs 123 & 125 of the Report)

SURVEY OF SCHOOL-LEAVERS' INTENTIONS

MAY, 1964

- SECONDARY SCHOOL LEAVERS -
Table Showing Intentions Stated, Analysed by Type of School Attended

INTENTION	Classical		Commercial		Technical and Vocational	
TOTALS	2,242	100 %	506	100 %	160	100 %
I. Will follow further studies:-	1,153	51.4%	173	34.2%	25	15.6%
(i) In Cyprus	(311)		(42)		(6)	
(ii) Abroad	(842)		(131)		(19)	
II. Enter the labour force:-	826	36.8%	289	57.1%	115	71.9%
(i) Have secured work	(34)		(17)		(15)	
(ii) Will look for work	(792)		(272)		(100)	
III. Will not work for pay	125	5.6%	12	2.4%	1	0.6%
IV. Will go abroad (not for studies)	138	6.2%	32	6.3%	19	11.9%

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

TABLE NO. XX
(Reference Paragraph 126 of the Report)

FIRST MANPOWER SURVEY - LARNACA TOWN AREA

- APRIL, 1964 -

Summary of Recent Employment Trends and Engagements in Reporting Establishments, by branch of Economic Activity.

Branch of Economic Activity	No. of establishments	Total Employment in Reporting Establishments 1/			Newly Hired 2/	
		April 1964	January 1964	% change	Number	Per-Cent
TOTALS	184	6406	5918	+ 8.2	260	100%
Mining and Quarrying	5	55	51	+ 7.8	1	0.4
Manufacturing	71	619	592	+ 4.6	44	17.0
Construction	9	947	706	+34.1	129	49.6
Electricity	5	290	247	+17.4	12	4.6
Commerce	40	426	430	- 0.9	12	4.6
Transport, Storage and Communication	11	210	215	- 1.2	4	1.5
Services	43	3859	3677	+ 4.9	58	22.3

1/ Principally establishments with 4 or more employees

2/ In last 30 days

TABLE NO. XXI
(Reference Paragraph 126 of the Report)

SECOND MANPOWER SURVEY - FAMAGUSTA TOWN AREA

- JUNE, 1964 -

Summary of Recent Employment Trends and Engagements in Reporting Establishments, by branch of Economic Activity.

Economic Activity (1)	Number of Establishments (2)	Total Employment in Reporting Establishments 1/			Newly Hired 2/	
		June 1964 (3)	March 1964 (4)	% change of col.(4) to col.(3) (5)	Number (6)	Per Cent (7)
TOTALS	311	6762	7714	-12.3	740	100%
Agriculture	5	65	69	- 5.8	12	1.6
Manufacturing	90	960	993	- 3.3	116	15.7
Construction	39	1032	1207	-14.5	104	14.0
Electricity, Water and Sanitary Services	3	223	202	+10.4	16	2.2
Commerce	67	1085	1867	-41.9	384	51.9
Transport, Storage and Communication	29	948	956	- 0.8	28	3.8
Services	78	2449	2420	+ 1.2	80	10.8

1/ Principally establishments with 5 or more employees.

2/ In last 30 days.

TABLE NO. XXII
(Reference Paragraph 126 of the Report)

SECOND MANPOWER SURVEY - LARNACA TOWN AREA

- OCTOBER, 1964 -

Summary of Recent Employment Trends, Accessions, Separations, and Requirements in Reporting Establishments, by branch of Economic Activity.

Economic Activity		No. of establishments covered	Total Employment 1/			Accessions 2/	Separations 2/	Requirements
			July, 1964	October 1964	% change			
DIVISIONS	TOTALS	151	6,450	6,838	+ 6.0%	303	135	108
Div. 1	Mining and Quarrying	5	45	46	+ 2.2	4	-	2
Divs 2-3	Manufacturing	56	516	556	+ 7.8	69	30	42
Div. 4	Construction	9	996	1,277	+28.2	88	46	34
Div. 5	Electricity, Gas and Sanitary Services	7	317	353	+11.4	20	-	-
Div. 6	Commerce	29	386	389	+ 0.8	16	9	7
Div. 7	Transport, Storage and Communication	8	212	206	- 2.8	13	6	8
Div. 8	Services	37	3,978	4,011	+ 0.8	93	44	15

1/ Principally establishments with 5 or more employees

2/ In last 30 days (Sept. 21 - Oct. 21, 1964)

The term "Separations is used to cover all cases where the employment relationship was terminated for any reason, and includes:-

(a) voluntary resignations from work;
(b) dismissals and permanent lay-offs;
(c) retirements;
(d) deaths; and
(e) persons conscripted for whom the employer stated that they would not be re-engaged, or that he was not certain whether they would be re-engaged or release from the army.

TABLE NO. XXIII
(Reference Paragraph 134 of the Report)

Table Showing Vacancies Advertized in the Local Press and the Official Gazette of the Republic, During the Year, 1964, by Occupational Categories.

Occupational Categories	Number of Vacancies advertized	Per Cent of Total
Professional, Technical & Related Workers	187	19.0 %
Admin., Executive & Managerial Workers	24	2.4 %
Clerical Workers	129	13.1 %
Sales Workers	144	14,6 %
Farm and Forestry Workers	9	0.9 %
Miners	1	0.1 %
Transport and Communication Workers	46	4.7 %
Craftsmen, skilled and semi-skilled workers	200	20.3 %
Service and Recreation workers	245	24.9 %
Total Vacancies Advertized	985	100.0 %

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

TABLE NO. XXIV
(Reference Paragraph 135 of the Report)
STATISTICS OF EMIGRANTS
1961 - 1964

OCCUPATIONAL GROUPS	1961	1962	1963	1964
GRAND TOTALS	13,489	6,277	2,933	5,081
0. PROFESSIONAL, TECHNICAL AND RELATED WORKERS	316	38	15	78
Architects, Engineers and Surveyors	51	9	2	19
Chemists, Physicists, Geologists & Other	-	-	-	1
Physical Scientists	4	2	-	..
Biologists, Veterinarians, Agronomists and Related Scientists	3	1	-	
Physicians, Surgeons and Dentists	42	-	-	2
Nurses and Midwives	34	6	2	14
Other Professional Medical Workers	5	-	-	4
Teachers	100	7	5	10
Clergy and Related Members of Religious Orders	4	1	-	2
Jurists	18	-	1	2
Artists, Writers and Related Workers	36	12	3	8
Draughtsmen	-	-	-	1
Other Professional, Technical and Related Workers	19	-	2	15
1. ADMINISTRATIVE, EXECUTIVE AND MANAGERIAL WORKERS	101	8	8	15
Administrators and Executive Officials Govt.	1	-	1	2
Directors, Managers and Working Proprietors	100	8	7	13
2. CLERICAL WORKERS	627	211	75	183
Book-keepers and Cashiers	18	-	-	1
Stenographers and Typists	28	10	13	12
Other Clerical Workers	581	201	62	170
3. SALES WORKERS	553	97	46	75
Working Proprietors Wholesale & Retail Trade	488	74	45	29
Insurance and Real-Estate Salesmen, Salesmen of Securities and Services and Auctioneers	11	1	-	-
Commercial Travellers & Manufacturer's Agents	9	2	-	2
Salesmen & Shop Assistants	-	20	-	38
Other Salesmen, Shop Assistants and Related Workers	45	-	1	6

2/.....

OCCUPATIONAL GROUPS	1961	1962	1963	1964
4. FARMERS, FISHERMEN, HUNTERS, LOGGERS AND RELATED WORKERS	455	203	63	98
Farmers and Farm Managers	450	194	62	91
Other Farm Workers	2	3	-	2
Fishermen and Related Workers	3	6	1	5
5. MINERS, QUARRYMEN AND RELATED WORKERS	2	1	-	1
Miners and Quarrymen	-	1	-	1
Well drillers and related workers	2	-	-	
6. WORKERS IN TRANSPORT AND COMMUNICATION OCCUPATIONS	216	117	39	80
Deck Officers and Pilots, Ship	-	3	-	
Deck Engine-Room Ratings, Ship	7	9	-	4
Drivers of Motorised Vehicles	205	100	39	66
Telephone and Telegraph Operators	3	3	-	6
Postmen and Messengers	1	1	-	2
Other Workers in Communication Occupations .	-	1	-	2
7/8 CRAFTSMEN, PRODUCTION-PROCESS WORKERS AND LABOURERS	4137	2022	728	930
Spinners, Weavers, Knitters, Dyers and Related Workers	118	1	-	1
Tailors, Cutters, Furvies and Related Workers	1769	857	337	434
Upholsterers and Related Workers	-	-	-	6
Cutters, Lasters and Sewers (Footwear) and Related Workers	146	70	26	7
Shoemakers and Shoe Repairers	-	-	-	22
Furnacemen, Rollers, Drawers, Moulders and Related Metal Treating Workers				17
Precision-Instrument Makers, Watch-Makers Jewellers and Related Workers	26	27	6	5
Toolmakers, Machinists, Plumbers, Welders, Platers and Related Workers	417	230	81	25
Mechanics-Repairmen (except Electrical)	-	-	-	99
Fitters	-	-	-	1
Electricians and Related Electronics Workers	112	88	32	34
Installers and Repairmen, Telephone and Telegraph	-	-	-	2
Carpenters, Joiners, Cabinet makers, Coopers and Related Workers	327	186	55	79
Painters and Paperhangers	88	49	11	3
Masons, Bricklayers, Plasters and Other on Construction Workers	353	169	48	82
Compositors, Pressmen, Engravers, Bookbinders and Related Workers	13	7	3	8

3/.....

OCCUPATIONAL GROUPS	1961	1962	1963	1964
Potters, kilnmen, Glass and clay Formers and Related Workers	1	1	-	-
Millers, Bakers, Confectioners, Brewmasters and Related Food and Beverage Workers ..	123	22	16	17
Butchers and Related Workers	-	-	-	9
Other Labourers n.e.c.	582	302	105	79
9. SERVICE, SPORT AND RECREATION WORKERS	553	288	153	224
Fire-Fighters, Policemen, Guards and Related Workers	34	7	36	34
House-keepers, Cooks, Maids and Related Workers	97	39	19	26
Waiters, Bartenders and Related Workers . . .	143	76	29	47
Building Caretakers, Cleaners and Related Workers	1	7	-	3
Barbers, Hairdressers Beauticians and Related Workers	261	142	65	108
Launderers, Dry Cleaners and Pressers . . .	7	5	1	2
Athletes, Sportsmen, and Related Workers .	-	2	5	1
Photographers and Related Camera Operators .	8	7	3	3
10. WORKERS NOT CLASSIFIABLE BY OCCUPATION	6529	3292	1806	3397
New Workers Seeking Employment	19	26	-	19
Workers Reporting Occupations Unidentifiable or Inadequately Described	39	-	-	-
Workers Not Reporting and Occupation	115	35	4	282
Pensioners	30	2	6	12
Persons Not Gainfully Occupied	18	20	-	-
Housewives	2592	290	665	933
Children Not Attending School or of no occupation	1418	770	394	689
School Children and Students	2298	1148	737	1451
Members of the armed forces	-	-	-	2

Source:- Department of Statistics,
Ministry of Finance

EXPLANATORY NOTE TO TABLE OF "INDUSTRIAL DISPUTES REPORTED TO THE DEPARTMENT DURING THE YEAR, 1964"

BASIC :- A

a: Wages/Salaries
b: Cost of Living Allowance
c: Hours of Work
d: Overtime Payment
e: Paid Annual Leave
f: Paid Public Holidays
g: Sick Leave with pay
h: Medical Treatment
i: Provident Fund
j: Gratuities
k: Bonuses
l: Any other Benefits
m: Notice of Dismissal

FRICTIONAL :- B

a: The Application of an existing Agreement
b: Engagement or Dismissal of Employees
c: Complaints by the Employer against his Employee/Employees or by the Employee/Employees against his/their Employer.

