MINISTRY OF LABOUR AND SOCIAL INSURANCE

Minister	Hon. Tassos Papadopoulos

PRINCIPAL OFFICERS

HEADQUARTERS

Director-General	Mikis Sparsis
Senior Social Insurance Officer	Telesphoros Nacouzi
Senior Employment Officer	Anthony Protopapas
Senior Inspector of Factories ..	Achilleas Callimachos
Acting Senior Industrial Relations Officer	Efstathios Constantinides
Director, Central Hotel Training School	Petros Kontopyrghos
Labour Research and Statistics Officer	Aristodemos Avraamides
Assistant Accountant	Andreas Gregoriou
Principal Clerk	Andreas Haralambides
Administrative Assistant 2nd Grade	Georghios Tziros
Insurance Officer	Andreas Panaretou
Accounting Officer 1st Grade ..	Michael Serghides

DISTRICT

District Labour Officer, Nicosia ..	Christos Eliophotou
District Labour Officer, Famagusta ..	Leonidas Hji Nicolaou
District Labour Officer, Larnaca ..	Kallis M. Kallis
Acting District Labour Officer, Limassol ..	Georghios Economou
Acting District Labour Officer, Paphos ..	Chrysostomos Kalos

PRODUCTIVITY CENTRE

Director	Stelios Theocharides
Sales Organisation and Promotion ..	Athos Christodoulou
Vocational and Supervisory Training	Georghios Christodoulides
Industrial Engineering	Paris Lenas
Industrial Engineering	Haris Constantinou

/....

I.L.O. EXPERTS TO THE MINISTRY

Labour Law and Relations Adviser	J. B. Cronin
Social Security Adviser	F. B. Matthews
Manpower Assessment	Boris Savic

I.L.O. EXPERTS TO THE PRODUCTIVITY CENTRE

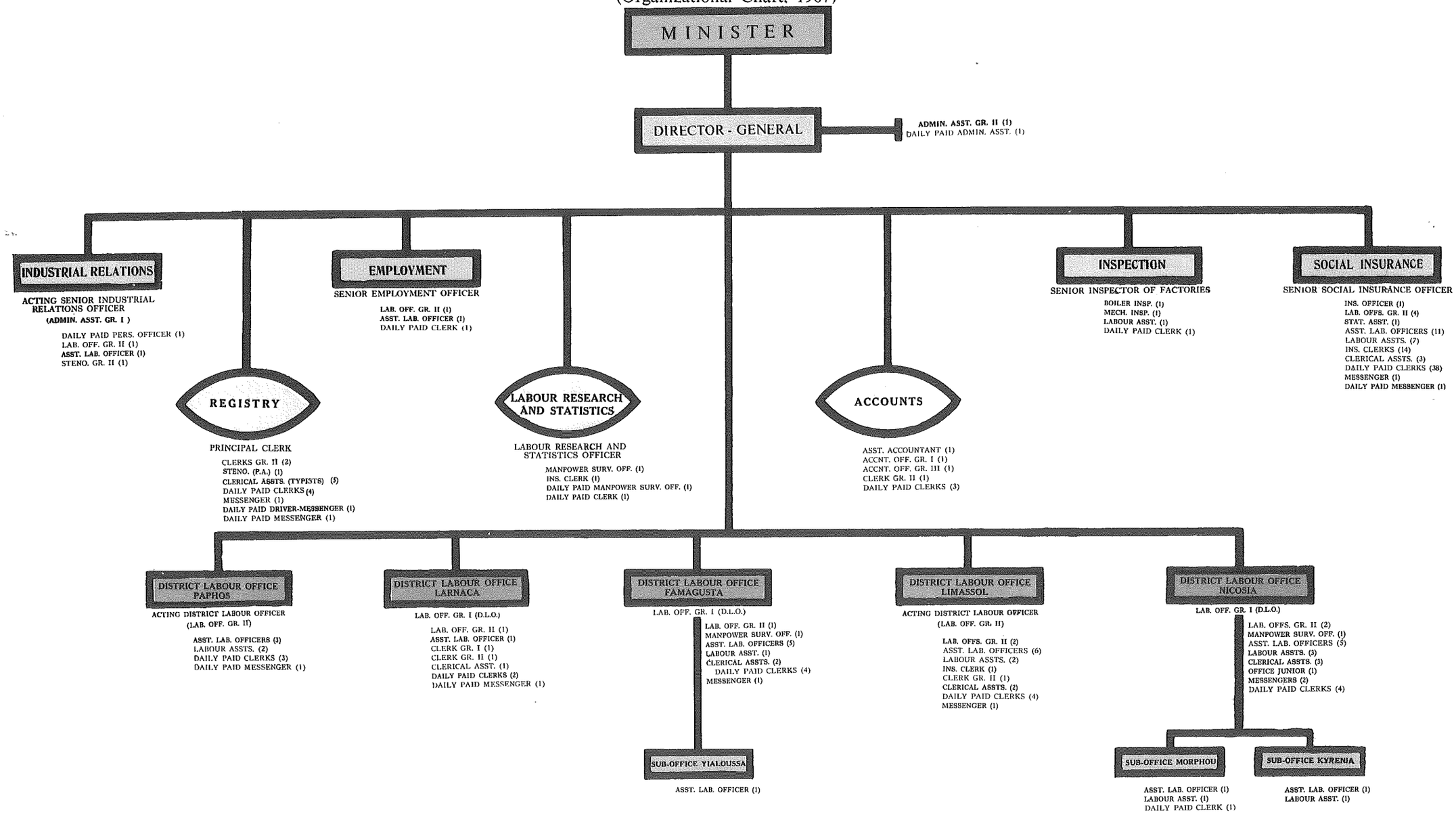
Chief of Project	R. M. Kay
Industrial Engineering	G. Kanawaty
Vocational and Supervisory Training ..	A. Spilsbury
Instructor, Automotive Trades	Ch. Redgrave
Instructor, Autbmotive Trades	L. E. Jones
Instructor, Electrical Trades	L. Tielsch
Sales Organization and Promotion	J. Warburton
Instructor, Metal Trades	T.D. Davies (until August)
	H.G. Plumbridge (for the rest of the year)
Instructor, Welding Trades	F. C. Newton
Management Accounting	K. V. Smith (until April)
	F. Slater (for the rest of the year)

LAWS AND REGULATIONS ADMINISTERED BY THE MINISTRY OF LABOUR AND SOCIAL INSURANCE DECEMBER, 1967

1. Accidents and Occupational Diseases Law, Cap. 176
2. Apprenticeship Law, 13 of 1966
3. Bakeries (Night Work) Law, Cap. 177
4. Breweries Law, Cap. 129
5. Children Law, Cap. 352
6. Children and Young Persons (Employment) Law, Cap. 178 and 61 of 1964
7. Domestic Servants Law, Cap. 179 and 41 of 1961
8. Employment of Women (During the Night) Law, Cap. 180
9. Employment of Women (In Mines) Law, Cap. 181
10. Factories Law Cap. 134 and 43 of 1964
11. Hours of Employment Law, Cap. 182 and 15 of 1967
12. Minimum Wage Law, Cap. 183
13. Pneumoconiosis (Compensation) Law, 1960 and 58 of 1966
14. Port Workers Law, Cap. 184 and 5 of 1960
15. Shop Assistants Law, Cap. 185
16. Social Insurance Law 2 of 1964 and 3 of 1966
17. Summer Afternoon Recess Law, Cap. 186
18. Trade Unions Law, 11 of 1965
19. Trade Disputes (Conciliation, Arbitration and Inquiry) Law, Cap. 187
20. Annual Holidays with Pay Law, 8 of 1967
21. Termination of Employment Law, 24 of 1967
22. Aliens and Immigration Regulations, 1949
23. Building (Safety, Health and Welfare) Regulations, 1965
24. Defence Regulations 79A and 79B
25. Domestic Servants (Employment of Children and Young Persons) Regulations No. 32 of 1952
26. Hotels (Conditions of Service) Regulations, 1965 and 1966
27. Pneumoconiosis (Compensation) Regulations, 1960
28. Port Workers Regulations, 1952 and 1960
29. Safety (Mines and Quarries) Regulations, 1963
30. Annual Holidays with Pay Regulations, 1967.

MINISTRY OF LABOUR AND SOCIAL INSURANCE

(Organizational Chart, 1967)



C O N T E N T S

TABLES

---oOo---

INTRODUCTION

I. EVALUATION OF POLICY AND OBJECTIVES

1. The year under review marks the end of an epoch, and the beginning of a new one, for it coincides with the completion of the Republic's FIRST and ushers its SECOND Five-Year Plan of Economic and Social Development in the country's brief history on independent life.

2. When the Republic was born in 1960 Government espoused the philosophy that there existed at the time certain basic rights and fundamental freedoms of the working people which demanded satisfaction, as a matter of national priority, in the need for: (a) attaining the basic framework of social justice, (b) achieving and consolidating industrial peace which was considered indispensable to economic and industrial growth, and (c) regulating the orderly and uniform progress of the economic claims of workers, so that excesses and unequal treatment of employers by trade unions might be avoided.

3. The Government ranked chief amongst these basic rights and fundamental freedoms:- (a) Full Employment, (b) Minimum Subsistence Standards, (c) Freedom of Association and Collective Bargaining, (d) Terminal Awards and Protection Against Dismissals, and (e) Workers' Safety at Work.