TRADE UNION RECOGNITION:- C

PERSONAL GRIEVANCES:- D

TABLE NO. XXV
(Reference Paragraph 154 of the Report)
INDUSTRIAL DISPUTES REPORTED TO THE DEPARTMENT DURING THE YEAR 1964

No.	INDUSTRY AFFECTED	NO. OF WORKMEN INVOLVED		CAUSE OF DISPUTE	ACTION TAKEN BY THE MINISTRY	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MANDAYS LOST IN CASE OF STOPPAGE OF WORK
		IN NON-STOPPAGES	IN STOP-PAGES					
	AGRICULTURE, FORESTRY, HUNTING AND FISHING							
1	Agriculture	26		B:b	Conciliation	Compromise agreement reached		
2	Agriculture		12	A:d B:b	Conciliation	Not finalised as at end of 1964	5	60
	MINING AND QUARRYING							
3	Metal Mining except iron mining		240	A:c B:a	Direct negotiations	Agreement reached	3	720
	M A N U F A C T U R I N G							
4	Manufacture of miscellaneous food preparations	36		B:c	Conciliation	Agreement reached		
5	Wine Industries	28		A:e B:c	Conciliation	Partly settled		
	C/F	90	252				8	780

	B/F	90	252				8	780
6	Soft drinks Industries		10	B:b	Conciliation	Compromise agreement reached	1/2	5
7	Soft drinks industries	3		A:c	Conciliation	Agreement reached		
8	Soft drinks industries	10		B:a	Conciliation	Referred to direct negotiations		
9	Soft drinks industries	10		A:f B:c	Conciliation	Not finalised as at end of 1964		
10	Manufacture of footwear	160		A:a B:a	Conciliation	Compromise agreement reached		
11	Manufacture of footwear	60		A:i	Conciliation	Claim accepted		
12	Manufacture of footwear	439		A:i	Conciliation	Claims accepted		
13	Manufacture of footwear	8		A:i	Conciliation	Claims accepted		
14	Manufacture of footwear		140	A:a	Referred to direct negotiations	Agreement reached	11	1540
15	Manufacture of footwear	12		A:i	Conciliation	Compromise agreement reached		
16	Manufacture of footwear	11		A:i	Conciliation	Compromise agreement reached		
17	Manufacture of footwear	38		A:a	Conciliation	Compromise agreement reached		
	C/F	841	402				19½	2325

NO.	INDUSTRY AFFECTED	NO. OF WORKMEN INVOLVED		CAUSE OF DISPUTE	ACTION TAKEN BY THE MINISTRY	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MANDAYS LOST IN CASE OF STOPPAGE OF WORK
		IN NON-STOPPAGES	IN STOP-PAGES					
	B / F	841	402				19½	2325
18	Manufacture of furniture	17		A:l	Conciliation	Agreement reached		
19	Printing	60		A:d B:b	Conciliation	Partly settled		
20	Manufacture of chemical products	20		A:a,c,d,e,f,h,i,l,m. C:	Conciliation	Compromise agreement reached		
21	Manufacture of Cement	25		A:c	Conciliation	Agreement reached		
	C O N S T R U C T I O N							
22	Construction	120		A:l B:a,b	Conciliation	Negotiations not finalized as at end of 1964		
23	Construction	55		A:a	Conciliation	Agreement reached		
24	Construction	6		B:b	Conciliation	Agreement reached		
25	Construction	160		A:i	Conciliation	Compromise agreement reached		
26	Construction	27		A:a	Conciliation	Compromise agreement reached		
	C/F	1331	402				19½	2325

	B/F	1331	402				19½	2325
27	Construction	19		A: a,b,c,d, e,f,g,h, i,j,k,l, m.	Conciliation	Agreement reached		
28	Construction		11	A: 1	Conciliation	Compromise agreement reached	2	22

ELECTRICITY, GAS, WATER AND SANITARY SERVICES

29	Water Supply	200		A: a,b,c,d, e,f,g,h, i,j,k,l, m.	Conciliation	Negotiations not finalised as at end of 1964		

C O M M E R C E

30	Wholesale Trade	300		B: a	Conciliation	Agreement reached		
31	Wholesale Trade	15		A: a	Conciliation	Negotiations not finalised as at end of 1964		
32	Retail Trade	1		B: b	Conciliation	Compromise agreement reached		
33	Retail Trade	12		A: a.c	Conciliation	Referred to direct negotiations and settled therein.		
	C / F	1878	413				21½	2347

No.	INDUSTRY AFFECTED	NO. OF WORKMEN INVOLVED		CAUSE OF DISPUTE	ACTION TAKEN BY THE MINISTRY	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MANDAYS LOST IN CASE OF STOPPAGE OF WORK
		IN NON-STOPPAGES	IN STOPPAGES					
	B / F	1878	413				$21\frac{1}{2}$	2347
	TRANSPORT, STORAGE AND COMMUNICATION							
34	Road passenger transport	20		A:a	Conciliation	Compromise agreement reached		
35	Road passenger transport	199		A:a,i	Conciliation	Agreement reached		
36	Road passenger transport	20		A:a,c,e,h	Conciliation	Claims accepted		
37	Water transport	45		A:k	Conciliation	Compromise agreement reached		
	S E R V I C E S							
38	Welfare Institutions	700		A:a,b,c,d, e,f,g,h, i,j,k,l, m.	Conciliation	An agreement was signed		
39	Welfare Institutions	8		B:a,b,c.	Conciliation	Agreement reached		
	C/F	2870	413				$21\frac{1}{2}$	2347

	B/F	2870	413				21½	2347
40	Community Services	100		A:1	Conciliation	Compromise agreement reached		
41	Cinemas	4		B:b	Conciliation	Matter left in abeyance		
42	Cinemas	5		A:a.e.	Conciliation	Agreement reached		
43	Cimenas	70		A:c,1, B:b	Conciliation	Agreement reached		
	T O T A L S	3049	413				21½	2347

N.B.: Two Labour Disputes, one under Services and one under Commerce, are pending since 1963. Total number of employees affected 230 and 800 respectively.

TABLE NO. XXVI
(Reference Paragraph 155 of the Report)
NUMBER OF REPORTED DISPUTES RESULTING IN STRIKES AND NUMBER OF MANDAYS LOST BY INDUSTRY AND DISTRICT DURING, 1964

IND. CODE	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	60	-	-	1	60
1	MINING AND QUARRYING	1	720	-	-	-	-	-	-	-	-	-	-	1	720
2-3	MANUFACTURING	2	1545	-	-	-	-	-	-	-	-	-	-	2	1545
4	CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	1	22	1	22
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	COMMERCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	TRANSPORT, STORAGE AND COMMUNICATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	TOTAL	3	2265	-	-	-	-	-	-	1	60	1	22	5	2347

TABLE NO. XXVII
(Reference Paragraph 156 of the Report)

MANDAYS LOST DUE TO WORK STOPPAGES BY INDUSTRY DURING THE YEARS 1960 - 1964

IND. CODE	INDUSTRY	YEAR				
		1960	1961	1962	1963	1964
0	AGRICULTURE, FORESTRY HUNTING AND FISHING	-	136	61	3150	60
1	MINING AND QUARRYING	1400	1501	18714	87	720
2-3	MANUFACTURING	2055	11257	804	2167	1545
4	CONSTRUCTION	85	222	1561	20	22
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	-	1004	-	-	-
6	COMMERCE	530	6544	87	30	-
7	TRANSPORT, STORAGE AND COMMUNICATION	-	391	41	645	-
8	SERVICES	22935	212	-	-	-
	TOTAL	27005	21267	21268	6099	2347

TABLE NØ. XXVIII
(Reference Paragraph 160 of the Report)

NUMBER OF DISPUTES SETTLED BY INTERCESSION WITHOUT STOPPAGE OF WORK
BY INDUSTRY AND DISTRICT DURING 1964

IND. CODE	INDUSTRY	H.Q. ISLAND-WIDE	NICOSIA	LIMASSOL	FAMAGUSTA	LARNACA	PAPHOS	TOTAL
0	AGRICULTURE, FORESTRY HUNTING AND FISHING	-	1	-	-	-	-	1
1	MINING AND QUARRYING	-	-	-	-	-	-	-
2-3	MANUFACTURING	4	8	1	-	1	1	15
4	CONSTRUCTION	2	3	-	-	-	-	5
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	-	-	-	-	-	-	-
6	COMMERCE	-	1	1	-	1	-	3
7	TRANSPORT STORAGE AND COMMUNICATION	1	2	-	-	1	-	4
8	SERVICES	4	-	1	-	-	-	5
	TOTAL	11	15	3	-	3	1	33

TABLE NO. XXIX
(Reference Paragraph 161 of the Report)

MANDAYS LOST BY INDUSTRY AND DISTRICT FOR THE PERIOD STARTING ON 1/1/64-31/12/64

IND. CODE	INDUSTRY	H.Q.	NICOSIA	LIMASSOL	FAMAGUSTA	LARNACA	PAPHOS	TOTAL
0	Agriculture, Forestry Hunting and Fishing	-	-	-	-	60	-	60
1	Mining and Quarrying	720	-	-	-	-	-	720
2-3	Manufacturing	1545	-	-	-	-	-	1545
4	Construction	-	-	-	-	-	22	22
5	Electricity, Gas, Water and Sanitary Services	-	-	-	-	-	-	-
6	Commerce	-	-	-	-	-	-	-
7	Transport, Storage and Communication	-	-	-	-	-	-	-
8	Services	-	-	-	-	-	-	-
TOTAL		2265	-	-	-	60	22	2347

TABLE NO. XXX
(Reference Paragraph 162 of the Report)

MANDAYS LOST BECAUSE OF WORK STOPPAGES IN CYPRUS COMPARED TO TOTAL NUMBER OF TRADE DISPUTES AND WORKERS INVOLVED FROM 1934 TO 1964

YEAR	TOTAL		WORK STOPPAGES		MANDAYS LOST
	NO. OF TRADE DISPUTES	WORKERS INVOLVED	NUMBER	WORKERS INVOLVED	
1934	2*	1333*	1	800	12000
1935	9*	1400*	7	800	40000
1936	3*	5000*	1	3000	6000
1937	10*	1325*	7	800	40000
1938	8*	1727*	6	1037	41480
1939	3*	3516	2	2110	21100
1940	32	2825*	24	1695	4425
1941	34*	5068*	26	3041	24280
1942	40	11805	19	4000	8000
1943	28	23506	10	21416	45810
1944	20	1494	10	580	39920
1945	30	13752	18	10604	30918
1946	41	19462	22	14540	59840
1947	28	24393	15	5684	138882
1948	13	3759	6	3379	226890
1949	17	1366	14	1231	3092
1950	47	2576*	25	1546	15338
1951	47	2709	17	2459	10475
1952	59	2933	23	2333	21736
1953	37	7858*	17	4715	6257
1954	50	2661*	24	1477	19979
1955	69	5976	16	1419	9983
1956	73	17930	23	10758	25873
1957	75	7124	39	4643	12842
1958	28	3130	15	718	4069
1959	46	2851	20	1734	6261
1960	52	27807	23	25223	27005
1961	65	7713	25	22 05	21267
1962	86	8359	26	4401	21268
1963	93	32249	14	859	6099
1964	43	3462	5	413	2347

* ESTIMATE

TABLE NO. XXXI
(Reference Paragraph 170 of the Report)

I N T R O D U C T I O N

A. SURVEY OF WAGES AND HOURS OF WORK:

The Annual Survey of Wages and Hours of work is carried out at the end of each year obtaining information for a week in October. This year's information refers to the week from the 19th to 24th October, 1964.

The collection of data was done through personal interview by members of the Department of Statistics and Research.

A new sample for agriculture was introduced in 1964, as the 1963 sample proved to give an inadequate coverage. This year a sample of the larger agricultural establishments was taken.

In the case of Mining and Quarrying, Manufacturing, Construction, Transport and Services, the 1963 sample was kept. About 900 establishments were visited in 1964 out of approximately 1,200 originally included in the 1963 sample. This was mainly due to the anomalous political situation. Thus all Turkish establishments and some establishments in villages had to be excluded. The new addresses of about 30 establishments could not be traced. Otherwise non-response was negligible, which shows that co-operation from citizens was the maximum that can be expected even in normal situations. The number of cases where respondents refused to co-operate was less than 10.

By keeping the same sample for both years, a comparison of the number of persons employed (wage earners only) could be made. From the establishments, where data were available, for 1963 as well as 1964, the following percentage decrease in employment was obtained. In Mining and Quarrying there was a decrease of about 12 per cent in the number of persons employed (wage earners only) in 1964 compared with 1963. In Manufacturing there was a drop of 7 per cent but employment in Construction declined by more than 30 per cent.

About 19,800 persons were represented in the sample. Out of these 14,900 were men, 1,000 women, 3,500 boys (under 18) and 400 girls (under 18).

The average hourly rate of pay for men was 156 mils, for boys 85 mils and for women and girls 62 mils. In all cases the average number of hours worked per week was about 44.

/The results .....

The results of the survey are given in tables I - IV. The first column in the tables, gives occupations by industry, classified according to the International Standard Industrial Classification.

The second column gives the number of persons represented in the sample, for each occupation.

Columns three, four and five give the Normal Hourly Wage Rates, Actual Weekly Earnings and Actual Hours worked, respectively.

The Normal Hourly Wage Rate is the average rate of pay, for a normal hour's work.

The Actual Weekly Earnings are taken to be the amount actually paid to a person for a week, including overtime, paid annual leave, public holidays, sick leave and any other allowances.

The Actual Hours worked is the number of hours actually worked during the week under review by a person and not the hours that one has been paid for.

The method of calculation is as follows. In the case of Agriculture and Services where no stratification was used, the simple arithmetic average was calculated. But in the case of Mining and Quarrying, Manufacturing, Construction, Retail Trade and Transport, where stratification was used (four strata), the simple arithmetic average in each stratum for every occupation was firstly calculated and then the product of the average multiplied by the number of persons in each stratum for every occupation was weighted with weights inversely proportional to the sampling fraction of each stratum i.e. if the sampling fraction is denoted by $\frac{1}{w_i}$ for the ith stratum, the average by x_i and the number of persons in each stratum by y_i, the average denoted by X for the specified occupation will be:

$$X = \frac{\sum_{i=1}^{4} x_i y_i w_i}{\sum_{i=1}^{4} y_i w_i}$$

/B. Salaries Survey. .....

B. SALARIES SURVEY:

The Salaries Survey was carried out at the same time as the Wages and Hours of Work Survey. The survey gives information as to the salaries paid to monthly-paid persons working in establishments and other selected industries from which information was received for wages. Technical occupations have been included in the Salaries Survey for the first time. The same applies to Banking Establishments.

In the monthly-paid occupations the classification follows the definitions used by the employers.

A calendar month is the unit for salaries. The monthly salary of a person who is paid on an annual basis consists of one twelfth of his annual emoluments (including cost-of-living allowance).

The basic remuneration has, in all appropriate cases, been adjusted to include cost-of-living allowance and any other extra emoluments such as thirteenth and fourteenth salaries but no provision for receipts in kind has been made. In the case of rent-free accommodation, such as in Mining and Hotels, it has been thought appropriate to include these benefits in the figures given for salaries.

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TABLE NO. XXXII
(Reference Paragraph 170 of the Report)

TABLE 1

STATISTICS OF WAGES AND HOURS OF WORK

M E N

The data refer to the week ended 24th October, 1964.