4. In announcing its 1st Five-Year Plan Government declared, therefore, that it would be its intention to achieve: (a) Full Employment, (b) Improved Social Insurance Benefits and Compensation for Industrial Injuries, (c) Legislative Protection of Freedom of Association, (d) Measures to effect Industrial Peace, (e) Legislative Protection against Arbitrary Dismissals and the provision of Terminal Awards, and (f) Workers' Safety and Compensation for Industrial Accidents, and entrusted to the Ministry of Labour the task of achieving these objectives.

5. The intense activitity of the Ministry since 1960, as described vividly in its Annual Reports, demonstrated that these objectives were fully attained and surpassed; for amongst other achievements there are now in Cyprus, as there have been for the last three years: (i) conditions of full employment; (ii) an improved Social Insurance Scheme providing for an over 50% average increase to Social Insurance Benefits and over 500% increase in compensation for Industrial Injuries; (iii) a most liberal Trade Unions Law ensuring absolute freedom of Association; (iv) for the last 4 years almost complete Industrial Peace, as a result of voluntary but progressive proceduresfor the solution of Industrial Disputes; (v) legislation providing for compensation and other protection against all Dismissals; and (vi) absolute legislative and other provisions for workers' safety and for compensation for Industrial Accidents.

6. On the threshold of a new era of development, and in light of the past record and the changing industrial realities of the Island, the Ministry of Labour and Social Insurance was called upon to formulate its future policies and goal for continued social and economic progress.

7. With the conviction that the fundamental rights and basic freedoms of the Cypriot worker have been attained and safeguarded the Ministry proposed and Government endorsed the philosophy and principles that henceforward will apply with regard to the future policy of this Ministry in the promotion of the social and economic standards of our working population.

2/.....

(a) Our Social Insurance scheme must be further developed, and in particular towards the implementation of a "wage-related" scheme, either in addition or in substitution (integration) of our existing "flat-basis" scheme.

(b) Any additional or improved social insurance benefits should not be subsidised by the State, but should be earned through the work and the contribution of both employers and employees.

(c) Any additional social benefits or grants should be warranted by the growth in national income.

(d) The Government should pursue such policies as would promote (and on instances impose) conditions ensuring higher productivity (training of staff, renovation of plant and equipment, adoption of modern methods of production and management) in all fields of production and services, so that the financing of improved social and economic benefits will be expedited and facilitated. The Ministry of Labour assumes an enhanced role in the field of training and retraining of staff at all grades.

(e) The granting, by legislation, of any additional social and economic benefits to the working population should not, as a rule, relate to individual classes or types of employees or to individual classes of employers or industries, or be considered as an isolated issue between an individual employer or class of employers vis-a-vis their employees (and vice-versa), but should, rather be considered as the collective concern of the entire class of employers vis-a-vis the entire class of employees. In this way, it is felt, the achievement of an equitable distribution of the increased national income will be easier and the economic impact of any such measures on the economy of the island will be blunted and diluted by the distribution of the burden on a wider basis.

(f) Government has, and accepts it as a fundamental principle of its policies, a responsibility to ensure an equitable distribution of the increase in national income as between the various factors of production. This aim will be achieved, as a rule, indirectly through collective bargaining and mediation policies and outlook and more directly through legislation in instances where there exist flagrant and otherwise insoluble inequities in the enjoyment of the produce of labour, either in isolated industries or segments of economic activity.

(g) "full employment" should now be substituted by "most productive employment". The aim is to make the best utilization of every person, in the final analysis, of our manpower as a whole and in order to do that, just ensuring a job, "any job" for every person is no longer enough.

8. It followed from the foregoing principles that if we are to maintain, let alone improve, our living standards Government, employers and employees should produce more at less cost, quantitatively and qualitatively, to finance such improved standards under conditions of social and economic justice.

9. It was felt, therefore, that to achieve these goals the Ministry's policy in future should be two-pronged: (a) to continue to set labour standards, by persuasion preferably, and by legislation, if necessary, towards the equitable distribution of the National Wealth, and (b) to shift substantially and

3/.....

undertake more extensively TRAINING and UP-GRADING of the labour force, as the primary means towards the increase of the National Wealth and the provision of improved living standards for all.

10. Thus, though Government's Second Five-Year Plan has not yet formally been approved and publicly announced, this Ministry worked in 1967 along the lines which have been described in the foregoing pages.

11. This brief introduction focuses attention on the highlights in the activities of the Ministry during 1967 and provides some insight into the ways and means by which it proposes to implement its future policies. To the constant reader of the Ministry's Annual Report it also affords the opportunity to assess how the Ministry benefited from and acted upon the conclusions and evaluation of our work in the past.

II. THE EMPLOYMENT SITUATION

12. Conditions of over-full employment continued to prevail during the year, the average total number of people registered for employment having dropped still further to 2,857 or 1.14% of the economically active population.

13. The upward trend in employment levels has again been general and emigration confined within insignificant limits. Thus employment in Construction went up by 1.3%, in Commerce by 7.1%, in Entertainment and Recreation by 31.1%, and in Transport by 1.9%. Employment in Agriculture, Forestry and Fishing dropped by 2.5% as a result of further mechanization.

14. Of the total registered unemployed 44% are women; 68% come from the countryside, presumably underemployed farmers and farm workers; and 20% are young graduates from high schools.

15. The "educated unemployed" persists despite some improvement in constituting our constant surplus army of unemployed and unemployable, despite increasing opportunities for technical training with higher rates of remuneration as compared with "white collar" jobs, and despite the Ministry's efforts for the re-orientation of youth to technical skills through Island-wide "enlightment campaigns" to children, parents, educators and the public at large. The conclusion is, therefore, still valid that prejudices - institutional, social and personal - have to be broken down before educational and training policies are geared to the evolving and changing needs of our developing economy and before individuals choose education and training which will render them both useful and satisfied citizens in the society of which they are a part.

III. VOCATIONAL TRAINING

(a) Hotel Training

16. The Central Hotel Training School prepared a total of 42 waiters, 13 cooks, and 11 chambermaids for employment in the short-handed hotel and catering industry. It has also provided accelerated upgrading courses to 143 industry-based employees, and demonstrated hotel and catering skills by instructors of the School on the spot in practically every major establishment in the Island.

17. Meanwhile U.N.D.P. reacted favourably to the Ministry's request for the establishment of a more ambitious Hotel Institute to train middle and upper grade staff and to up-grade industry-based employees, and by all indications the Plan of Operations for the commencement of the Project will be signed by May 1968.

(b) Apprenticeship

18. The Apprenticeship Scheme introduced in Cyprus industry on a voluntary basis in 1963 has developed into a practical and useful institution. Since its inception the Scheme has offered training to 98 welders, 187 auto-mechanics, 201 electricians, 192 cabinet makers, 81 plumbers, 210 builders, 25 goldsmiths, 43 fitters and turners, 13 household apparatus repairers, 38 radio and television sets repairers and 71 general technicians.

19. The Scheme accepts industry-based trainees between the ages of 14 and 18. The cost of training is borne by the Government. The trainee has no legal, or contractual obligation to work for his sponsor for any specified period of time.

20. In 1967 the Scheme offered courses of training all over the Island, as follows:

Number of Trainers	Course
61	Electricians
78	Welders
31	Plumbers
63	Furniture makers
91	Auto-mechanics
109	Builders
13	Domestic appliances repairers
38	Radio and Television sets repairers
15	Goldsmiths-Silversmiths
44	Fitters and Turners
12	General Technicians

21. The demand for training is expected to rise once the practical results of the training they provide are fully demonstrated on the shop-floor and the production line.

(c) Training for the Disabled

22. A "Centre for the Rehabilitation of the Disabled" (over 5,000 at the last count) is becoming a reality. The erection of the Workshops and the Administrative Wing of the Centre began late in 1967 and will be completed by mid-1968. The Centre is expected to become operational in 1968, offering initially training to about 20 disabled in the skills of brush-making and knitting and weaving.

(d) Retraining of Adult Redundant Employees

23. In December of 1967 the Ministry, in cooperation with the British Government and the Military Authorities of the Sovereign Base Area in Dhekelia, initiated a re-training schem. for redundant S.B.A. employees which might well pave the way to similar schemes on a more extensive scale in our industry, introduce a new and healthy element in our philosophy and pattern of industrial relations, and help break down the deep-rooted prejudices of Cypriots against "blue-collar" jobs.

24. Seventy two redundant Cypriot employees - Greeks and Turks - chose to undergo training at the workshops in Dhekelia in the fields of: (i) Heavy Vehicle Mechanics, (ii) Sheet Metal, Blacksmithing, and Plumbing, (iii) Gas and Electric Welding, and (iv) Precision Instrument Repairs.

25. A substantial number of the trainees, in the age group, 25-40, have never done "technical" "manual" work, their former education, and experience with the Bases having been confined to "white-collar" mentality and work.

IV. MANAGEMENT DEVELOPMENT

26. The Cyprus Productivity Centre, which provides vocational training for supervisors in its own Workshops offers also services towards management development in the fields of: Industrial Engineering, Sales and Marketing, Management Accounting, and General Management, by such methods as training courses, in-plan training and follow-up, and consultancy on a limited scale.

27. During the year the Management Development Section of the Cyprus Productivity Centre had to turn down requests for assistance from private industry and chose selectively, for maximum impact and effectiveness and significance to the economy, both its trainees and the establishment which it admitted to follow its programmes of training.