The Normal Hours of Work per week is 44 unless otherwise indicated.

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
01. AGRICULTURE:				
(a) Agricultural workers	38	139	5,000	36
(b) Tractor drivers	13	161	8,150	50
(c) Mechanics	2	168	7,400	44
(d) Shepherds (1)	3	90	6,300	70
12. METAL MINING: (2)				
(a) Miners	239	224	7,900	34
(b) Watchmen	73	158	6,450	41
(c) Drivers (3)	180	183	8,700	46
(d) Painters	14	194	8,500	42
(e) Hoistmen	10	202	9,500	44
(f) Moulders	12	207	9,800	45
(g) Masons	21	203	9,750	45
(h) Carpenters	39	201	9,500	45
(i) Mechanics & Repairmen	46	200	9,300	43
(j) Electricians	27	206	10,050	46
(k) Drillers (3)	88	179	8,300	45
(l) Brakemen	28	189	7,650	40
(m) Blacksmiths	16	212	10,450	46
(n) Pipe-fitters	61	175	8,150	45
(o) Timbermen	23	204	9,850	45
(p) Trackmen	4	200	9,600	44
(q) Blasters	14	202	9,750	45
(r) Fitters (3)	29	177	7,850	44
(s) Welders	24	205	9,850	45
(t) Foremen (3)	19	171	7,250	43
(u) Plant, Equipment and other operators	169	205	9,950	45
(v) Machinists	32	220	11,300	48
(w) Tractor Drivers	11	213	10,600	47
(x) Technicians (3)	153	156	7,400	46
(y) Other craftsmen	258	183	8,950	47
(z) Labourers	682	163	7,100	42
14. & 19 STONE QUARRYING & OTHER NON-METALLIC MINING AND QUARRYING:				
(a) Foremen	23	184	8,250	44
(b) Fitters & mechanics	70	179	9,500	49
(c) Drivers	115	202	9,250	44
(d) Electricians	6	179	8,100	45
(e) Carpenters & Masons	11	199	8,750	44
(f) Labourers	306	146	6,800	44

(1) Normal Hours of Work = 70
(2) " " " " = 40
(3) " " " " = 44

(Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
20. FOOD MANUFACTURING INDUSTRIES, EXCEPT BEVERAGE INDUSTRIES				
1. MANUFACTURE OF SAUSAGES				
(a) Operatives & labourers	5	155	7,800	48
2. MANUFACTURE OF DAIRY PRODUCTS				
(a) Distributors (1)	6	164	7,850	48
(b) Operatives & Labourers (1)	11	137	6,600	48
3. CANNING & PRESERVING OF FRUITS & VEGETABLES				
(a) Operatives & Labourers	14	147	6,100	40
(b) Watchmen (2)	4	136	7,600	56
5. MANUFACTURE OF GRAIN MILL PRODUCTS				
(a) Millers	8	185	8,150	44
(b) Drivers	5	182	8,650	46
(c) Labourers	24	143	7,550	52
6. MANUFACTURE OF BAKERY PRODUCTS				
(a) Kneaders (2)	9	164	8,550	54
(b) Ovenmen (2)	10	168	8,850	52
(c) Salesmen-distributors	4	165	8,900	49
(d) Labourers	4	115	5,100	44
8. MANUFACTURE OF COCOA, CHOCOLATE & SUGAR CONFECTIONERY				
(a) Confectioners	8	180	7,750	43
9. MANUFACTURE OF & MISCELLANEOUS FOOD 10. PREPARATIONS				
(a) Craftsmen	8	196	8,950	45
(b) Labourers	47	148	7,500	50
21. BEVERAGE INDUSTRY				
1. WINES & SPIRITS - INDUSTRIES AND 3. BREWERIES				
(a) Coopers	28	192	8,950	44
(b) Drivers	16	179	8,350	44
(c) Wine & spirit makers	24	189	12,200	55
(d) Burners	6	177	11,300	54
(e) Other craftsmen	15	175	8,900	47
(f) Labourers	192	148	7,850	48
(g) Watchmen (2)	6	138	7,950	52
4. SOFT DRINKS & CARBONATED WATER INDUSTRIES				
(a) Watchmen (2)	4	140	8,000	56
(b) Mechanics	10	155	8,850	51
(c) Other craftsmen	27	144	7,000	46
(d) Labourers	34	144	6,950	46

(1) Normal Hours of Work = 48
(2) " " " " = 56

(Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
22. TOBACCO MANUFACTURING				
(a) Mechanics	4	203	9,500	45
(b) Mixers	7	212	9,800	44
(c) Labourers	14	162	7,450	45
(d) Watchmen (1)	7	154	7,700	50
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. & 2. MANUFACTURE AND REPAIR OF FOOTWEAR				
(a) Shoe-makers	120	166	7,150	43
(b) Machinists	29	175	7,900	45
(c) Cutters	40	194	8,600	44
(d) Finishers	12	182	8,000	44
(e) Soles fixers	19	177	7,750	44
(f) Heels fixers	13	186	8,350	45
(g) Foremen	16	216	9,550	44
(h) Repairers	6	150	6,600	44
3. MANUFACTURE OF WEARING APPAREL, EXCEPT FOOTWEAR				
(a) Tailors	50	125	5,500	44
25. MANUFACTURE OF WOOD & CORK EXCEPT MANUFACTURE OF FURNITURE				
(a) Carpenters	78	177	7,800	44
(b) Carpenters-assistants	7	126	5,450	43
(c) Saw-millers	36	183	8,050	44
(d) Saw-millers assistants	5	135	6,050	45
(e) Wood cutters	31	203	8,600	42
(f) Drivers	12	193	8,550	44
(g) Labourers	6	165	7,250	44
26. MANUFACTURE OF FURNITURE AND FIXTURES				
(a) Furniture makers	72	183	7,900	43
(b) Furniture makers, apprentices	9	90	4,050	45
(c) Polishers	6	172	7,650	44
(d) Cutters	5	167	7,900	46
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Compositors	29	239	11,550	47
(b) Machine minders	3	202	8,800	43
(c) Linotypists	27	260	12,600	47
(d) Lithographers	15	159	7,000	44
(e) Guillotine operators	13	180	8,400	46
(f) Press operators	24	240	10,750	45
(g) Labourers	14	152	6,800	44

(1) Normal Hours of Work = 50

TABLE (Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL				
(a) Operatives & labourers	4	138	6,100	44
30. MANUFACTURE OF RUBBER PRODUCTS				
(a) Tyre retreaders	15	267	11,750	44
31. MANUFACTURE OF CHEMICALS & CHEMICAL PRODUCTS				
(a) Craftsmen	7	181	8,500	44
(b) Labourers	13	134	8,350	54
33. MANUFACTURE OF NON - METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM & COAL				
(a) Drivers	37	195	9,750	48
(b) Burners (1)	5	197	12,000	58
(c) Mechanics	18	197	8,100	39
(d) Filers	61	172	6,750	39
(e) Foundrymen	56	167	6,950	42
(f) Press operators	22	190	7,600	40
(g) Skilled labourers	89	192	10,300	48
(h) Unskilled labourers	119	152	6,750	41
(i) Watchmen (1)	10	130	8,150	61
35. MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY & TRANSPORT EQUIPMENT				
(a) Blacksmiths	46	149	6,500	44
(b) Fitters	17	204	8,950	44
(c) Plumbers	19	150	6,650	44
(d) Turners	9	176	6,950	41
(e) Electrowelders	9	172	7,600	44
(f) Labourers	14	139	5,650	39
36. MANUFACTURE OF MACHINERY EXCEPT ELECTRICAL MACHINERY				
(a) Blacksmiths	10	154	6,500	42
(b) Fitters	6	195	7,800	40
(c) Plumbers	5	197	9,150	46
(d) Turners	17	166	7,250	44
(e) Moulders	4	187	8,050	42
(f) Electrowelders	10	219	9,750	44
(g) Mechanics	11	143	6,350	44
(h) Labourers	8	149	6,600	44

(1) Normal Hours of Work = 56

(Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
38. MANUFACTURE OF TRANSPORT EQUIPMENT				
4. REPAIR OF MOTOR VEHICLES				
(a) Mechanics	148	153	6,850	44
(b) Auto-electricians	16	147	7,300	48
(c) Painters	6	165	7,500	45
(d) Blacksmiths	8	141	6,250	44
(e) Carpenters	6	186	8,200	44
(f) Tecalemit	9	175	7,700	44
(g) Panel beaters	14	183	8,050	44
(h) Labourers	8	138	6,350	45
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Craftsmen	27	165	7,250	44
40. CONSTRUCTION				
(a) Masons	240	187	8,150	44
(b) Carpenters	193	179	7,800	44
(c) Painters	29	171	7,250	43
(d) Electricians	24	161	7,650	45
(e) Plumbers	11	199	8,800	44
(f) Other craftsmen	65	179	10,800	52
(g) Labourers	523	136	5,700	42
(h) Drivers	15	204	9,150	45
(i) Engine drivers	44	224	11,900	50
51. ELECTRICITY, GAS & STEAM				
1. ELECTRIC LIGHT & POWER				
(a) Fitters	56	196	8,750	44
(b) Linesmen	126	185	8,450	45
(c) Plant operators	45	186	9,550	46
(d) Drivers	90	173	8,100	45
(e) Meter readers (1)	17	200	7,650	38
(f) Watchmen (2)	81	116	6,450	55
(g) Labourers	313	125	5,600	44
2. GAS MANUFACTURE				
(a) Labourers	7	153	6,450	44
52. WATER & SANITARY SERVICES				
(a) Plumbers & pipefitters	21	175	8,300	45
(b) Pump attendants	13	181	10,250	54
(c) Labourers	38	125	5,250	44
61. WHOLESALE & RETAIL TRADE				
(a) Salesmen (3)	36	145	6,650	46
(b) Labourers	42	147	6,650	45
71 & 73. TRANSPORT AND COMMUNICATIONS				
(a) Bus drivers (4)	188	131	8,000	60
(b) Lorry drivers (4)	83	154	9,150	60

(1) Normal Hours of Work = 40
(2) " " " " = 56
(3) " " " " = 48
(4 " " " " = 60

(Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
71 & 73. (Cont'd).		Mils	Mils	
(c) Taxi drivers (1)	14	104	7,600	70
(d) Conductors (2)	8	117	6,350	54
(e) Porters (3)	41	105	6,600	61
81. GOVERNMENT SERVICES				
1. CENTRAL GOVERNMENT SERVICES				
(a) Fitters	20	171	7,250	42
(b) Plant & other operators	37	209	9,200	44
(c) Plumbers	165	184	8,250	44
(d) Blacksmiths	31	199	8,800	44
(e) Welders	8	181	8,400	46
(f) Coppersmiths	2	210	9,250	44
(g) Moulders	2	187	8,600	45
(h) Pattern makers	4	204	9,000	44
(i) Motor transport fitters	6	196	8,100	41
(j) Electric fitters	8	208	10,900	49
(k) Electricians	13	161	5,850	34
(l) Mechanics	32	189	8,550	45
(m) (i) Motor transport drivers	78	170	8,400	48
(ii) Roller & engine drivers	131	215	10,150	45
(iii) Tractor drivers	30	196	9,100	46
(n) Masons	439	184	7,900	42
(o) Carpenters	255	183	8,200	44
(p) Cabinet & furniture makers	31	209	9,200	44
(q) Painters	62	180	7,600	42
(r) Foremen	274	212	10,750	48
(s) Asphalt sprayers	41	138	6,600	47
(t) Scavengers	7	168	8,600	51
(u) (i) Pump attendants	9	145	7,250	48
(ii) Reservoir attendants	7	126	6,400	48
(v) Porters	87	159	7,000	44
(w) Drillers	58	158	7,600	46
(x) Watchmen (4)	61	131	7,650	58
(y) (i) Forest skilled labourers (Roadmen)	53	157	7,250	44
(ii) Labourers	4,097	116	4,500	38
(z) Sanitary men	216	151	6,700	44
2. MUNICIPAL SERVICES				
(a) Masons	14	193	8,500	44
(b) Carpenters	5	180	7,950	44
(c) Drivers	32	187	8,250	44
(d) Scavengers	170	149	6,600	44
(e) Labourers	204	145	6,400	44
(f) Sanitary labourers	10	156	6,850	44
(g) Weighers	16	126	5,600	42

(1) Normal Hours of Work =
(2) " " " " =
(3) " " " " =
(4) " " " " =

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/Table 2. .....

TABLE NO.XXXIII
(Reference Paragraph 170 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK

W O M E N

The data refer to the week ended 24th October, 1964.
The Normal Hours of Work per week is 44 unless otherwise indicated.