V. NEW VOCATIONAL TRAINING PROJECTS

28. Allied to the existing vocational training activities of the Ministry two new Projects are in the offing.

(a) Higher Technical Institute

29. In 1967 the Ministry renewed an older Request to the United Nations Development Program (Special Fund) for the establishment of a Higher Technical Institute to train: (a)Higher Technicians, and (b) Technical Teachers.

30. The Request was approved late in the year and the Plan of Operations was signed in January of 1968. The Institute, which is expected to become operational by September of 1968, will be the highest training institution on the Island and will train technicians for the middle management which are solely needed at this stage of rapid development of the Cyprus industry.

(b) National Industrial Training Programme

31. In July of 1967 the Ministry submitted to the U.N.D.P. (Special Fund) a Request for the establishment of a National Industrial Training Programme.

32. The Programme envisages the addition of a new dimension to the Cyprus Productivity Centre in the form of services to small scale industries, extends the training facilities of the Productivity Centre's Workshops and aims at assisting in the coordination of the various vocational training activities which the Ministry is presently conducting and other training activities which are programmed in the years to come.

33. The Request is now being considered by the Special Fund in New York.

VI. INDUSTRIAL PEACE

34. The Island has again been blessed with industrial peace, except for one sector: education. The secondary education teachers struck, justifiably or otherwise is unimportant, without proper warning, and without resorting to the procedures prescribed

6/.....

by the Basic Agreement.

35. Still the number of man-days lost as a result of work stoppages has been insignificant (19,180) and comparatively amongst the lowest in the world.

36. The belief is that the Basic Agreement, the fruit of mature employer and trade union industrial statemanship, still holds the line in the industrial arena.

37. Nevertheless, cracks appeared in the solid front of employer-employee solidarity and cooperation, caused by the emergence of a number of new factors in the industrial relations scene, such as (i) the redistribution of the National Income, (ii) Incomes and Prices Policy, and (iii) Absence of Systems of Grievance Settlement and Communications.

38. It is apparent that employer and employee organizations alike, as well as Government need experts and expert services in this field, if peace and justice are to continue prevailing in our economy.

VII. SAFETY, HEALTH, WELFARE

39. With growing industrialisation, new and complicated machinery and materials are used in Cyprus, increasing the risks to health, life and limb in industrial employment.

40. To prevent accidents the Ministry is moving in two directions: (1) drafting of new legislation, and encouraging employers and workers and their organisations to take an active part in accident prevention by involving them through administrative action in the running of such Safety promoting bodies as the Pancyprian Safety Council and (2) the Central Council for Safety and Health in Mines and Quarries.

41. Thus, the Second "Safety Week" to be held in Cyprus was again organised in 1967 by a tripartite Committee of Employers, Workers and Government representatives.

42. To safeguard the workers' health the Inspection Service is being enlarged to include an "Industrial Diseases Preventive Service", a specialist branch to deal with the problem of prevention of industrial diseases and health risks in general. This Service is the outcome of recommendations made by I.L.O. experts who were in Cyprus in 1966.

VIII. SOCIAL INSURANCE

43. The Social Insurance Law, as amended in 1964 and 1966, provides the widest possible coverage. It includes approximately 205,000 gainfully employed persons i.e. employers, employees (including agricultural workers) and self-employed persons (including farmers) as well as their dependants amounting to approximately 307,000. Our Law as it now stands meets and surpasses the minimum social security standards on cash benefits set by I.L.O. Convention, and even certain of its Recommendations on the subject. Bearing in mind the ration between contributions and benefits as well as the "conditions for entitlement" to benefits. It also lends itself to favourable comparison with some of the more advanced, economically and socially, countries in the world.

44. The Fund has a surplus amount of £6,549,458.000 mils. During 1967 it collected £2,027,882.000 mils from contributions and paid out £1,253,014.000 mils in benefits.

IX. NEW SOCIAL SECURITY SCHEME

45. Two new social security measures were introduced in 1967: (a) The Annual Holidays (With Pay) Scheme, and (b) The Termination of Employment Scheme.

46. The Schemes are described at some detail under the Report of the Social Insurance Section at paragraphs 387 to 405 of the present Report.

47. What need be underscored here is the novelty of the measures for Cyprus; and the significance of the "Termination Law" for the international labour community, both because of the width of its scope and the breadth of its conception.

48. The Termination of Employment Law gives Cyprus the distinction of being the first country in the world to give full legal effect to I.L.O. Recommendation No. 119 concerning "Termination of Employment at the Initiative of the Employer" adapted by I.L.O. as recently as 1963.

X. STAFF COMPLEMENT

49. The tasks of the Ministry are performed within very strict staff limitations. The total establishment of the Ministry including Productivity Centre and Hotel Training School, was 225 monthly paid employees and 97 persons employed on daily wages. Thirty six (36) of these posts or approximately 16% of the total monthly-paid employees are being blocked by Turks who have not reported for work since December, 1963. Thirty-seven (37) posts were vacant at the end of the year.

50. Thus, the work involved in the activities which are outlined in this Report has been carried out by the Minister and the 156 monthly paid (155 Greeks and 1 Turk) and the 97 employees on daily wages posted at the Headquarters of the Ministry, the Productivity Centre, the Central Hotel Training School, the 5 District Labour Offices and the 3 sub-offices of the Ministry. Justified and very deep appreciation is once again expressed to all members of the staff who through hard, efficient and devoted work made the smooth functioning of the Ministry possible, many of them putting in many hours of after-office work.

XI. INTERNATIONAL RELATIONS

51. Despite the absence of a specialized branch the Ministry ascribes great importance to its relationships with international bodies and organisations, and devotes time and effort towards contributing to and benefitting from them.

52. In particular the Ministry maintains close relationships with the International Labour Organisation, for the officers and mission of which it has the greatest respect and admiration.

53. During the year under review the Ministry co-operated with I.L.O. experts and received technical assistance in such

fields as productivity, occupational health, works inspection, management development, vocational training, employment and manpower and statistics.

54. In June of 1967 Cyprus sent to the I.L.O. Cor erence in Geneva a 12-member delegation which distinguished itself with the active and constructive contribution to the work of the Conference.

55. The highlight of the year, however, has been the visit to Cyprus, between the 15th-19th March of I.L.O. Director-General H.E. Mr. David Morse, and of I.L.O. Regional Director to Instanbul Mr. Xavier Caballero.

56. The visitors expressed their full satisfaction at the effective use to which I.L.O. technical assistance is put in Cyprus and the Cyprus Government and people demonstrated their worm appreciation for the assistance thus rendered towards the improvement of Cyprus social and economic standards.

* * * * * * *

II. REPORT ON THE LABOUR RESEARCH AND STATISTICS SECTION

POLICY AND OBJECTIVES

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 work 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 present and projected 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, and in achieving the most economic mobilization and utilization of our manpower.

2. The Labour Research and Statistics Section is responsible for the collection, tabulation, classification and analysis of labour statistics; the organization and carrying out of surveys on special labour matters; 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 submission to national and international organisations.

SCOPE OF ACTIVITIES

(A) Population and Labour Force Statistics

3. The estimated 1967 mid-year population of the Island was 614,000.

4. The potential working population (i.e. those aged 15-64) for mid-1967, was estimated to be 355,000.

(B) Employment Service Statistics

5. Employment Exchange Statistics are derived from the operations of the Local Offices of the Ministry (Five District Labour Offices and three Sub-Offices). These Statistics make available periodic data on Registered Unemployment, Vacancies Notified, Filled and Outstanding, School leavers, Special Cases and Port Workers.

6. For detailed information on Registered Unemployed, Vacancies Notified and Filled, School leavers, Port Workers and Special Cases, refer to Tables Nos. 1-10, 11-15, 16, 17-18 and 19 respectively.

TABLES NOS. 1-10 11-15, 16 17-18 & 19.

(C) Manpower Assessment Programme

7. 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 operations which would enable the Ministry to study the supply of 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 determination 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 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.

8. To this purpose, and as an initial step, the Labour Research and Statistics Section has undertaken a number of surveys and special studies which are enumerated below.

(D) Surveys and Special Studies

9. During the year under review the following Surveys and studies were undertaken:

(i) Second Island-wide Manpower Survey - April 1967.

10. The Second Island-wide Manpower Survey was conducted in April, 1967. It followed a series of establishment surveys conducted by this Section over the past five years and covering limited areas or industries.

11. The objectives of this survey were:- (a) to collect data on the number of persons employed in non-agricultural establishments all over the Island, employing 10 or more persons, by occupational categories, sex and education, and on manpower requirements; and (b) to obtain information regarding needs within industry, with a view to assessing how these needs can be met by the existing training facilities, and in order to place the educational and training authorities in a better position to plan the scope and extent of training to be provided in future.

12. The information collected has made data available on the employment situation in the country and is intended to serve as a basis for a continuous manpower assessment programme and the study of labour supply/demand relationships, seasonal variations in employment, and short and long-term manpower trends in the various branches of economic activity.

13. Agriculture was left out because it was felt that the employment in establishments employing 10 or more persons in this sector would not satisfactorily reflect either the current employment situation or the long-term developments in this sector of the labour market. It was also felt that the scattered location and the small size of the majority of the agricultural establishments would impose a disproportionate work-load on the interviewers, and would, therefore, be likely to cause considerable delay in the collection of data.