Industry	No.of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
01.AGRICULTURE				
(a)Agricultural workers	112	82	2,900	34
12.METAL MINING				
(a)Labourers	24	123	5,400	44
14.STONE QUARRYING & OTHER & NON-METALLIC MINING AND 19.QUARRYING				
(a)Labourers	24	95	4,150	43
20.FOOD MANUFACTURING INDUSTRIES				
(a)Labourers	327	78	3,300	42
21.BEVERAGE INDUSTRIES				
1-3.WINES & SPIRITS INDUSTRIES				
(a)Labourers	159	87	3,850	43
4.SOFT DRINKS & CARBONATED WATER INDUSTRIES				
(a)Labourers	85	80	3,850	46
22.TOBACCO				
(a)Labourers	226	90	4,100	44
23.MANUFACTURE OF TEXTILES				
(a)Knitters	8	72	3,200	44
(b)Weavers	49	77	4,000	50
(c)Sewers	5	74	3,100	42
(d)Labourers	85	74	4,400	54
24.MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL, AND MADE-UP TEXTILE GOODS				
1.MANUFACTURE OF FOOTWEAR				
(a)Shoe-makers	104	79	3,250	42
(b)Machinists	120	80	3,550	44
(c)Cutters	21	78	3,400	44
(d)Finishers	21	71	2,450	34
(e)Other operatives	40	69	3,050	44
(f)Labourers	24	73	3,200	44
3.MANUFACTURE OF WEARING APPAREL, EXCEPT FOOTWEAR				
(a)Dress-makers and seamstresses	284	76	3,450	45
(b)Ironing women	9	90	4,400	47
(c)Cutters	7	123	5,750	46
(d)Knitters	11	92	4,550	48
(e)Shirt-makers	29	73	3,200	44
(f)Hat-makers	6	75	3,350	44

TABLE (Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
25. MANUFACTURE OF WOOD AND CORK (EXCEPT MANUFACTURE OF FURNITURE).				
(a) Labourers	50	87	3,900	45
27. MANUFACTURE OF PAPER AND PAPER PRODUCTS				
(a) Labourers	19	72	3,400	45
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Warehouse assistants	42	76	3,300	43
(b) Labourers	15	76	3,350	44
29. MANUFACTURE OF LEATHER, & LEATHER & FUR PRODUCTS, (EXCEPT FOOTWEAR & OTHER WEARING APPAREL)				
(a) Operatives & labourers	25	69	3,050	44
31. MANUFACTURE OF CHEMICALS & CHEMICAL PRODUCTS				
(a) Labourers	22	79	3,450	44
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Labourers	170	105	4,150	38
35. MANUFACTURE OF METAL PRODUCTS (EXCEPT MACHINERY & TRANSPORT EQUIPMENT)				
(a) Labourers	13	86	3,850	44
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Operatives & labourers	12	83	3,650	44
40. CONSTRUCTION				
(a) Labourers	17	107	4,800	45
61. WHOLESALE & RETAIL TRADE				
(a) Sales women	14	103	4,550	44
(b) Labourers	105	117	2,950	27
81. GOVERNMENT SERVICES				
1. CENTRAL GOVERNMENT SERVICES				
(a) Seamstresses	10	144	6,400	44
(b) Ward maids	132	91	4,000	44
(c) Ironing women	24	96	4,250	44
(d) Charwomen	28	93	4,100	44
(e) Laundry women	5	117	5,200	44
(f) Labourers	881	85	4,000	40
2. MUNICIPAL SERVICES				
(a) Labourers	11	92	4,250	46

TABLE NO.XXXIV
(Reference Paragraph 170 of the Report)
STATISTICS OF WAGES AND HOURS OF WORK

BOYS

The data refer to the week ended 24th October, 1964.
The Normal Hours of Work per week is 44 unless otherwise indicated.

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
12. METAL MINING				
(a) Technician, apprentices	9	98	3,800	40
(b) Labourers (1)	13	118	4,250	36
14. & 19. STONE QUARRYING AND OTHER NON-METALLIC MINING AND QUARRYING				
(a) Technicials, apprentices	20	88	3,500	39
20. FOOD				
(a) Packers	30	71	2,650	37
(b) Labourers	9	79	3,700	47
21. BEVERAGE INDUSTRIES				
(a) Labourers	7	75	3,450	43
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers, apprentices	14	81	3,600	44
(b) Machinists, apprentices	10	76	3,550	46
(c) Other apprentices	14	72	3,250	45
3. MANUFACTURE OF WEARING APPAREL EXCEPT FOOTWEAR				
(a) Tailor, apprentices	27	42	1,800	43
25. MANUFACTURE OF WOOD & CORK (EXCEPT MANUFACTURE OF FURNITURE)				
(a) Carpenter, apprentices	23	71	2,900	41
(b) Saw-miller, apprentices	15	79	3,250	42
26. MANUFACTURE OF FURNITURE AND FIXTURES				
(a) Furniture makers, apprentices	70	41	1,750	43
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Printing, apprentices	49	69	3,100	45
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Craftsmen, apprentices	5	73	2,950	41
(b) Labourers	33	73	3,100	42

(1) Normal Hours of Work=36

(Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
35. MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY & TRANSPORT EQUIPMENT				
(a) Blacksmiths, apprentices	75	48	2,100	44
(b) Fitters, apprentices	12	53	2,350	44
(c) Plumbers, apprentices	12	43	1,900	44
(d) Turners, apprentices	6	39	1,650	43
36. MANUFACTURE OF MACHINERY (EXCEPT ELECTRICAL MACHINERY)				
(a) Blacksmiths, apprentices	16	35	1,400	41
(b) Turners, apprentices	23	50	2,150	43
(c) Other, apprentices	17	47	2,100	44
37. MANUFACTURE OF ELECTRICAL MACHINERY, APPARATUS, APPLIANCES & SUPPLIES				
(a) Electricians and Craftsmen, apprentices	6	35	1,550	44
38. MANUFACTURE OF TRANSPORT EQUIPMENT				
4. REPAIR OF MOTOR VEHICLES				
(a) Mechanics-craftsmen, apprentices	152	42	1,750	43
(b) Other, apprentices	25	58	2,550	44
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Craftsmen, apprentices	13	57	2,500	44
40. CONSTRUCTION				
(a) Masons, apprentices	35	75	3,200	43
(b) Carpenters, apprentices	54	53	2,300	43
(c) Painters, apprentices	5	47	2,000	43
(d) Electricians, apprentices	44	47	2,050	43
(e) Plumbers, apprentices	12	44	2,050	44
51. ELECTRICITY, GAS & STEAM				
1. ELECTRIC LIGHT & POWER				
(a) Labourers	19	123	5,000	40
61. WHOLESALE & RETAIL TRADE				
(a) Office boys	31	66	2,900	44
81. GOVERNMENT SERVICES				
(a) Craftsmen, apprentices	19	104	4,250	40
(b) Labourers	61	85	3,250	38

TABLE NO. XXXV
(Reference Paragraph 170 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK

GIRLS

The data refer to the week ended 24th October, 1964.

The Normal Hours of Work per week is 44 unless otherwise indicated.

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		Mils	Mils	
20. FOOD				
(a) Labourers	32	68	3,000	44
21. BEVERAGE INDUSTRY				
(a) Labourers	6	73	3,150	43
23. MANUFACTURE OF TEXTILES				
(a) Weavers	16	56	3,300	54
(b) Sewers	6	61	2,250	37
(c) Labourers	7	58	2,350	40
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers	38	64	2,800	44
(b) Machinists	25	60	2,700	44
(c) Finishers	6	62	2,750	44
(d) Labourers	8	60	2,650	44
3. MANUFACTURE OF WEARING APPAREL EXCEPT FOOTWEAR				
(a) Seamstresses	130	55	2,400	44
(b) Shirt-makers	15	66	2,900	44
(c) Hat-makers	6	57	2,500	44
27. MANUFACTURE OF PAPER AND PAPER PRODUCTS				
(a) Labourers	7	60	2,850	45
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Labourers	15	62	2,750	44
29. MANUFACTURE OF LEATHER & LEATHER & FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL				
(a) Labourers	9	52	2,300	44
33. MANUFACTURE OF NON - METALLIC MINERAL PRODUCTS				
(a) Labourers	16	98	4,100	42
61. WHOLESALE & RETAIL TRADE				
(a) Sales-girls	7	58	2,600	45

TABLE NO. XXXVI
(Reference Paragraph 170 of the Report)

AVERAGE MONTHLY SALARIES (INCLUDING ALLOWANCES) IN CERTAIN ECONOMIC ACTIVITIES

The data refer to the month of October, 1964

Activity	Men	Women
	£	£
0. AGRICULTURE		
(a) Clerks	64	-
(b) Mechanics	57	-
(c) Foremen	55	-
(d) Drivers	45	-
(e) Watchmen	38	-
(f) Sheperds	25	-
(g) Labourers	29	-
1. MINING AND QUARRYING		
(a) Clerks	58	37
(b) Typists	-	25
(c) Store-keepers	55	-
(d) Foremen	62	-
(e) Mechanical and Electrical fitters	51	-
(f) Drivers	41	-
(g) Craftsmen	44	-
(h) Messengers	44	-
(i) Watchmen	45	-
2-3 MANUFACTURING		
20. FOOD		
(a) Accountants	51	-
(b) Clerks	51	25
(c) Store-keepers	56	-
(d) Salesmen	51	-
(e) Foremen	59	-
(f) Mechanics	56	-
(g) Confectioners	49	-
(h) Drivers	39	-
(i) Other craftsmen	42	-
(j) Labourers	35	21
(k) Watchmen	36	-
21. BEVERAGE INDUSTRIES		
(a) Accountants	72	32
(b) Cashiers	73	-
(c) Clerks	64	32
(d) Typists	-	37
(e) Store-keepers	49	-
(f) Salesmen	51	-
(g) Foremen	58	-
(h) Messengers	36	-
(i) Mechanics	58	-
(j) Distillers	54	-
(k) Wine-makers	58	-
(l) Burners	51	-
(m) Coopers	58	-
(n) Carpenters	54	-
(o) Drivers	47	-
(p) Other craftsmen	56	-
(q) Labourers	49	-
(r) Watchmen	43	-

(Cont'd)

Activity	Men	Women
	£	£
22. TOBACCO MANUFACTURES		
(a) Clerks	59	-
(b) Salesmen	39	-
(c) Mechanics	48	-
(d) Blenders & Cutters	58	-
23. TEXTILES MANUFACTURE AND KNITTING MILLS		
(a) Clerks	37	23
(b) Mechanics	46	-
(c) Other Craftsmen	50	-
(d) Foremen	46	21
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS		
(a) Clerks	44	25
(b) Foremen	53	-
(c) Saleswomen	-	18
25. MANUFACTURE OF CORK AND WOOD PRODUCTS		
(a) Clerks	45	-
(b) Foremen	64	-
26. MANUFACTURE OF FURNITURE AND FIXTURES		
(a) Clerks	26	-
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES		
(a) Accountants	55	-
(b) Clerks	43	19
(c) Jurnalists	71	-
31. MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS		
(a) Accountants	57	-
(b) Clerks	43	-
(c) Mechanics	44	-
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM & COAL		
(a) Clerks	60	-
(b) Foremen	45	-
(c) Mechanics	49	-
(d) Burners	44	-
35. 37. MANUFACTURE OF METAL PRODUCTS AND MACHINERY		
(a) Clerks	43	24
(b) Foremen	58	-
(c) Craftsmen	52	-

TABLE 5: (Cont'd)

Activity	Men	Women
	£	£
38. MANUFACTURE OF TRANSPORT EQUIPMENT		
(a) Clerks	52	19
(b) Store-keepers	52	-
(c) Foremen	50	-
(d) Mechanics	50	-
(e) Other craftsmen	52	-
(f) Watchmen	27	-
4. CONSTRUCTION		
(a) Accountants	82	-
(b) Clerks	42	33
(c) Foremen	60	-
(d) Craftsmen	41	-
5. ELECTRICITY, GAS, WATER AND SANITARY SERVICES		
52. WATER AND SANITARY SERVICES		
1. WATER SUPPLY		
(a) Clerks	54	-
(b) Collectors	42	-
(c) Foremen	57	-
(d) Plumbers	46	-
(e) Messengers	39	-
6. COMMERCE		
61. WHOLESALE AND RETAIL TRADE		
(a) Accountants	55	26
(b) Cashiers	47	23
(c) Clerks	45	27
(d) Typists	-	27
(e) Store-keepers	46	-
(f) Salesmen	39	15
(g) Drivers	41	-
(h) Porters	27	-
(i) Messengers	26	-
(j) Office boys	12	-
62. BANKS & OTHER FINANCIAL INSTITUTIONS		
(a) Managers & Heads of Departments	133	-
(b) Accountants and Book-Keepers	86	-
(c) Cashiers	86	-
(d) Clerks	65	45
(e) Typists	-	44
(f) Accounting Machine Operators	-	46
(g) Telephonists	-	33
(h) Messengers	46	-
(i) Drivers	39	-
(j) Watchmen	43	-
63. INSURANCE		
(a) Accountants	49	-
(b) Clerks	53	33
(c) Typists	-	25

(Cont'd)

Activity	Men	Women
	£	£
7.TRANSPORT AND COMMUNICATION		
(a)Accountants	62	-
(b)Clerks	49	25
(c)Typists	-	32
(d)Foremen	43	-
(e)Drivers	40	-
(f)Messengers	28	-
8.SERVICES		
81.GOVERNMENT SERVICES		
11.MUNICIPALITIES		
(a)Weighters	47	-
(b)Health Labourers	39	-
(c)Drivers	44	-
82.COMMUNITY SERVICES		
11.MEDICAL AND OTHER HEALTH SERVICES		
(a)Nurses	-	22
(b)Cleaners	-	21
83.BUSINESS SERVICES		
(a)Clerks	34	-
(b)Typists	-	25
84.RECREATION SERVICES		
(a)Clerks	25	-
(b)Collectors	-	18
(c)Mechanics	25	-
85.PERSONAL SERVICES		
3.HOTELS		
(a)Cooks	41	-
(b)Waiters	30	-
(c)Barmen	35	-
(d)Chambermaids	-	24
(e)Laundresses	-	21

TABLE NO. XXXVII
(Reference Paragraph 173 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		Weekly paid		Monthly Paid		Weekly paid		Monthly paid		Weekly paid		Monthly paid		Weekly paid	
	NO. of Days		No. of Days		No. of Days		No. of Days		Per Week		Per Week		% on salary		% 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 (incl. 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-metallic Mineral Prod.	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 FUND (Employer's Contributions)			
	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&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
Store and Warehousing	7	42	7	16	12	13	12	12	44	48	44	60	5	12	5	12
Communications (incl.Broadcasting)	21	36	12	14	9	17	8	16	38	42	44	44	10	10	10	10
Govt.Services(including Municipalit.)	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 and Other Serv.	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. XXXVIII
(Reference Paragraph 173 of the Report)

TABLE SHOWING TOTAL NUMBER OF COLLECTIVE AGREEMENTS AND UNILATERAL ARRANGEMENTS AND TOTAL NUMBER OF WORKERS COVERED RESPECTIVELY AND THEIR PERCENTAGE BY INDUSTRY IN SELECTED UNDERTAKINGS FOR 1964

IND. CODE	INDUSTRY	TOTALS		COLLECTIVE AGREEMENTS				UNILATERAL ARRANGEMENTS			
		C.A.* & U.A.	WORKERS COVERED	NUMBER		% OF TOTAL		NUMBER		% OF TOTAL	
				C.A.	WORKERS COVERED	C.A. 5 TO 3	WORKERS COVERED 6 TO 4	U.A.	WORKERS COVERED	U.A. 9 TO 3	WORKERS COVERED 10 TO 4
1	2	3	4	5	6	7	8	9	10	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%	X	X	X	X
2-3	MANUFACTURING	65	3970	48	3553	74%	90%	17	417	26%	10%
4	CONSTRUCTION	3	25237	3	25237	100%	100%	X	X	X	X
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	27	20862	7	13857	26%	66%	20	7005	74%	34%
	TOTALS	162	61285	94	51479	58%	84%	68	9806	42%	16%

* C.A.= COLLECTIVE AGREEMENT - U.A.= UNILATERAL ARRANGEMENT

TABLE NO. XXXIX
(Reference Paragraph 177 of the Report)

THE GROWTH OF THE TRADE UNION MOVEMENT IN CYPRUS 1932 - 1964

YEAR	OLD TRADE UNIONS		NEW TRADE UNIONS		TURKISH TRADE UNIONS		FEDERATION OF INDEPENDENT TRADE UNIONS		DEMOCRATIC LABOUR FEDERATION (D.E.O.K.)		OTHERS (INCLUDING CIVIL SERVICE UNIONS)		TOTAL	
	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	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

YEAR	OLD TRADE UNIONS		NEW TRADE UNIONS		TURKISH TRADE UNIONS		FEDERATION OF INDEPENDENT TRADE UNIONS		DEMOCRATIC LABOUR FEDERATION (D.E.O.K.)		OTHERS (INCLUDING CIVIL SERVICE UNIONS)		TOTAL	
	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS	UNION	MEMBERS
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	37378	47	14285	39	4000	11	1436	17	1507	28	7500	160	66106
1964	18	36500*	48	14000*	39*	N.A.	10	1500*	19	1500*	27	7000*	161	60500

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

TABLE NO. XL
(Reference Paragraph 178 of the Report)

ASSOCIATION OF EMPLOYERS REGISTERED UNDER THE TRADE UNIONS LAW CAP. 117

No.	N A M E	ACTUAL MEMBER-SHIP FOR 1963	ESTIMATE MEMBERSHIP AS AT THE END OF 1964
1	Cyprus Fishing Industry Association	*	-
2	Cyprus Licensed Electrical-Contractors Association	36	35
3	Cyprus Shipping Association	23	20
4	Famagusta Clearing Forwarding Agents Association	17	15
5	Famagusta Wood-Working Contractors' Association	*	-
6	Greek Owners of Newspapers and Periodicals Association	11	10
7	Master Electricians of Vehicles and Machinery Association	*	-
8	Motor Cars, Tractors and Agricultural Machinery Importers' Association	31	30
9	Nicosia District Engineering Employers' Association	32	30
10	Nicosia Petroleum Dealers' Association	35	35
11	Pancyprian Employers' Association of Electrical Installations	*	-
12	Pancyprian Master Printers' Association	14	15
13	Cyprus Building Contractors' Association	88	80
14	Cyprus Cinematographists Association	127	120
15	Heavy Agricultural Machinery Employers'-Owners' Association	40	40
16	Pancyprian Hotel Keepers' Association	65	65
17	Limassol Building Enterprises Contractors' Association	16	15
	T O T A L	535	510

* Under dissolution

TABLE NO. XLI
(Reference Paragraph 179 of the Report)

TABLE SHOWING THE NUMBER OF PUBLIC CONTRACTS REPORTED THROUGH THE DISTRICT LABOUR OFFICES BY INDUSTRY IN 1964

DISTRICT	NO. OF PUBLIC CONTRACTS		NUMBER OF EMPLOYEES COVERED
	TOTAL	COVERED BY EMPLOYEES	
NICOSIA	184	102	596
LIMASSOL	80	11	94
FAMAGUSTA	33	32	134
LARNACA	61	52	119
PAPHOS	89	39	323
TOTALS	447	236	1266

TABLE NO. XLII
(Reference Paragraph 216 of the Report)
ACCIDENTS NOTIFIED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE
DURING, 1964

INDUSTRY	No. of persons affected	Sex		Age		Degree of injury		CAUSATION
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
AGRICULTURE:-								
Farming, Pruning, Picking and Packing.	11	-	11	-	11	-	11	Persons falling.
	2	2	-	-	2	-	2	- do -
	4	4	-	-	4	-	4	Other accidents.
	3	3	-	-	3	-	3	Struck by falling object.
	3	-	3	-	3	-	3	Other accidents.
	2	-	2	-	2	-	2	Struck by falling objects.
	1	1	-	-	1	-	1	Striking against objects.
	1	1	-	-	1	-	1	Animals.
	1	1	-	-	1	-	1	Motor cycles, bicycles.
	1	1	-	-	1	-	1	Circulars saws all types.
	1	1	-	-	1	1	-	Motor cars.
	1	1	-	-	1	-	1	Handling without machinery.
FORESTRY:-								
Logging - Felling and Cutting of trees.	1	1	-	-	1	-	1	Persons falling.
	2	2	-	-	2	-	2	Striking against objects.
	5	5	-	-	5	-	5	Other accidents.
FISHING	1	1	-	-	1	-	1	Persons falling.
STONE QUARRYING, CLAY AND SAND PITS:-								
Stone quarrying	3	3	-	-	3	-	3	Struck by falling object.
	1	1	-	-	1	-	1	Striking against objects.

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NON-METALLIC MINING AND QUARRYING.								
Gypsum mining or quarrying.	2	2	-	-	2	-	2	Other accidents.
Umder & other ochre mining or quarrying.	1	1	-	-	1	-	1	Striking against objects.
	1	1	-	-	1	-	1	Struck by falling objects.
FOOD MANUFACTURING INDUSTRIES :-								
Manufacture of ice cream	1	1	-	-	1	-	1	Other accidents.
Flour manufacturing	1	1	-	-	1	-	1	Struck by falling objects.
Manufacture of bread	1	1	-	-	1	-	1	- do -
Manufacture of olive oil	1	1	-	-	1	-	1	Persons falling.
	1	1	-	-	1	-	1	Striking against objects
	1	1	-	-	1	-	1	Struck by falling object.
	1	1	-	-	1	-	1	Other accidents.
Carob Kibbling	2	2	-	-	2	1	1	Other accidents.
	1	-	1	-	1	-	1	Motor cars.
Manufacture of macaroni	1	-	1	-	1	-	1	Other accidents.
Manufacture of fodder.	1	1	-	-	1	-	1	Other accidents.
BEVERAGE INDUSTRIES								
Manufacture of alcoholic liquors	1	1	-	-	1	-	1	Struck by falling objects.
Wine Industries.	7	7	-	-	7	-	7	Other accidents.
	1	1	-	-	1	-	1	Struck by falling object.
	1	1	-	-	1	-	1	Persons falling.
	1	1	-	-	1	-	1	Planing machines.
	1	1	-	-	1	-	1	Unspecified.
	1	1	-	-	1	-	1	Lifting.
Manufacture of aerated waters and soft drinks	1	1	-	-	1	-	1	Persons falling.
	1	-	1	-	1	-	1	Striking against objects.
	1	-	1	-	1	-	1	Other accidents
	2	2	-	-	2	-	2	- do -
	2	-	2	-	2	-	2	Fire.

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INDUSTRY	No. of persons affected	Sex		Age		Degree of injury		CAUSATION
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
Manufacture of cigarettes.	1	1	-	-	1	-	1	Other accidents.
	1	1	-	-	1	-	1	Striking against objects.
Tobacco sorting and packing.	1	1	-	-	1	-	1	- do -
MANUFACTURE OF FOOTWEAR	1	1	-	MYP	-	-	1	Rollers of calendars, mixers, etc.
	1	1	-	MYP	-	-	1	Other accidents.
	1	1	-	-	1	-	1	Striking against objects.
Manufacture of laces	1	-	1	-	1	-	1	Other accidents.
MANUFACTURE OF WOOD AND CORK EXCEPT MANUFACTURE OF FURNITURE								
Saw Mills and Planing mills.	3	3	-	-	3	-	3	Planing machines
	1	1	-	-	1	-	1	Struck by falling object.
	1	-	1	-	1	-	1	- do -
	5	5	-	MYP	4	-	5	Other accidents
MANUFACTURE OF FURNITURE AND FIXTURES (Wood)	1	1	-	-	1	-	1	Striking against objects
	1	1	-	-	1	-	1	Struck by falling object
	1	1	-	-	1	-	1	Planing machines
Carpenter Shop	4	4	-	-	4	-	4	- do -
	1	1	-	-	1	-	1	Persons falling.
	1	1	-	-	1	-	1	Striking against objects
	1	1	-	MYP	-	-	1	Struck by falling object.
	1	1	-	-	1	-	1	Other accidents.
	1	1	-	-	1	-	1	Circular saws all types.

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MANUFACTURE OF PAPER AND PAPER PRODUCTS								
Manufacture of toilet paper	2	1	1	-	2	-	2	Striking against objects.
MANUFACTURE OF LEATHER								
Manufacture of leather cases and valises	1	1	-	-	1	-	1	Other accidents
MANUFACTURE OF RUBBER PRODUCTS								
Retreading and Vulcanizing of tyres	1	1	-	-	1	-	1	Persons falling
	1	1	-	MYP	-	-	1	Power driven machinery
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS								
Manufacture of bricks and tiles (clay)	1	1	-	-	1	-	1	Other power driven machinery
	1	-	1	-	1	-	1	Struck by falling object.
	2	2	-	-	2	-	2	- do -
	1	1	-	-	1	-	1	Other accidents.
Manufacture of mosaic tile glased or unglased	2	2	-	-	2	-	2	Struck by falling object
	1	1	-	-	1	-	1	Unspecified
	1	1	-	-	1	-	1	Handling without machinery
Manufacture of pottery	1	1	-	-	1	-	1	Struck by falling object
Manufacture of cement	1	1	-	-	1	-	1	Striking against object
	1	1	-	-	1	-	1	Other accidents
Manufacture of blocks, bricks and tiles (cement)	3	3	-	-	3	-	3	Lifting
	2	2	-	-	2	-	2	Other accidents
	1	1	-	-	1	-	1	Striking against objects
	1	1	-	-	1	-	1	Struck by falling object

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INDUSTRY	No. of persons affected	Sex		Age		Degree of injury		CAUSATION
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
MANUFACTURE OF METAL PRODUCTS								
Blacksmith and Welding shop	4	4	-	1 MYP	3	-	4	Struck by falling object
	1	1	-	-	1	-	1	Persons falling
	1	1	-	-	1	-	1	Other persons
	1	1	-	MC	-	-	1	Milling machines
	1	1	-	MC	-	-	1	Handling without machinery
MANUFACTURE OF MACHINERY.								
Machine shops	1	1	-	-	1	-	1	Planing machines
	1	1	-	MYP	-	-	1	Striking against objects
	1	1	-	-	1	-	1	Motor Cars
MANUFACTURE OF ELECTRICAL MACHINERY								
Repairs of radios refrigerators and other electical household appliances	2	2	-	MYP	1	-	2	Persons falling
Repair of motor vehicles	2	2	-	-	2	-	2	Striking against objects
	1	1	-	MYP	-	-	1	Struck by falling objects
	1	1	-	MYP	-	-	1	Hand tools
	1	1	-	-	1	-	1	Other accidents
	1	1	-	MYP	-	-	1	Unspecified
Manufacture of motor-car cabinets	1	1	-	-	1	-	1	Struck by falling object