14. The completed returns of the survey were checked, and the data was coded in the Labour Research and Statistics Section of the Ministry. For location of the industries a regional code, which recently has been adopted by this Ministry in labour matters, was applied. The establishments were classified by industry according to the Cyprus Industrial Classification, 1963, (which is based on the International Standard Classification of All Economic

Activities (I.S.I.C.) U.N. 1958), and for occupational classification the International Standard Classification of Occupations (I.S.C.O.), 1962 was used. Thereafter, the survey results were obtained by mechanical processing of the data in the Statistics and Research Department, of the Ministry of Finance.

15. The co-operation of all establishments contacted was whole-hearted, and the Ministry takes this opportunity to publicly and officially express its appreciation to them for helping so willingly to make the Survey a success.

16. The 1,254 establishments covered by this survey employed 67,278 persons at 31st March, 1967, which accounts for approximately 44% of all those estimated to be engaged in non-agricultural activities. More than half (55%) of the total number of persons employed were recorded in Nicosia District, Limassol District followed with 19%, Famagusta District with 12%, Larnaca District with 10%, Paphos District with 3% and Kyrenia District with 1% of the total.

17. Of the 67,278 persons covered, 50,365 (75%) were males and 16,913 (25%) were females.

18. Analysis by branch of economic activity shows that 21,278 (31.6%) of the total employment covered were in the Service industries, 13,323 (19.8%) were in Manufacturing, 9,811 (14.6%) were in Commerce and Banking, and 8,979 (13.4%) were in Construction, Transport, Storage and Communication came next with 5,377 (8%), followed by Mining and Quarrying with 4,544 (6.8%), Electricity, Gas, Water and Sanitary Services with 3,309 (4.9%) and Forestry and Fishing with 627 (0.9%).

19. The number of craftsmen and production process workers covered amounted to 39,105 or 58% of those employed in the establishments surveyed, of whom 1,932 (2.9%) were foreman and leading hands, 18,854 (28%) skilled workers, 5,277 (7.8%) semi-skilled workers, 11,227 (16.7%) unskilled workers, and 1,815 (2.7%) were apprentices and learners. Technical Personnel of intermediate and higher level numbered 10,720 (16%) of whom 234 were engineers, and 1,378 (2.1%) technicians and draughtsmen.

20. The remaining 17,453 persons covered by the survey (25.9%) were divided into 2,197 Administrative and Managerial workers, 8,641 Clerical workers, 1,625 Sales workers, and 4,990 Service workers.

21. Further analysis by educational level revealed that 63% of those covered by the survey had an elementary education, another 3.3% had attended a secondary school for up to 3 years, and another 24.9% had either finished or attended a secondary school (general or commercial) for 4 to 6 years. Only 587 (0.9%) of the total employed had either attended or finished a Secondary Technical school. In all, 5,340 persons or 7.9% of the total, had higher (post-secondary) education. (Secondary Technical Schools were introduced in Cyprus in 1955).

22. Almost 43% of the professional and technical employees had higher education. Amongst the managerial and administrative grades 29% had higher education but 21.3% had only an elementary education.

23. Over the period March, 1966, to March 1967 employment rose by 5,368 persons, or 8.6% in the establishments covered by the two Surveys, as compared to an increase of 4,218 persons or

7.3% between March, 1965 and March 1966. Numerically, the greatest growth was recorded by the Service industries which showed a gain of 2,301 persons (12.1%) over the March, 1966, figure, followed by Commerce and Banking, with a rise of 1,585 persons (19.1%); Manufacturing with 600 persons (4.7%), Transport, Storage and Communication with 518 (10.6%) and Forestry and Fishing with 270 persons (75.6%). Decreases were recorded in Construction and Mining activities amounting to 117 persons (1.2%) and 115 persons (2.4%), respectively.

24. Over the 12 months following the date of the surveys a total (current and future) demand for altogether 10,810 persons (16% of current employment) was reported. Establishments dealing with the packing and export of agricultural products expressed a seasonal demand for 4,689 persons; requirements in Manufacturing amounted to 2,388, in Construction to 1,669 and in Services to 943. The demand was greater for packers and unskilled workers and together, these two categories accounted for 61% of total labour requirements.

25. The employers covered by the survey reported training needs for 2,554 employees or 3.8% of the total number of persons employed in the establishments covered. The kind of training needed in the majority of cases was upgrading courses. The greatest need for training was expressed by the Manufacturing industries, covering 947 persons or 7% of those employed in this sector, followed by the Service industries with 672 or 3% of covered employment.

26. For further information on the findings of the Second Island-wide Manpower Survey, April, 1967, please refer to publication, Manpower Research Series No. VII(3), which was issued in English as well as in Greek.

(ii) Monthly Returns from Employers

27. The lack of a continous series of data on the employment situation in the various sectors of the economy has for some time been thwarting attempts by the Ministry to follow up and evaluate the labour market situation and its trends to study their manpower implications.

28. With the object, therefore, of establishing the basis for a system of periodic data on the employment situation the opportunity offered by the 1st Island-Wide Manpower Survey in 1966 was taken to sound the employers contacted whether they would co-operate in a monthly reporting system by completing and returning by mail a simple questionnaire showing the number they employ at the end of each month, by sex. The degree of co operation shown has been very encouraging and, the system of monthly mail reports was established.

(iii) Review of Labour Market Developments during the period December, 1965 through December, 1966.

29. On the basis of the data which is obtained monthly from employers a study entitled "Review of Labour Market Developments during the period December, 1965 through December, 1966", was prepared and published in 1967.

30. According to the findings of this study, during 1966 both employment and unemployment showed satisfactory developments. Employment rose by 3.7% between the end of December, 1965 and the end of December, 1966, and recorded an 8.9% increase in May, 1966;

while unemployment showed a 10% drop during the same period and was at the very low level of 1.4% of the Economically Active Population of the Island. The lowest unemployment figure was recorded at the end of May, 1966, when 2,294 persons or 0.9% of the Economically Active Population were registered as unemployed.

31. Throughout the year a shortage of skilled and, at times, of unskilled labour was observed by the Local Offices of the Ministry which were unable to satisfy the employers' demands for skilled labour. At the same time, a substantial number of secondary school graduates looking for white collar jobs could not be placed in employment.

32. For further information on Labour Market Developments during the period December, 1965 through December, 1966, please refer to publication "Manpower Research Series No. 4(b)2", which was issued in English as well as in Greek.

(iv) Second Island-Wide Survey of the Catering Industry.

33. This survey is the second of its kind, first having been carried out in June/July, 1965.

34. These surveys are undertaken in view of the growing importance of training to the Island's economy, and as a means to identifying and tackling at the outset the many and varied problems which this expanding industry is bound to meet.

35. The objectives of this survey were:- (a) to collect data on employment in the Catering Industry, by Occupations, Sex and Status; (b) to collect data on employment trends, labour turnover, and labour requirements; and (c) to obtain information on hotel capacity and recently effected and planned expansion.

36. Altogether returns were completed for 655 existing establishments. In addition, 14 establishments which plan to start operations during 1968/1969 were also contacted.

37. These establishments were asked to supply data on their current employment, their forecast of labour requirements and future employment levels, expected lay-offs and separations, hotel capacity, recent and planned expansion.

38. In determining the occupation of an employee, the employer's classification was accepted. In the same way where the establishment carried on more than one line of business, the employer's statement as to which line he considered his main activity was accepted. All hotels, however, were classified as such irrespective of any other functions carried on (e.g. restaurant or bar) which were undertaken to be secondary activities to the Hotel.

39. The unit of collection was the establishment. Therefore, if an enterprise or company consisted of a number of independent establishments a separate return was prepared for each one.

40. The co-operation of all employers contacted was wholehearted and the Ministry takes this opportunity to publicly and officially express its appreciation to them for helping so willingly to make this Survey a success.

41. The returns were checked, analysed and tabulated by hand, in the Labour Research and Statistics Section of this Ministry.

6/.....

42. The 655 establishments covered by this Survey employed, in late July, 1967, a total of 3,983 persons, of whom 878 were working proprietors and 3,105 employees and family workers. Thus, employment in these establishments accounts for 1.5% of the Economically Active Population of the Island or for 2.6% of those engaged in non-agricultural activities.

43. Nicosia District accounted for 41.2% of the employment and for 35.6% of the establishments surveyed. Limassol District came next with 25.5% of the employment and 28.6% of the establishments, and Famagusta District followed with 16.9% and 14.0% respectively. Kyrenia District accounted for 7.5% of the employment and for 7.0% of the establishments, and was followed by Larnaca District with 6.1% and 9.9% and by Paphos District with 2.8% and 4.9% respectively.

44. By industrial categories the establishments surveyed comprised 159 Hotels, Pensions and Lodging Houses, 227 Restaurants, 178 Bars, Teverns, Cabarets etc., and 91 Cafés and Confectioneries.

45. Hotels, Pensions and Lodging Houses accounted for 40.7% of the employment covered, 25.5% were working in Bars, Taverns, Cabarets, etc. 22.1% in Restaurants and 11.7% in Cafés and Confectioneries.

46. The industry is characterised by a large number of small establishments. Of the 655 establishments which were surveyed only 93 employed 10 or more persons, and only 6 employed 50 or more. On the other hand 438 (almost 67% of all establishments) employed 4 or fewer persons, and 124 employed 5-9 persons. The 93 establishments which employed 10 or more, however, accounted for 52.6% of total employment.

47. Employment in this industry is subject to seasonal variations. For the winter months, separations amounting to 446 persons or 15% of current employment were reported. Of these, 372 were lay-offs because of seasonal reasons.

48. At the same time, expansion is foreseen during the next 12 months, and the employers reported labour requirements (covering the next 12 months) amounting to 783 persons or 25.2% of current employment. Thus, even if we assume that all the workers who are to be separated for the winter months return to the Industry next summer, there still remains an additional demand for 411 employees amounting to 13.2% of the employees currently working in the Industry.

49. During 1966/67, 101 catering establishments employing, in July, 1967, a total of 690 persons, started operations. During the same period, 105 Hotels and 9 Pensions and Lodging Houses effected improvements and added 99 beds, and 76 Hotels, and 6 Pensions and Lodging Houses reported plans for improvements and extensions which together with the new units planned for 1968/69 with result in the addition of another 2,719 beds.

50. On the basis of the current number of employees and of the number of available beds a ratio of 5 beds to one employee is observed. On the basis of this ratio, it can be calculated that the addition, during 1968/69, of 2,719 beds will create demand for approximately 550 additional employees.

51. For further information regarding the findings of the Second Island-wide Survey of the Catering Industry, please refer to publication, Manpower Research Series No. VII (4), which was issued in English as well as in Greek.

7/.....

(v) Survey of the Intentions of Demobilized National Guardsmen.

52. The Ministry continued to watch closely the employment position of demobilized National Guardsmen. According to standing instructions National Guardsmen about to be demobilized, and who expect to be out of work, complete and submit a specific questionnaire two months before their release.

53. It is noteworthy that at the end of the year under review the number of ex-National Guardsmen registered as unemployed was down to 229 or 8% of total registered unemployment.

54. For further details regarding statistics on registrations and placements of ex-National Guardsmen please refer to Table No. 20.

TABLE NO. 20

(vi) Emigration

55. During the year under review a total of 3,470 persons emigrated from the Island, or 0.6% of the estimated 1967 mid-year population of the Island.

(E) Vacancies Statistics

(a) Local Office Statistics

56. The District Labour Offices prepare and submit monthly a report on vacancies. This monthly report provides information on the number of vacancies notified and filled during the month; and on vacancies unfilled at the end of the month, analysed by occupational categories. In addition, an analysis of vacancies filled, by industry, sex and type of employer with whom the placements were effected is given. Further, an analysis by community and location is provided. The number of placements of secondary school leavers, effected during the month, is shown separately.

57. For further details regarding Vacancies Statistics from Local Offices refer to Tables Nos. 11-15.

TABLES NOS. 11-15.

(b) Press Vacancies

58. The systematic study of all vacancies advertised in the local press and the Official Gazette, which was initiated in March, 1963, was kept up during the year as it is believed that it provides useful information and assists our attempt to study the demand for labour from as many aspects as possible.

(F) School-leavers Statistics

(a) Local Office Statistics

59. Data with regard to secondary school leavers is compiled and submitted monthly, on Form Lab. R.S. 5(a) and 5(b), by the District Labour Offices. These forms provide information on the number of secondary school leavers registered as unemployed each month by sex and type of school.

60. For further details on School Leavers statistics see Table No. 16.

TABLE NO. 16.

(b) Second Survey of the Estimated Output from Technical and Vocational Training Schools in Cyprus for the years 1967/71.

61. In July, 1967, a Survey was carried out, in co-operation with the Ministry of Education, of the capacity, enrollment, planned expansion and anticipated output from technical and Vocational schools in Cyprus for the years 1967/71.

(G) "Special Cases" Statistics

62. At the end of each month, all District Labour Offices prepare and submit at Headquarters a separate return on "Special Cases". This return provides data on the number of "Special Cases" on the live registers, at the end of the month, by sex, age groups, type of disability and the type of employer with whom they were effected.

TABLE NO. 19.

63. Details on "Special Cases" statistics are given on Table No. 19.

(I) Port Labour Statistics

64. A monthly return on Port Labour Statistics is submitted at the end of each month by the District Labour Offices, Famagusta, Limassol and Larnaca. This return provides information on the turns of employment, average number of days worked, average earnings and the number of port workers for each month, separately for each category of port workers (stevedores, lightermen or quay porters) and for registered and unregistered port workers.

65. As from July, 1967, at the request of the Planning Bureau, arrangements have been made and similar data is now collected for the ports of Paphos, Kyrenia, Zyyi, Karavostasi, Lachi and Xeros as well.

TABLES NOS. 17-18.

66. For details on Port Labour statistics see Tables Nos. 17-18.

(J) Utilization of the Social Insurance Cards for Statistical Purposes.

67. As mentioned in the 1966 Annual Report of the Ministry, the 1966/67 Social Insurance Cards were revised with a view to facilitate the exploitation of statistical data.

68. The data to be derived from the revised Social Insurance Cards is chiefly the following:- (i) Insured Persons, by sex and age, and (ii) analysis by industry, occupation, location, weeks of employment (underemployment) and employment status.

69. During the exchange of cards for 1966/67 additional daily-paid staff were engaged to assist Local Offices in order to collect the information needed for coding and processing the statistical information to be extracted from the Social Insurance Cards.

* * * * * * * *

9/.....

III. REPORT OF THE EMPLOYMENT SECTION

POLICY AND OBJECTIVES

70. The policy of the Employment Service is to serve all employers and job applicants without regard to race, religion, national origin, or sex; to co-operate where necessary, with other public and private bodies in introducing measures designed to advance the skills of the labour force, improve the management of manpower resources, and promote full employment; to help job seekers and employers to find the most suitable employment and the most suitable employees, respectively; and to advise on the introduction of suitable and necessary legislation covering the various aspects of employment.

71. The main duties of the Employment Service are to help job seekers to find suitable employment and employers to find qualified workers; to effect the best possible distribution, effective use and mobilization of manpower; to implement the employment policy of the Republic; 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.

72. A very significant shift in the policy directives of this Section occurred during 1967. After almost three years of full employment in Cyprus the Section is no longer to pursue policies promoting "full-employment" only, but policies promoting the "most productive employment". In other words the Section should no longer be satisfied in finding a "job" for each available working person but must aim at finding the most suitable the "most productive" employment for each such person. This requires a strengthening of the placing and skill-evaluation services of the Ministry.

RE-ORGANISATION

73. In recent years the Employment Section has been responsible for a number of Vocational Training activities. During the year under review it was responsible for the Central Hotel Training School, for the Apprenticeship Schemes, for Re-training Schemes of Redundant Employees and for the Rehabilitation of Disabled Persons.

74. To better co-ordinate and extend the vocational training activities of the Ministry to cover the over-all needs of the Island in trained manpower the Ministry requested U.N.D.P. (Special Fund) for technical assistance towards the establishment of a National Industrial Training Programme.

75. This request, if approved, will, amongst other benefits, allow the Employment Section to concentrate its efforts towards the improvement of its more traditional services described under the chapter on "Policy and Objectives" of the Section.

EMPLOYMENT AND UNEMPLOYMENT

76. Notwithstanding the anomalous political situation, the Cyprus economy has made a further step forward in almost every field of economic activity. Conditions of over-full employment prevailed. The number of persons registered as unemployed during the year was 1,14% of the economically active population.

77. The employment levels in the various economic activities were as follows:-

Employment in Agriculture, Forestry and Fishing dropped from 99,000 in 1966 to 96,500, a decrease of 2.5%.

TABLE NO.21

Employment in Mining and Quarrying dropped from 5,100 in 1966 to 5,000, a decrease of 2%.

Employment in Manufacturing dropped from 33,000, in 1966 to 32,500, a decrease of 1.5%.

Employment in Construction rose from 22,800 in 1966 to 23,100, an increase of 1.3%.

Employment in Electricity, Gas, Water and Sanitary Services dropped from 2,200 in 1966 to 1,800, a decrease of 18.2%.

Employment in Commerce rose from 21,000 in 1966 to 22,500, an increase of 7.1%.

Employment in Transport, Storage and Communications rose from 10,600 in 1966 to 10,800, an increase of 1.9%.

Employment in Government and Communal Institutions rose from 19,500 in 1966 to 19,800, an increase of 1.5%.

Employment in Military Authorities dropped from 8,500 in 1966 to 7,800, a decrease of 8.2%.

Employment in Entertainment and Recreation rose from 6,100 in 1966 to 8,000, an increase of 31.1%.

Note: It should be noted that all the above figures are estimates.

78. Government remains the largest single employer in the Island. The following figures show the number of persons on the Government payrolls in December 1967, with comparative figures for December, 1966.

	December 1967	December 1966
Industrial workers	5,565	5,361
Civil Servants	7,879	7,800
Police	2,402	2,300
Prison Staff	151	140
Fire Service Staff	168	150
	16,165	15,751

79. The number of industrial workers employed by Government Departments in 1966 was 5,565 compared to 5,361 in 1966, 6,145 in 1965, 7,513 in 1964 and 5,036 in 1963 (For further details see Table No. 21).

TABLE NO.21

80. There was a further decrease in the number of Cypriots directly employed by the British Military Authorities. Thus the average number of 7,808 employed in 1960 decreased to 6,532 in 1961, 6,229 in 1962, 5,046 in 1963, 4,243 in 1964, 4,099 in 1965, 3,912 in 1966 and 3,461 in 1967. (For further details see Table No. 21).