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MISCELLANEOUS MANUFACTURING INDUSTRIES								
Manufacture of plastic articles	1	1	-	-	1	-	1	Machine tools
	1	1	-	MYP	-	-	1	Other accidents
CONSTRUCTION								
Building and Road construction	39	38	1	2MYP	37	1	38	Persons falling
	29	29	-	1MYP	28	-	29	Struck by falling object
	2	2	-	-	2	-	2	Hand tools
	6	6	-	-	6	-	6	Handling without machinery
	3	3	-	-	3	-	3	Collapse of scaffold
	7	7	-	-	7	-	7	Striking against objects
	3	3	-	-	3	-	3	Collapse of construction
	5	5	-	-	5	-	5	Planing machines
	4	4	-	-	4	-	4	Stepping on objects
	1	1	-	-	1	-	1	Hot or corrosive substances, including molten metal
	2	2	-	-	2	-	2	Motor cars
	5	5	-	-	5	-	5	Lifting
	30	30	-	MYP	29	1	29	Other accidents
	1	1	-	-	1	-	1	Belts, ropes, pulleys, gearing
	2	2	-	-	2	-	2	Flying objects
	4	4	-	-	4	-	4	Wagonettes
	3	3	-	-	3	-	3	Other vehicles, hand tracks e.t.c.
	1	1	-	-	1	-	1	Ships
	2	2	-	-	2	1	1	Fall of ground
	2	2	-	-	2	-	2	Rollers of calenders, mixers, etc.
	2	2	-	-	2	-	2	Other power driven machinery
	2	2	-	MYP	1	-	2	Motor cars
	1	1	-	-	1	-	1	Air compressors
	1	1	-	-	1	-	1	Motor cycles, bicycles.
Irrigation projects Government	10	9	1	-	10	-	10	Struck by falling object
	9	9	-	-	9	1	8	Other accidents
	4	4	-	-	4	-	4	Striking against objects
	3	2	1	-	3	-	3	Persons falling
	2	1	1	-	2	-	2	Stepping on objects
	1	1	-	-	1	-	1	Hand tools
	1	1	-	-	1	-	1	Air compressors
	1	1	-	-	1	-	1	Other power driven machinery
	2	2	-	-	2	-	2	Belts, ropes, pulleys, gearing

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INDUSTRY	No. of Persons affected	Sex		Age		Degree of injury		CAUSATION
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
ELECTRICITY AND SANITARY SERVICES								
	7	7	-	-	7	-	7	Persons falling
	4	4	-	-	4	-	4	Other accidents
	2	2	-	-	2	-	2	Motor cars
	1	1	-	-	1	-	1	Striking against objects
	1	1	-	-	1	-	1	Collapse of construction
	1	1	-	-	1	-	1	Unspecified
	1	1	-	-	1	-	1	Belts, ropes, pulleys, gearing
Sanitary Services	1	1	-	-	1	-	1	Striking against objects
WHOLE SALE AND RETAIL SALE								
Wholesale	6	6	-	-	6	-	6	Struck by falling object
	4	4	-	-	4	-	4	Other accidents
	1	1	-	-	1	-	1	Striking against objects
	1	1	-	-	1	-	1	Other power driven machinery
Retail trade	1	1	-	MYP	1	-	1	Persons falling
	1	1	-	-	1	-	1	Motor cars
	1	1	-	-	1	-	1	Other accidents
	1	1	-	-	1	-	1	Striking against object
	1	1	-	-	1	-	1	Struck by falling object
TRANSPORT STORAGE AND COMMUNICATION								
Road-Transport	3	3	-	-	3	-	3	Motor cars
	3	3	-	MYP	2	-	3	Struck by falling object
	1	1	-	-	1	-	1	Persons falling
	2	2	-	MYP	1	-	2	Striking against objects
	2	2	-	-	2	-	2	Other accidents
	1	1	-	-	1	-	1	Stepping on objects

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Water Transport except ocean transport	6	6	-	-	6	-	6	Persons falling
	13	13	-	-	13	-	13	Ships
	6	6	-	-	6	-	6	Struck by falling object
	4	4	-	-	4	-	4	Striking against objects
	1	1	-	-	1	-	1	Handling without machinery
	1	1	-	-	1	-	1	Other vehicles hand tracks etc.
	1	1	-	-	1	-	1	Other accidents
STORAGE AND WAREHOUSING	3	2	1	-	3	-	3	Persons falling
	2	2	-	-	2	-	2	Struck by falling object
	1	1	-	-	1	-	1	Striking against objects
	1	1	-	-	1	-	1	Hot or corrosive substances
	1	1	-	-	1	-	1	Handling without machinery
	1	1	-	-	1	-	1	Other vehicles, hand tracks, etc.
COMMUNICATIONS								
Wire, radio and telephones	8	8	-	-	8	-	8	Persons falling
	5	5	-	-	5	-	5	Struck by falling object
	3	3	-	-	3	-	3	Striking against objects
	3	3	-	-	3	-	3	Other accidents
	2	2	-	-	2	-	2	Motor cycles, bicycles
	1	1	-	-	1	-	1	Unspecified
	1	1	-	-	1	-	1	Other vehicles hand tracks, etc.
GOVERNMENT SERVICES	1	1	-	-	1	-	1	Motor cars
	1	1	-	-	1	1	-	Lifting
	1	1	-	-	1	-	1	Unspecified
	2	2	-	-	2	-	2	Belts, ropes, pulleys, gearing
	1	1	-	-	1	-	1	Persons falling
	3	3	-	-	3	-	3	Other accidents
Logal Government	1	1	-	-	1	-	1	Persons falling
Armed Forces	5	5	-	-	5	-	5	Struck by falling object
	3	3	-	-	3	-	3	Persons falling
	5	5	-	-	5	-	5	Other accidents
	2	2	-	-	2	-	2	Motor cars
Foreign Armed Forces	1	1	-	-	1	-	1	Struck by falling object
	1	1	-	-	1	-	1	Striking against objects

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INDUSTRY	No. of Persons affected	SEX		AGE		Degree of injury		CAUSATION
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
COMMUNITY SERVICES								
Medical and health services	1	1	-	-	1	-	1	Other accidents
	1	-	1	-	1	-	1	Persons falling
Museums	1	1	-	-	1	-	1	Other accidents
	1	1	-	-	1	-	1	Fall of ground
PERSONAL SERVICE								
Restaurants	1	1	-	-	1	-	1	Struck by falling object
	1	1	-	-	1	-	1	Other accidents
Cafes and confectioners	1	1	-	-	1	-	1	Fire (Not dangerous occurance or explosion)
Hotels	1	1	-	-	1	-	1	Fire (Not dangerous occurance or explosion)
Dry-Cleaning and Pressing	1	-	1	-	1	-	1	Electricity

TABLE NO. XLIII
(Reference Paragraph 217 of the Report)

DISTRIBUTION BY INDUSTRY OF REPORTED INDUSTRIAL ACCIDENTS, 1964

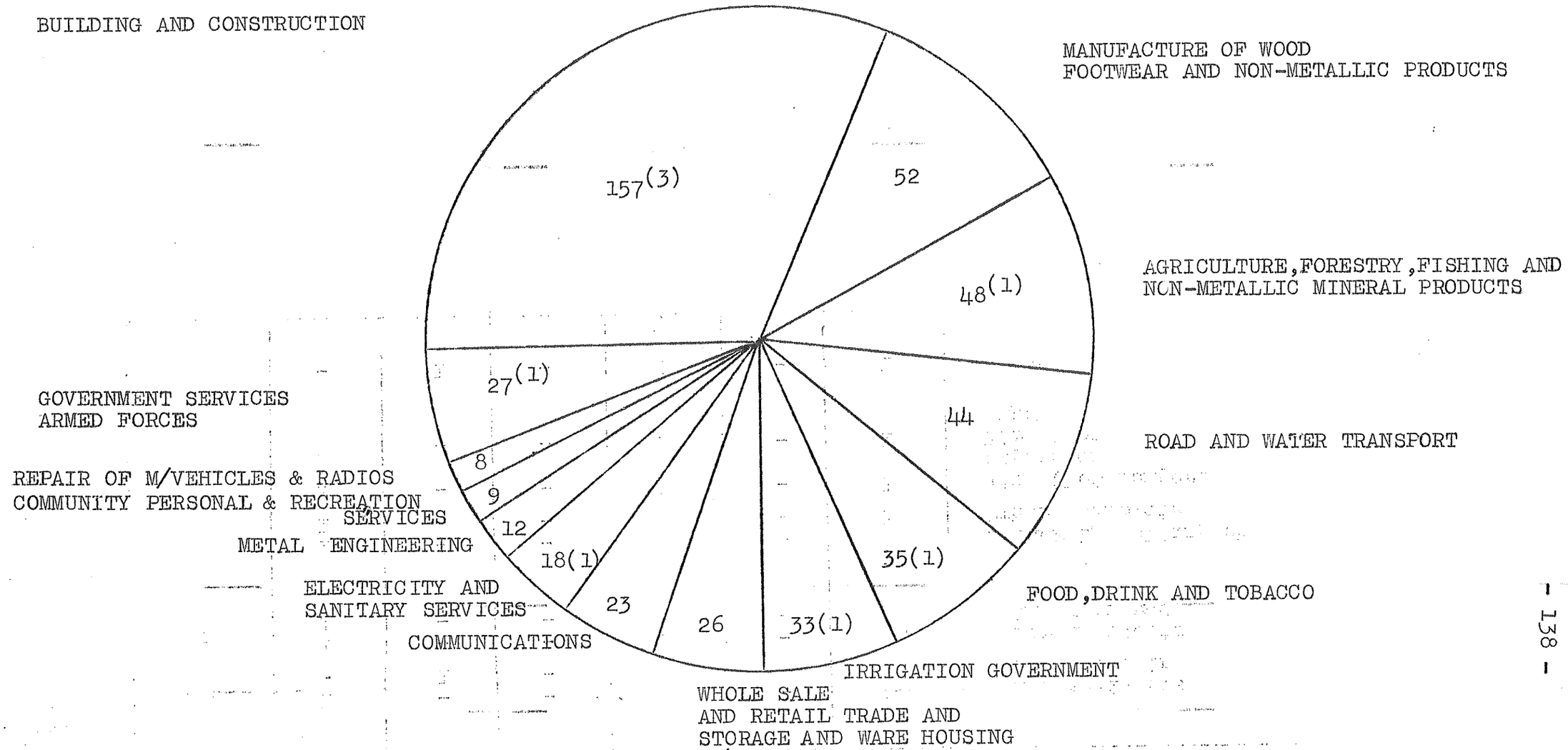

TABLE NO. XLIV
(Reference Paragraph 218 of the Report)
FATAL AND NON FATAL ACCIDENTS, 1964

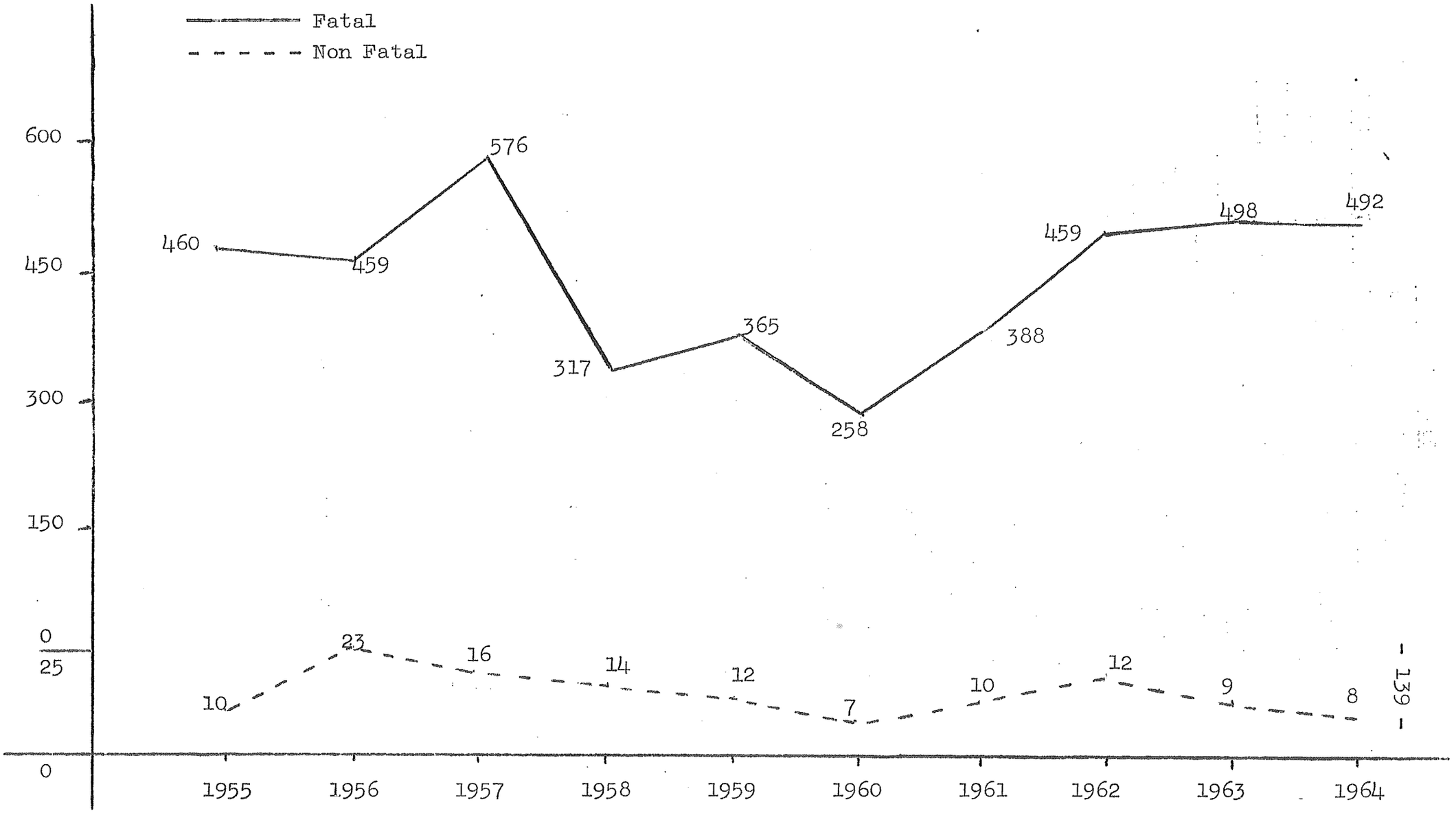

TABLE NO. XLV

(Reference paragraph 219 . of the Report)

ANALYSIS OF ACCIDENTS BY CAUSATION 1964.