TABLE NO.21

EMPLOYMENT SERVICE STATISTICS

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

82. Persons registered as unemployed in 1967 averaged 2,857 against 3,484 in 1966, 4,030 in 1965, 5,636 in 1964, 5,203 in 1963, 5,597 in 1962, and 6,999 in 1961.

83. Emigration figures showed a decrease in 1967. In 1967 3,470 persons emigrated from Cyprus as against 3,408 in 1966 and 2,967 in 1965, 3,081 in 1964, 2,933 in 1963, 6,277 in 1962 and 13,489 in 1961. The considerable drop in emigration since 1961 may be attributed to the full employment conditions prevailing in the Island and the faith of the people in its future.

TABLES NOS.6 and 7

84. An analysis of the figures given in Tables Nos. 6 and 7 indicates that out of a total of 2,857 registered as unemployed 1,252 (44%) were women. It is also noteworthy that 1,948 (68%) of those registerer as unemployed came from the countryside. They were in effect under-employed farmers looking for additional work in order to supplement their comparatively low incomes. In 1966 they represented 71% of the total number of registered unemployed, in 1965 73% and in 1964 68%.

TABLE NO. 9

85. The time during which workers registered as unemployed remained on the live registers is shown in Table No. 9. The figures indicate that in 1967 2,118 of the registered unemployed were on the live register for more than 15 days, as against 73% in 1966, 70% in 1965 and 50% in 1964. The inference is that these are persons who are interested only in certain specific types of work or in employment in or very near their villages.

TABLE NO. 5

86. It will be observed from Table No. 5 that the highest number of unemployed are unskilled workers, secondary school graduates and drivers of motor vehicles.

TABLE NO. 7

87. Table No. 7 shows those registered as unemployed by month, district and sex.

TABLE NO.16

88. Table No. 16 shows the number of secondary school graduates who registered for employment during the year.

89. A total of 14,769 vacancies were notified to the local employment exchanges, compared to 15,944 in 1966 and 12,306 placements were effected. (Further details on vacancies notified and placements are given in Tables Nos. 11-15).

TABLES NOS.11-15.

90. The percentage of placements with private employers compared to that for Government and semi-government employing departments is still low, although during the year the District Labour Offices at Nicosia and Famagusta have been able to effect some improvement in the number of placements with private employers.

91. The main causes of this low percentage of placements in the private sector are:-

(i) public prejudice against the Exchanges, arising from the erroneous impression that they are places for paying money to the unemployed and that they can only provide incompetent persons;

(ii) inadequate service by the Exchanges due to staff inadequacies and unattractive premises; especially unsatisfactory levels of interviewing and skill-evaluating of applicants and

(iii) failure to establish and follow-up relations with employers.

PORT LABOUR

92. At each of the three main ports of the Island (Limassol, Famagusta, Larnaca) a section of the Employment Service deals exclusively with port labour. A Port Labour Board, on which employers and workers are equally represented, functions in each port. These Boards meet regularly and consider problems relating to the allocation, wages and conditions of employment, and the safety, health and welfare of port workers.

93. 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 exceeds the supply.

94. During 1967 an average of 631 registered port workers were employed at the three main ports of the Island, as against 610 during the previous year. Of these, 334 were stevedores, 119 lightermen and 178 quay porters.

SPECIAL CASES

95. A total of 204 "special cases" were placed in employment with Government and private employers. "Special Cases" are job seekers who are handicapped, mentally or physically, and are accorded special treatment.

UNDER - EMPLOYMENT AND MOBILITY OF LABOUR

96. During 1967 conditions of over-full employment prevailed in the Republic. Most of those who register as unemployed are not regular wage-earners but generally under-employed farmers seeking additional work in order to supplement their incomes. As a result, registrations from a certain area increase whenever a Government project is initiated or announced and decrease correspondingly when the project is completed.

97. 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 additional employment, mainly in Government projects, in order to supplement their low income.

98. The purpose of this division was 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. The full employment prevailing in the Island during 1967 has made this distrinction unnecessary.

99. A number of those registered as unemployed are in effect "unemployable" because they are either over-aged, severely

handicapped, or simply people who do not want to be tied down to any employment for a considerable time. Very little, if anything can be done about such people.

VARIATIONS IN UNEMPLOYMENT

100. 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 collecting of potatoes, 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 economy the labour market is often faced with shortages of both skilled and unskilled labour.

101. Serious efforts are made by the Planning Bureau to shorten the period of seasonal unemployment by better coordination and planning of Government projects prior to the approval of the budget proposals by the 31st December of each year.

PROFESSIONS AND OCCUPATIONS IN SHORT SUPPLY

102. The growing demand, in both the private and public sectors, for qualified, academically trained personnel to man senior managerial and executive posts, continues unabated. Such shortages extend to civil, hydraulic and electronic engineers, production managers, chartered accountants, chemists, trained secretaries, S.R.N. nurses, designers for men's and women's clothes, off-set and lithographic technicians, and masters of the English language. In particular, there is a great need for middle and higher class technicians, supervisors and production foremen.

PROFESSIONAL, EXECUTIVE AND TECHNICAL REGISTER

103. The service to professional, executive and technical job seekers, previously confined to the Ministry Headquarters, was decentralized as from the beginning of 1964 and functions satisfactorily on a district level. A Central Register is, however, kept at HQs and a list of those registered is distributed to employers quarterly.

104. The total number of applicants registered in this category in 1967 was 44, of whom 20 were placed in employment through the District Labour Offices. Twelve vacancies received could not be filled. At the end of 1966 the number of applicants on the live Register was 24.

105. Close contacts continue to be maintained during the year with the Cultural Section of the Cyprus High Commission in London, which acted as a liaison between this Ministry and Cypriot students or graduates of higher education institutions in the United Kingdom. As a result, placement services were extended to them and job vacancies for Cypriots were also advertised through the Cyprus High Commission.

14/.....

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

106. The problem of unemployment among secondary school graduates still remains acute since the great majority of them aspire to clerical and governmental jobs. Opportunities for employment in such posts are very limited. Twenty one per cent of the registered unemployed during the year belong to this class.

107. Social attitudes and deep-rooted prejudices against manual and technical work encourage graduates to look upon "white collar" employment as the best avenue for a career and social prestige.

108. However, there are indications that the situation is slowly changing; youth is now inclined to show greater understanding and is becoming more ready to accept technical and manual work as a career. This may be attributed to the persistent enlightenment campaign organized by the Ministry of Labour among students and their parents and to the Press, and to the fact that qualified craftsmen and technicians now receive better pay in industry than many white-collar workers.

109. The conscription into the National Guard of young school graduates has resulted in increased registrations by female school graduates for whom there are now increased demand and opportunities to enter the labour market.

110. The following table is of some interest in indicating how the pattern of unemployment among secondary school graduates has altered over the last five years. The month of July has been chosen deliberately as the month when most school-leavers would register for employment.

Unemployed school leavers

	Total	Males	Females
July 1963	609	408	201
July 1964	885	415	470
July 1965	724	174	550
July 1966	864	183	681
July 1967	728	89	631

VOCATIONAL GUIDANCE

111. In an attempt to combat these difficulties the campaign for secondary school students started by the Ministry in 1963, was repeated in 1967. Officers of the Ministry visited secondary schools and gave talks on employment prospects in industry. For the first time "youth forums" were organised in Nicosia, Limassol and Larnaca, at which representatives of industry and the Ministry of Labour spoke to students, school masters and parents on employment opportunities. The Educational Authorities co-operated closely with the Ministry in this venture and Press and Radio gave it a wide coverage.

112. Two "career leaflets" were published, one on the Hotel and Catering Industry, and one on Apprenticeship. A leaflet covering the Building and Construction Industry is now being prepared.

ADVISORY COMMITTEES TO THE EMPLOYMENT OFFICES

113. An Advisory Committee is attached to each of the Employment Offices in the Districts of Nicosia, Famagusta, Limassol, Larnaca and Paphos. These Committees, which are composed of equal numbers of workers' and employers' representatives, met regularly during the year to discuss questions relating to the organisation and operation of the Employment Service and other matters referred to them by the Minister, and to make recommendations on employment service policy.

114. Among the subjects discussed by these Committees were: re-appraisal of our educational system to meet the requirements of a developing economy; vocational guidance; training of salesmen; rehabilitation of the disabled; economic development of their respective Districts; apprenticeship schemes; supply of labour for the collection of potatoes; and the establishment of agricultural training schools in the agricultural centres.

115. The Employment Service of the Ministry rendered to the Committees every possible assistance and the Minister took a personal interest in their work and followed up a number of their suggestions.

DEVELOPMENT OF SKILLS

116. In the convinction that increased productivity, through management development and vocational training, is a prerequisite to the maintenance and improvement of living standards, and in light of the re-appraisal of its future policy (see the introduction of this Report) to expand its scope beyond the setting of labour standards towards extensive training and up-grading of the island's labour force, the Ministry proceeded in 1967 to transform itself into a "Training Ministry".

117. Thus the Ministry has offered during the year vocational training and up-grading of skills in industry through its voluntary Apprenticeship Schemes, the Central Hotel Training School, the Cyprus Productivity Centre and Workshops, Re-training Schemes for Redundant Employees and Training within Industry.