%	
24	Miscellaneous causes +
21	Struck by falling object or flying objects +
20	Persons falling +
12	Stepping on or striking against objects + + + + + + + + + + + +
7	Motor cars, motor cycles, bicycles, wagonettes, etc. + + + + + + +
5	Ships and lifting + + + + +
2	Wood-working machinery + +
2	Air compressors,mixers,other power driven machinery + +
2	Handling goods + +
2	Fall of ground, collapse of construction or scaffold + +
1	Machine tools for metal working, hand tools +
1	Electricity, Fire, Hot or corrosive substances incl.molten metal +
1	Belts, Ropes, Pulleys, Gearing +

TABLE No. XLVI

(Reference Paragraph 241 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	4312	3738	574	460	114
1892	584	537	47	34	13
1893	737	680	57	49	8
1894	1056	912	144	117	27
1895	806	709	97	76	21
1896	2647	1870	777	654	123
1897	967	850	117	100	17
1898	1590	1346	244	210	34
1899	1189	1003	186	145	41
1900	3258	2518	740	602	138
1901	2892	2123	769	633	136
1902	2254	1878	376	321	55
1903 - 1909	18681	13836	4845	4157	688
1910 - 1919	35253	25058	10195	8750	1445
1920 - 1929	39992	28967	11025	8465	2560
1930 - 1939	55455	39331	16124	5231	10893
1940	8171	5375	2796	272	2524
1941	6080	3931	2149	182	1967
1942	5850	3769	2081	132	1949
1943	7219	4661	2558	83	2475
1944	7437	4824	2613	68	2545
1945	6428	4197	2231	27	2204
1946	7064	4813	2251	14	2237
1947	6111	4227	1884	7	1877
1948	4753	3414	1339	4	1335
1949	2577	1820	757	1	756
1950	1427	989	438	-	438
1951	185	109	76	-	76
	234975	167485	67490	30794	36696

TABLE NO. XLVII

(Reference Paragraph 245 of the Report)

SOCIAL INSURANCE FUND

FUND ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER, 1964.

PAYMENTS

	£ Mils	£ Mils
Management Expenses.		
Salaries and Allowances	47,011.445	
Rents	1,143.000	
Stationery	2,189.415	
Travelling	733.192	
Sundries	1,194.744	
Audit Fees	1,000.000	
Printing of Social Insurance Stamps	2,638.651	
		55,910.447
Insurance Benefits.		
Unemployment Benefit	146,139.530	
Sickness Benefit	24,768.625	
Maternity Grant	25,326.000	
Death Grant	2,535.600	
Widows' Pension	51,996.828	
Orphans' Benefit	632.000	
Old Age Pension	218,619.558	
Marriage Grant	1,944.840	
Maternity Allowance	139.450	
Injury Benefit	666.400	
		472,768.831
Surplus for the year		420,506.994
		949,186.272

RECEIPTS

		£ Mils	£ Mils
Employees' and Employers' contribution		531,487.794	
General Government Contribution		265,743.897	
Interest Received	150,387.581		
Less Brokerage	400.000		
		149,987.581	
Rent Receivable		1,967.000	
			949,186.272
			949,186.272

NOTE The amount of £150,387.581 mils representing interest received during the year includes the sum of £15,993.- being interest accrued in 1963 and accounted for in 1964, but does not include interest accrued to 31.12.64 amounting to £30,287.-

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SOCIAL INSURANCE FUND
BALANCE SHEET AS AT 31ST DECEMBER 1964.

LIABILITIES

	£ Mils	£ Mils	£ Mils
Balance of the Fund 1.1.64		2728,266.318	
Add surplus for the year	420,506.994		
Less Depreciation for the year written off	968.810		
	419,538.184		
Less Depreciation of U.K. Investments	4,392.921		
		415,145.263	
Less Loss on Realization of U.K. Investments	- -		3143,411.581
			3143,411.581

ASSETS

	£ Mils Cost	£ Mils Aggr. Depreciation to date	£ Mils Net	£ Mils
Fixed Assets				
Office Equipment				
Furniture and Fittings	7840.199	4284.872	3555.327	
Cost of additions and alterations to Govt. premises used by the Fund	3695.773	1293.503	2402.270	
	11535.972	5578.375		5957.597
Cash and Investments.				
Cash with Treasury			50931.648	
Investments at middle market prices				
Deposits at call with J.C.F.		55079.550		
Bank Fixed Deposits		321122.195		
Local Loans		1372526.252		
U.K. Investments		1244600.367		
Cyprus Dev. Corp. Ltd shares		1486.500		
Social Insurance premises		91707.472	3086522.336	
				3137453.984
				3143411.581

TABLE NO. XLVIII

(Reference Paragraph 244 of the Report)

Statement of Investments held as at 31st December, 1964

Date	Description	Nominal value £ Mils	Cost price £ Mils	Middle market prices £ Mils
21.10.58	5½% Exchequer 1966	146,430.750	150,000.000	144,600.367
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
1.8.60	C.C.S. co-oper.Blg. Soc. Ltd. 5½%	27,702.290	27,702.290	27,702.290
5.8.60	Electricity Dev.(4th Issue stock) 1965 5½%	250,000.000	250,000.000	250,000.000
1.9.62	Electricity Dev.(5th Issue stock) 1967 5¾%	350,000.000	350,000.000	350,000.000
28.2.63	C.C.S. Co-operative Building Society Ltd. 5½%	36,303.962	36,303.962	36,303.962
23.12.63	Sheffield Corporation 5⅝%	200,000.000	200,000.000	200,000.000
19.6.63	Salt Coast Corporation 5⅝%	500,000.000	500,000.000	500,000.000
Dec.1963	Cyprus Development Corporation Ltd. 6%	1,486.500	1,486.500	1,486.500
31.1.64	Sheffield Corporation 5⅝%	400,000.000	400,000.000	400,000.000
28.2.64	Bank of Cyprus Fixed Deposits 5½%	109,353.700	109,353.700	109,353.700
15.3.64	-do-	35,700.800	35,700.800	35,700.800
20.3.64	-do-	76,067.695	76,067.695	76,067.695
27.4.64	-do-	100,000.000	100,000.000	100,000.000
31.12.64	Board of Trustees Mitsis School 6%	28,520.000	28,520.000	28,520.000
29.12.64	Public Loans Fund 5%	280,000.000	280,000.000	280,000.000
31.12.64	Joint consolidated Fund Deposit at call	55,079.550	55,079.550	55,079.550
31.12.64	Immovable Property Social Insurance Building	91,707.472	91,707.472	91,707.472
		3088,352.719	3091,921.969	3086,522.336

TABLE NO. XLIX

(Reference paragraph 245 of the Report)

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

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

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

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

2. The contribution conditions for a maternity allowance are that -

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

(b) not less than fifty contributions have been paid by or credited to the claimant in respect of the fifty-two weeks immediately preceding the period for which the allowance is payable.

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

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

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

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

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

is not less than fifty.

Provided that, where an existing contributor elects to have all or part of the contributions paid by or credited to him under the repealed Law, Cap.354, to be considered as having been paid by or credited to him after the appointed day, the yearly average of contributions paid by or credited to him shall be for the period beginning on the first day of the contribution year, prior to the appointed day, which includes the first contribution considered as having been paid after the appointed day and ending on 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.

TABLE NO. L

(Reference paragraph 245 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 Mils	40-49 Mils	30-39 Mils	20-29 Mils
Sickness Benefit Unemployment Benefit Widows' Pension Old Age Pension Maternity Allowance*	1.800	1.500	1.200	900
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				
a) one dependant	0.900	0.750	0.600	0.450
b) two dependants	1.200	0.900	0.750	0.600
c) three or more dependants	1.500	1.050	0.900	0.750

* No increase for dependants is granted in respect of maternity allowance.

TABLE NO. LI

(Reference paragraph 245 of the Report)

PART I. - RATE OR AMOUNT OF BENEFIT PAYABLE FOR EMPLOYMENT ACCIDENTS.

Kind of benefit	Rate or Amount			
	Basic	Increase for one dependant	Increase for two dependants	Increase for more than two dependants
	£ mils	£ mils	£ mils	£ mils
Injury benefit:				
(i) persons over 18	3.000	900	1.500	1.800
(ii) persons under 18	1.500	900	1.500	1.800
Death benefit:				
(i) widow's benefit	3.000	900	1.500	1.800
(ii) widower's benefit	3.000	900	1.500	1.800
(iii) orphan's benefit	2.000	-	-	-
(iv) parents' allowance	2.000	1.000	-	-

PART II. - AMOUNTS OF DISABLEMENT GRANT.

Degree of disablement	Amount of grant
%	mils
10	100.000
11	110.000
12	120.000
13	130.000
14	140.000
15	150.000
16	160.000
17	170.000
18	180.000
19	190.000

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PART III.- RATES OF DISABLEMENT PENSION.
(Persons over 18)

Degree of disablement	Rate of weekly benefit and increase for dependants			
	Basic	Increase for one dependant	Increase for two dependants	Increase for more than two dependants
	£ mils	£ mils	£ mils	£ mils
100	3.000	900	1.500	1.800
90	2.700	810	1.350	1.620
80	2.400	720	1.200	1.440
70	2.100	630	1.050	1.260
60	1.800	540	900	1.080
50	1.500	450	750	900
40	1.200	360	600	720
30	900	270	450	540
20	600	180	300	360

PART IV. - RATES OF DISABLEMENT PENSION
(Persons under 18)

Degree of disablement	Rate of weekly benefit and increase for dependants			
	Basic	Increase for one dependant	Increase for two dependants	Increase for more than two dependants
	£ mils	£ mils	£ mils	£ mils
100	1.500	450	750	900
90	1.350	405	675	810
80	1.200	360	600	720
70	1.050	315	525	630
60	900	270	450	540
50	750	225	375	450
40	600	190	300	360
30	450	135	225	270
20	300	90	150	180

TABLE NO. LII

(Reference Paragraph 245 of the Report)

COMPARATIVE TABLE SHOWING CLAIMS RECEIVED BY MONTH FOR THE YEARS 1963 AND 1964.

MONTH	Unemployment Benefit		Sickness Benefit		Maternity Grant		Maternity Allowance		Death Grant		Marriage Grant		Widow's Pension		Old Age Pension		Orphan's Benefit		Injury Benefit		Disablement Benefit		Death Benefit	
	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964
Jan.	4762	5074	627	233	747	438	-	-	26	24	26	36	14	25	105	88	-	-	-	-	-	-	-	-
Feb.	5146	6571	405	422	541	398	-	-	18	19	32	17	14	25	64	43	-	-	-	-	-	-	-	-
Mar.	5127	8160	650	482	550	480	-	-	25	25	29	17	21	24	83	33	1	-	-	-	-	-	-	-
Ap.	4278	10304	488	452	547	658	-	-	18	36	14	15	17	26	43	48	1	1	-	-	-	-	-	-
May	4165	5706	489	464	780	432	-	-	37	23	28	19	28	29	55	36	1	-	-	-	-	-	-	-
June	3069	5063	566	424	452	368	-	-	18	19	33	20	17	16	45	46	1	-	-	-	-	-	-	-
July	3192	5395	791	472	505	567	-	-	20	28	36	22	20	26	41	54	-	1	-	-	-	-	-	-
Aug.	4686	3987	549	228	632	471	-	-	23	21	37	22	22	22	45	29	-	-	-	-	-	-	-	-
Sept.	3351	3963	647	387	526	431	-	-	11	29	42	24	6	26	40	34	1	-	-	-	-	-	-	-
Octob.	3667	4233	611	520	603	500	-	8	16	37	85	54	16	36	75	139	-	-	-	11	-	-	-	-
Nov.	2679	3148	669	414	576	603	-	26	25	36	101	60	17	37	78	182	-	-	-	64	-	-	-	-
Dec.	2348	3483	443	401	504	573	-	52	24	23	60	55	20	19	48	193	1	-	-	84	-	-	-	5
TOTAL	46470	65087	6935	4899	6963	5919	-	86	261	320	523	361	212	311	722	925	6	2	-	159	-	-	-	5

TABLE NO. LIII

(Reference Paragraph 245 of the Report).

COMPARATIVE MONTHLY STATEMENT SHOWING PAYMENTS OF INSURANCE BENEFITS FOR THE YEARS 1963 AND 1964.

MONTH	Unemployment Benefit		Sickness Benefit		Maternity Grant		Maternity Allowance		Death Grant		Marriage Grant		Widow's Pension		Old Age Pension		Orphan's Benefit		Injury Benefit	
	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964	1963	1964
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Jan.	4915	6159	1849	1804	2065	1313	–	–	121	161	133	158	2467	3253	11494	17746	7	60	–	–
Feb.	8532	11434	1647	1456	2062	873	–	–	154	196	72	42	1826	3111	7214	13599	7	–	–	–
Mar.	12697	18838	2285	1527	3297	2329	–	–	244	101	199	195	4186	4394	19733	20164	7	24	–	–
Apr.	11047	22296	2554	2263	2904	3083	–	–	215	338	143	148	3147	3753	15516	17173	12	44	–	–
May	8262	17830	2459	2418	3115	2610	–	–	208	254	153	68	3488	3949	16403	15627	19	23	–	–
June	8949	12578	2048	1693	1812	2265	–	–	188	219	216	63	3154	3252	13973	15427	62	58	–	–
July	7300	10488	3011	2318	2264	2014	–	–	165	178	271	129	4164	3861	16736	17844	29	5	–	–
Aug.	8197	10282	2211	1673	2482	2337	–	–	187	157	274	134	3740	3724	15711	15116	55	97	–	–
Sept.	7791	8775	2344	1385	2494	1976	–	–	105	219	182	130	3674	3664	15442	16391	24	5	–	–
Oct.	7046	7606	2156	1841	2171	2122	–	–	116	307	446	322	3726	2321	16171	8439	50	67	–	–
Nov.	6783	9228	4508	2209	2895	2015	–	13	171	203	555	212	3712	6629	16904	20134	37	–	–	45
Dec.	5284	10625	1073	4181	359	2389	–	126	25	202	82	343	385	10085	1702	40959	–	249	–	621
TOTAL	96803	146139	28145	24768	27920	25326	–	139	1899	2535	2726	1944	37669	51996	166999	218619	309	632	–	666

TABLE NO. LIV

(Reference Paragraph 314 of the Report).