118. It has also signed the Plan of Operation of the joint Government - U.N.D.P. (Special Fund) Higher Technical Institute and has promoted the approval of a Hotel Institute which will most probably become a reality early in 1968. The Ministry has also submitted to the U.N.D.P. (Special Fund) a request for the establishment of a National Industrial Training Programme.

119. Details of all these training activities and of the proposed future projects are described briefly below:

(a) Higher Technical Institute Nicosia

120. The purpose of this Institute is to train technicians in the fields of civil, mechanical and electrical engineering, a small percentage of which will be specially trained as technical instructors for secondary and vocational schools.

121. The Institute will be the highest educational Institution in the country and will provide an outlet for secondary school graduates leading to higher training and subsequent employment within the country.

122. It is envisaged that between 80 and 90 students will be enrolled each year in the full-time courses and that another 40 students will be enrolled in the refresher courses.

123. This Request was approved during the year. The participating and executing Agency will be UNESCO whilst the co-operating Government Agency will be the Ministry of Labour. The Project is for 5 years, the Special Fund allocation being US $977,600 and the Cyprus Government counterpart contribution US $992,57D.

(b) Apprenticeship

124. The Apprenticeship Training Scheme established in 1963 aims at enabling workers in industry to acquire theoretical and practical knowledge and to up-grade their skills on the basis of contemporary ideas and methods of work in their respective trades. In agreement with their employers these young workers attend the Technical School of their District twice a week during working hours. There they receive theoretical instruction based on the syllabus prepared by the Joint Apprenticeship Committee for the trade concerned. Training at the place of employment is given by a competent supervisor or foreman.

125. The Scheme is supervised by an Apprenticeship Board consisting of Employers', Workers' and Government representatives. The Board advises the Minister of Labour on all matters concerning apprenticeship training. The Board has appointed inspectors who follow up the progress made by the apprentices and assist instructors from industry and the technical schools on the implementation of the approved syllabi. These instructors keep personal records for each apprentice and are required to report to the Board monthly on the progress of the scheme in the trade with which they are concerned.

126. The Apprenticeship Board appoints the Joint Apprenticeship Committees which are responsible for preparing the relevant syllabus for each trade and the follow-up of the progress of the apprentices both at work and at the Technical School. (Syllabi are prepared on the lines of the Syllabus of the City and Guilds of London Institute adapted to the requirements of Cyprus industry). Inspectors appointed by the Minister report monthly to the Board through their Joint Apprenticeship Committees on the progress of the apprentices and also assist the supervisor in industry in the implementation of the approved syllabi.

127. The number of apprentices for 1967 was doubled and the administration and supervision of the Scheme was considerably improved. During the year under review the Scheme was operating on a voluntary basis in approved workshops in the following occupations:-

Nicosia	No. of Trainees
Electricians	47
Welders	21
Plumbers	31
Furniture-makers	46
Motor-car Mechanics	52
Builders	77
Household apparatus repairers	13
Radio and Television set repairers	15
Silversmiths - Goldsmiths	15
Fitters and Turners	16
Total	333

17/.....

Limassol	No. of Trainees
Electricians	14
Welders	32
Furniture makers	17
Motor-car mechanics	29
Builders	17
Fitters and Turners	12
Total	121

Famagusta	
Plumbers/Welders	25
Builders	15
Radio and Television repairers	23
Motor-car mechanics	10
Total	73

Polis Chrysochous	
General Technicians	12

Xeros	
Fitters and Turners/Repairers of Agricultural machinery	16

Total number of apprentices	555

(The number of apprentices in 1966 was 259)

128. The occupations for which training is offered have been selected on the basis of two main criteria: (a) the future demand for trained manpower in the trades in which apprentices are to be trained; and (b) the availability of existing resources, i.e. Technical Schools, instructors, equipment and suitable employers.

129. In April 1966 the Apprentices Law was enacted. The main objectives of the law 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.

130. Using his powers under the Law the Minister appointed early in March a 12-member Apprenticeship Board consisting of Employers, Workers and Government representatives to take over all the functions of the Board which functioned since 1963.

131. Since its establishment the Apprenticeship Board has studied among other issues: (a) the training programme for the School year 1967-1968 (b) the Apprentices Law and measures suggested for its implementation, and (c) training of instructors.

132. The Apprenticeship Board suggested a training programme which was based on the Island-wide Manpower Survey conducted by this Ministry, appointed a 4-member subcommittee from amongst its members to study and suggest to the Minister the necessary measures for the implementation of the Law, and organised, through the Productivity Centre, a special 8-week course for 14 Supervisors who have the responsibility of instructing apprentices at their place of work.

133. However, the most important and difficult task facing the Board will be the implementation of the Law which is a difficult and complicated piece of legislation, and the lack of staff specialized in industrial training. The Board is presently studying the problem with a view to advising the Minister or effective ways and means for the early implementation of the Law.

(c) Central Hotel Training School

134. The Central Hotel Training School, - the first of its kind in Cyprus - was established by this Ministry in late 1965. For the school year 1965/66 the School admitted 30 students, with at least three years of secondary education for basic training in waiting and cooking. Instruction was also given in the Greek, English and French languages, in Mathematics, Elements of Chemistry, Food Hygiene, Tourist History and Geography.

135. In the School year 1966/67, in order to meet the continued demand for trained staff in the Hotel Industry, an adjacent building was hired and a new course for chambermaids was introduced during the year. By the end of the year there were 59 male students and 28 girls, all living in. Thirty three (33) were trained as waiters, 26 as cooks and 28 females in floor service.

136. By the end of the year, and after compulsory service of two periods of three months each in industry, 13 waiters (two years course) and 13 cooks (two years course) graduated from the School and were immediately absorbed by industry. In addition, a further 29 waiters (13 males and 16 females) and 11 chambermaids of the 6 months' accelerated course have graduated successfully.

137. The School also offered up-grading courses at the place of employment to almost all hotels and big catering establishments. A Chef from Italy, specially recruited by the School, gave advice and demonstrated his art to nearly every hotel kitchen in the Island, whilst the School's instructors organised special training sessions on table service, reception, etc.

138. During the year under review the School was honoured with visits by the President of the Republic, Archbishop Makarios and the Director-General of I.L.O., Mr. David Morse. Both were impressed by the high quality of work of the School and paid public tribute to its achievements.

(d) Hotel and Catering Institute, Nicosia

139. In October 1966 the Cyprus Government submitted to the U.N.D.P. a Request for the establishment of a Hotel and Catering Institute. (At the moment of writing it is learned that the Request has been in principle approved). The object of the

Institute will be to offer:- (a) training, (b) advisory and consultancy services, and (c) research, information and documentation.

140. The training activities will be aimed at existing and potential hotel and travel agency managers and their senior staff. They will consist of short-term up-grading courses, seminars and practical demonstrations given in the following fields:

- managerial systems;
- hotel organisation and structure;
- hotel cost accounting and analysis;
- staff management and labour planning;
- public relations and sales promotion;
- propagadna and publicity;
- tourist traffic and tour planning; and
- budgeting and control.

141. In addition, courses for supervisory level personnel will be organised; they will last twenty-two weeks and will cover kitchen, restaurant and bar, housekeeping and front office operations. Under the control of the Institute, compulsory periods of work in hotels will be organised between terms.

142. The Institute will also assist in raising the teaching standards in the existing Central Hotel Training School by training instructors.

143. The advisory and consultancy services will consist of direct technical assistance of a practical nature to hotels, catering establishments and travel agencies on modern methods and techniques related to the planning, organisation and management of their various services.

144. The Institute will serve as a demonstration pilot centre for local hotels, restaurant and travel agencies.

(e) Re-training of Redundant Employees

145. On the advice of the Apprenticeship Board, the Ministry, in co-operation with the British Sovereign Base Area Authorities at Dhekelia, implemented late in the year a Training Scheme designed to prepare redundant Cypriot Sovereign Base Area employees for employment in the local market.

146. The Scheme provides for the training in technical skills of 72 redundant clerical employees with a reasonable general education and a good knowledge of English. The Scheme is comprised of intensive full time courses over a period of 12-18 months in the trades of: (a) Heavy vehicle mechanics, (cranes, bulldozers, graders, dumpers; (b) sheet metal workers/blacksmiths/plumbers; (c) gas and electric welders/agricultural implement repairers; and (d) precision instrument technicians.

147. The British Government meets all expenses directly arising out of the proposed training, including the free transport of the trainees, from Technical Assistance and other funds. The Cyprus Government provides maintenance for the trainees while they are attending the course of training at the rate of £6 for each trainee weekly, to enable them to maintain themselves and their families during this period.

148. A Selection Board composed of the Chairman of the Apprenticeship Board, of representatives of the Sovereign Base Area Authorities, of this Ministry and of the Cyprus Productivity Centre interviewed and selected the candidates. All redundant personnel including those who had already been discharged on redundancy were eligible to apply.

149. Government, Trade Unions and the Cyprus Employers' Consultative Association are solidly behind the Scheme; and this Ministry considers the venture as an important experiment and a valuable experience which will serve us in good stead if and when we are called upon to meet problems of a similar nature in future.

150. It is noteworthy that all trainees are high school graduates who have done white coller work all their working lives and who have had no previous experience or training in manual or technical work.

(f) Rehabilitation of the Disabled

151. In 1962 an I.L.O. Expert, Mr. H.A. Jones, conducted an exploratory survey and subsequently submitted a report on the Vocational Rehabilitation and Employment of the Disabled in Cyprus.