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

MONTH	INCOME CONTRIBUTIONS AND INTEREST		PAYMENTS		BALANCE AT THE END OF EACH MONTH	
	£	Mils	£	Mils	£	Mils
Balance B/F: -						
Current Account	1,743	362	---		---	
Investments	11,683	704	---		---	
January	1,023	480	924	360	13,526	186
February	1,054	250	938	460	13,641	976
March	1,021	405	930	840	13,732	541
April	1,018	153	1,006	060	13,744	634
May	1,045	515	1,651	130	13,139	019
June	783	850	2,494	110	11,428	759
July	1,497	088[1]	916	970	12,008	877
August	898	325	925	960	11,981	242
September	1,288	730	955	330	12,314	642
October	1,528	025[2]	1,292	790	12,549	877
November	1,064	770	957	700	12,656	947
December	1,173	839[3]	1,408	700		
cancelled cheques	423	000	---		12,845	086
TOTALS	27,247	496	14,402	400	12,845	086

1. This includes £63.715 interest on fixed deposits and £33.628 interest on current account.

2. This includes £445.200 interest on fixed deposits.

3. This includes £65.884 interest on fixed deposits and £26.620 interest on current account.

TABLE NO. LV

(Reference Paragraph 314 of the Report)

PNEUMOCONIOSIS COMPENSATION FUND.
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED
31ST DECEMBER, 1964.

RECEIPTS	£ Mils	£ Mils	PAYMENTS	£ Mils	£ Mils
Monthly Subscriptions:			Compensation for:		
(i) Mining Companies	12,036.000		(i) Disablement	12,771.110	
(ii) Other Industries	726.383	12,762.383	(ii) Death	1,208.300	
					13,979.410
Interest received		635.047			
Deficiency for the year		581.980			
		13,979.410			13,979.410

B A L A N C E S H E E T
AS AT 31ST DECEMBER, 1964.

LIABILITIES	£ Mils	£ Mils	ASSETS	£ Mils	£ Mils
Accumulated Fund:			Cash and Investments:		
Balance as at 1.1.64	13,427.066		Bank. Fixed Deposits: 31.12.64 5.5%	8,925.200	
Less: Excess of expenditure over income	581.980	12,845.086	" Deposit - 7 days' Notice 31.12.64 4%	3,333.303	12,258.503
			Cash at Bank: 31.12.64		586.583
		12,845.086			12,845.086

TABLE NO. LVI

(Reference Paragraph 315 of the Report)

STATISTICS OF WORKMEN'S COMPENSATION, 1964
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 fruits and nuts.	17	386.470						
Growing of vegetables.	1	5.000						
Raising of livestock, poultry, rabbits, other animals and bees.	1	60.000						
FORESTRY AND LOGGING.								
Felling and cutting of trees.	1	120.000						
METAL MINING.								
Copper mining.	16	624.000	7	216.000			1	600.000
STONE QUARRYING, CLAY AND SAND PITS.								
Stone crushing	2	134.000						
OTHER NON-METALLIC MINING AND QUARRYING.								
Gypsum mining or quarrying	1	21.000						
Asbestos mining	7	252.300	7	293.805				
Umber and other ochre mining or quarrying	1	233.000						
FOOD MANUFACTURING INDUSTRIES, EXCEPT BEVERAGE INDUSTRIES.								
Manufacture of ice-cream and ices.	1							
Canning of fruits and vegetables, including fruit and vegetable juices.	3	85.350						
C/F	51	1921.120	14	509.805	-	-	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	51	1921.120	14	509.805	-	-	1	600.000
Flour manufacturing.	1	10.000						
Carob kibbling.	1	36.000						
Manufacture of macaroni and similar products.	1	12.666	1	100.000				
BEVERAGE INDUSTRIES.								
Manufacture of wines (including vinegar).	10	123.922	4	421.500				
Manufacture of aerated waters and soft drinks.	2	19.046						
Manufacture of cigarettes			2	101.500				
MANUFACTURE OF TEXTILES.								
Weaving, factories.	1	70.000						
Manufacture of hosiery.	1	18.665						
MANUFACTURE OF FURNITURE AND FIXTURES.								
Manufacture of furniture and fixtures, wooden.	1	14.000						
PRINTING, PUBLISHING AND ALLIED INDUSTRIES.								
Printing, including government.	1	9.500						
MANUFACTURE OF RUBBER PRODUCTS.								
Retreading and vulcanizing of tyres.	1	71.000						
C/F	71	2305.919	21	1132.805	-	-	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	71	2305.919	21	1132.805	-	-	1	600.000
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS OF PETROLEUM AND COAL.								
Manufacture of bricks and tiles (clay).	8	102.298	3	70.000				
Manufacture of mosaic tile, glazed or unglazed.	3	28.700						
Manufacture of pottery.	1	9.000						
Manufacture of cement, portland.	8	45.247						
Manufacture of gypsum.	1	12.500						
BASIC METAL INDUSTRIES.								
Manufacture of aluminium products.	2	54.685						
MANUFACTURE OF ELECTRICAL MACHINERY, APPARATUS, APPLIANCES AND SUPPLIES.								
Manufacture of batteries.	1	7.500						
MANUFACTURE OF TRANSPORT EQUIPMENT.								
Motor vehicle repairing.	2	34.537	2					
Motor vehicle painting and polishing.	2	10.000						
Manufacture of motor-car cabinets.			1	175.000				
C/F	99	2610.386	27	1377.805	-	-	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	99	2610.386	27	1377.805	-	-	1	600.000
CONSTRUCTION Building (excluding Government and Military).	152	2494.963	25	1686.100			1	600.000
Carpenter shops.	2	31.000						
Electrical installation shops.	5	54.700						
Plumbers	3	125.600	2	33.000				
ELECTRICITY, GAS AND STEAM. Generation, transmission and distribution of electric energy.	16	332.964					1	700.000
WHOLESALE AND RETAIL TRADE. Assemblers and buyers of farm products and cooperative agricultural marketing associations.	6	49.180						
Retail selling of goods for personal or household consumption or utilization.	19	100.200						
Gasoline(petrol) filling stations	3	31.200						
TRANSPORT. Urban, suburban and interurban passenger bus lines.	1		1					
Loading and discharging of vessels.	17	256.666	11	1143.500				
COMMUNICATION. Telephone Services.	19	548.945	1	689.000			1	900.000
GOVERNMENT SERVICES. Central Government (administration)	114	3065.061	14	2110.470			1	600.000
C/F.	456	9700.865	81	7039.875	-	-	5	3400.000

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	456	9700.865	81	7039.875	-	-	5	3400.000
Local Government (administration)	2	53.000						
Foreign armed Forces.	42	63.990	6	1102.400				
PERSONAL SERVICES. Hotels	1	8.000						
TOTAL	501	9825.855	87	8142.275	-	-	5	3400.000

Notes: (a) The amounts include compensation paid in 1964 for accidents which had occurred before 1964 and had not been settled by 31st December 1963.

(b) The following cases which occured in 1964 and had been settled by the end of the year were included in the above figures:-

(i) Temporary disablement 33

(ii) Permanent partial incapacity. 18

(c) The Civilian Establishment and Pay Officer, British Forces, did not state the amount paid as compensation in respect of 36 cases of temporary disablement for more than three days. These cases were also included in the table.

TABLE NO. LVII

(Reference paragraph 317 of the Report).

STATISTICS OF INJURY BENEFIT PAID UNDER THE SOCIAL INSURANCE LAW FOR EMPLOYMENT ACCIDENTS.

(Period 5.10.64 - 31.12.64).

INDUSTRY	No. of cases	Total days of incapacity	Total days paid	Amount paid
AGRICULTURE.				
Growing of field crops	2	25	19	9.500
Raising of livestock, poultry, rabbits, other animals and bees.	1	12	9	6.750
Pruning, picking and packing.	1	22	19	8.500
FORESTRY AND LOGGING.				
Felling and cutting of trees.	1	27	24	19.200
Transportation of logs.	1	13	10	8.000
FISHING.				
Ocean and coastal water fishing, excluding factory - vessel fishing.	1	10	7	5.600
METAL MINING.				
Copper mining.	1	5	2	2.400
STONE QUARRYING, CLAY AND SAND PITS.				
Stone crushing.	4	154	142	88.950
OTHER NON-METALLIC MINING AND QUARRYING.				
Gypsum mining or quarrying.	2	22	16	10.700
Asbestos mining.	2	32	26	20.800
FOOD MANUFACTURING INDUSTRIES, EXCEPT BEVERAGE INDUSTRIES.				
Manufacture of ice-cream and ices.	1	10		
Manufacture of fodder	1	10	7	4.550
Manufacture of olive-oil	3	65	56	39.000
BEVERAGE INDUSTRIES.				
Manufacture of aerated waters and soft drinks.	1	11	8	6.400
MANUFACTURE OF TEXTILES.				
Manufacture of hosiery.	1	44	41	10.250
C/F	23	462	386	240.600

INDUSTRY	No. of cases	Total days of incapacity	Total days paid	Amount paid
B/F	23	462	386	240.600
MANUFACTURE OF FOOT-WEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS.				
Manufacture of footwear(including machinists).	3	121	112	40.250
MANUFACTURES OF WOOD AND CORK, EXCEPT MANUFACTURE OF FURNITURE.				
Sawmills and planing mills	1	16		
MANUFACTURE OF FURNITURE AND FIXTURES.				
Manufacture of furniture and fixtures (wooden).	3	101	77	33.500
Manufacture of furniture and fixtures (metal).	1	20	17	8.500
Manufacture of bee-hives	1	64	61	15.250
MANUFACTURE OF RUBBER PRODUCTS.				
Retreading and vulcanizing of tyres.	1	31	28	8.000
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS, EXCEPT PRODUCTS OF PETROLEUM AND COAL.				
Manufacture of Bricks and tiles (clay).	4	172	160	83.300
Manufacture of mosaic tile, glazed or unglazed.	2	39	33	18.600
Manufacture of pottery.	1	15	12	9.000
Manufacture of gypsum & lime	1	8	5	3.750
Manufacture of blocks, bricks and tiles (cement).	1	29	26	20.800
MANUFACTURE OF METAL PRODUCTS, EXCEPT MACHINERY AND TRANSPORT EQUIPMENT.				
Blacksmith and welding shops	3	53	44	16.000
MANUFACTURE OF MACHINERY, EXCEPT ELECTRICAL MACHINERY.				
Machine shops (producing and repairing machine and equipment parts).	1	21	18	13.500
MANUFACTURE OF TRANSPORT EQUIPMENT.				
Motor vehicle repairing.	7	193	172	81.250
CONSTRUCTION.				
Building (excluding Government and military).	34	654	504	335.300
C/F	87	1999	1655	927.600

INDUSTRY	No. of cases	Total days of incapacity	Total days paid	Amount paid
B/F	87	1999	1655	927.600
Construction, Government.	12	420	384	290.750
Irrigation projects, Government	8	179	142	101.450
Wells boring (Water)	2	99	93	72.050
Plumbers	2	26	17	12.750
Excavating	2	43	37	29.450
Construction, Military (Cypriot contractors)	3	125	116	74.250
Construction, Military (Foreign contractors)	1	51	48	31.200
Construction, Ports.	2	103	97	55.700
WHOLESALE AND RETAIL TRADE.				
Re-sale of goods to business units and institutions and government.	2	53	47	38.600
Importers and exporters, wholesale	1	26	23	11.500
Assemblers and buyers of farm goods and co-operative agricultural marketing associations.	3	75	66	34.450
Wholesale trade, other	1	75	72	46.800
RETAIL TRADE.				
Retail selling of goods for personal or household consumption or utilization.	1	48	45	36.000
Gasoline (petrol) filling stations.	1	12	9	6.750
TRANSPORT.				
Freight transport by road.	5	151	136	106.050
Loading and discharging of vessels.	7	119	87	87.500
COMMUNICATION.				
Telephone Services	1	15	12	3.000
GOVERNMENT SERVICES.				
Central Government (administration).	7	171	150	106.500
Armed forces	1	12	9	7.200
Foreign armed forces.	3	35	26	15.450
COMMUNITY SERVICES.				
Other educational services.	1	10	7	3.500
C/F	153	3847	3278	2098.500

INDUSTRY	No. of cases	Total days of incapacity	Total days paid	Amount paid
B/F	153	3847	3278	2098.500
Hospitals Sanatoria and nursing homes.	1	30	27	13.500
PERSONAL SERVICES. Hotels	1	16	13	6.500
TOTAL	155	3893	3318	2118.500

NOTE: (a) During the period 5.10.64 - 31.12.64 159 claims for injury benefit were received of which 4 were disallowed as injury was not due to an employment accident.

(b) Of the 155 claims allowed 2 were still pending by 31.12.64 and incapacity in 45 cases continued after 31.12.64.

(c) No claims for total or partial disablement were received during the period 5.10.64 - 31.12.64.