152. A sub-committee appointed by the Minister of Labour considered the Report with a view to its implementation. A special survey on the disabled in Cyprus was also organised in 1966 which covered 5,421 disabled persons of all types of disabilities, except the blind, deaf and lepers and those incapacitated by pneumoconiosis, about whom information was available from existing sources.

153. In the light of the extent and the nature of disability in the Island, Government, on the suggestion of the Ministry of Labour, approved the establishment of a permanent Centre for the training and rehabilitation of the disabled.

154. The initial objectives of the Centre will be to provide:

(i) vocational training to prepare disabled persons, who cannot obtain such training either directly with an employer or in another training establishment, for suitable employment, and

(ii) occupational workshops for those who cannot work under ordinary competitive conditions because of the seriousness of their disability.

155. Initially, the Centre will consist of two workshops and an administrative block and additional workshops will be added at a later stage. During the early stages it will accept about 20 disabled persons daily and will offer training to males and females in brush working, machine knitting and hand-loom weaving.

156. Building of the Centre, located near the School for the Blind, Strovolos, was commenced in late December 1967 and it is hoped that will become operative by September 1968.

157. By the end of the year the I.L.O. Expert Mr. H.A.Jones returned to the Island to give advice on the organisation of the Centre and generally on the problem of the training and employment of the disabled.

VOCATIONAL EDUCATION

158. Vocational Education is mainly the responsibility of the Ministry of Education. This covers 2-3 years of general education followed by 2-3 years of specialisation in a specific craft or trade. The increase in the number of students attending technical and vocational schools is constant. The total number of full-time students attending the Technical and Vocational Schools in 1967 was 4,554, against 3,809 in the previous year. Evening classes for working adults functioned during 1967 in technical fields such as electricity, building, welding, automobile repairing, fitting and turning, book-binding and pottery. Adults have also attended evening classes for City and Guilds, Telecommunications Technicians Course and Building and Quantity Surveyors Courses.

159. The following vocational institutions are in operation:

(a) The Vocational School, Larnaca

160. This is a mixed school for boys and girls. The main subjects taught are dress-making, woodworking, metal-working and electrical installation. Training in Hotel and Catering Occupations was also initiated in 1963. The total number of all students attending the school is 322.

(b) The Agricultural Gymnasium, Morphou

161. The Vocational Agricultural School ceased functioning as from the School year 1965-1966. The Agricultural Gymnasium however, continued functioning with about 200 students.

(c) Vocational Commercial Schools

162. Vocational Commercial Schools run by the Ministry of Education at Nicosia, Kyrenia and Morphou continued functioning with a total number of 946 students.

(d) Vocational Commercial Schools (Privately run)

163. Schools of this sort concentrate mainly in shorthand-typing courses, accountancy and book-keeping, teaching of the English language, their curricula and standards being based on the practical needs of the economy. Approximately 4,200 students attended a number of these Schools which prepare their students for the General Certificate of Education.

(e) Forestry College

164. The Forestry College is a Government College providing mainly vocational education for a number of Cypriots required in the Forest Service of the Republic. It is also open to students from foreign countries.

165. During the Academic Year 1967-1968 the following students attended various courses:

Senior's Course:	Cypriots	8
	Ugandans	2
	Libyans	2
Junior's Course:	Cypriots	7
	Jordanians	2
	Libyan	1
	Nigerian	1
	Total	23

(f) Deaf and Dumb School

166. Government is responsible for the running of the School. It comes under the Ministry of Education and functions through a Board.

167. A total of 75 pupils, 46 boys and 29 girls attended the School during the year under review as against 70 in the previous year. On first admission the minimum age limit is 5 years - maximum age for attendance is 18 years - except in special cases (e.g. late onset of deafness).

168. The Vocational Training Programme of the School showed marked progress. In collaboration with the Co-operative Society of deaf persons it was possible to effect training along the lines of production work. This Co-operative Society has been making steady progress and has had considerable success both in its products and in marketing them.

(g) Reform School

169. The Reform School, Lapithos, which comes under the Ministry of Justice, functioned up to the end of the year 1967 with 60 male students. Only male juveniles from 7 to 16 can be admitted, females are not admitted.

170. The School offers elementary education equivalent to that of the elementary education of the Ministry of Education and vocational training. During the year the following vocational classes functioned:

Junior Class

17 pupils irrespective of age classified on the basis of their educational back-ground into classes I, II and III corresponding more or less to those of the Elementary School, attended this class in December 1967.

Senior Class

This class, which corresponds more or less to the IV, V and VI class of the Elementary School, was attended during the above mentioned period by 18 pupils, who were also classified on the basis of their educational background.

The pupils of the age group 10 to 16 who attended the Junior or the Senior Class, spent half-time on school work and half-time on pre-vocational or vocational training.

Mason's Class

8 pupils of the age group 16 to 19 attended full time Mason's Class in December 1967.

Carpenter's Class

This class was attended full time by 13 pupils of the age group 16 to 19 in December 1967.

Painter's Class

5 pupils of the age group 16 to 19 attended full time the Painter's Class in December 1967.

Cooks

Only two pupils were occupied full time with vocational training in cooking.

Handicraft Class

Pupils of the under 14 age group attended lessons during the morning periods and the Handicraft Class during the afternoon.

The rest of the pupils of the over 15 age group, who attended lessons during the morning period, were distributed during the afternoon period in the classes for masons, carpenters, painters or cooks.

These projects offered real opportunities for vocational training of the pupils.

(h) Blind School

171. During the year 1967 54 pupils (36 boys and 18 girls) attended the School. Blind children as well as children with defective vision between the ages of 5 and 19 are eligible for admission.

172. Late in 1965 the School moved into its new premises which comprise a spacious boarding house, music practice rooms, domestic science centre, physics and chemistry laboratory, handicraft centre, braille library, conference rooms, theatre hall, gymnasium etc. As a result, activities were extended to cover vocational training (telephony, shorthand, typing, audiotyping music and industrial crafts) in addition to Elementary and Gymnasium education.

173. As the School is residential, there is plenty of opportunity for extra-curricular activities such as scouting, chess-playing, orchestra, choir, roller-skating and cycling.

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

175. A Braille printing-shop is functioning for the preparation of text-books and books for the School library and a regular monthly School magazine (containing poetry and prose, news items, and articles of general interest by the children). A "talking-book" library has been started.

176. The Greek Braille shorthand system which has been devised at the School was developed further during the year 1967 and reached a standard which now warrants a definite vocation for the graduates.

* * * * * *

IV. REPORT OF THE INDUSTRIAL RELATIONS SECTION

POLICY AND OBJECTIVES

177. The policy of the Section can be summarised broadly as the maintenance of industrial peace in the Island by: (a) assisting in the prevention and settlement of trade disputes; (b) advising or assisting in the formation of joint negotiation machinery in industry, preferably on an island-wide basis, and of joint consultation and grievance machinery at plant level, and (c) advising on internationally accepted standards and procedures on industrial relations, practices and developments. Generally speaking, it is not the policy of the Ministry or the Government to encourage requests for legislative measures regulating wages and other conditions of employment, unless the request affects the general interest of the country and classes or categories of workers which have no effectual means of negotiating their claims with their employers, either because machinery for regulating their conditions of employment does not exist, or, if it does exist, is inadequate and ineffectual.

178. To give effect to its policy the Section initiates research into the prevailing terms and conditions of employment and compiles, analyses, and makes available to both sides in industry - as well as to other bona fide persons the data collected, thus enabling them to negotiate rationally and objectively. Further, the Section, either at its own initiative or at the suggestion and request of either side in industry, drafts or advises on legislation necessary to give effect to the policy outlined in the previous paragraph.

179. The continuance of industrial peace was the principal characteristic of the Cyprus industrial scene and employers' and workers' organizations justifiably take pride in the fact that in spite of the continuing large number of disputes reported to the Ministry during the year the number of working days lost through work stoppages was one of the lowest ever and among the lowest in the world.

180. For the better implementation of its policy the Industrial Relations Section has always tried to maintain, and has in fact maintained, a relationship of friendship and mutual respect with employers' and workers' organisations, as well as with individuals able to assist in the success of tripartite, consultative bodies. It also encourages the signing of long-term collective agreements, preferably industry and/or island-wide, so as to minimise the friction which is likely to arise whenever new claims are submitted and negotiated. Both sides of industry are increasingly recognising the value of such agreements as a factor of economic progress and industrial peace.

ORGANISATION AND TRAINING

181. The Section is normally headed by the Senior Industrial Relations Officer. (The post is presently vacant, the Assistant Industrial Relations Officer who is expected to fill it being on a course of post-graduate study in the U.S.A.). The Senior Industrial Relations Officer has direct line authority over the Headquarters staff of the Section and functional authority over district industrial relations officers. The Headquarters staff consists, normally, of three trained officers, one of whom primarily engages in the collection and tabulation of statistical data. The general shortage of staff in the Government Service has also affected this Section which for the fourth year in succession has not been able to maintain its normal staff complement.

26/.....

182. The work in the districts is usually performed by the officer in charge of the District Labour Office or by a Labour Officer specially trained and designated for the purpose. Training, as already explained in Chapter I of this Report, is now regular and systematic. The Senior Industrial Relations Officer and the District Labour Officers are the principal trainers.

183. Conciliation work by Headquarters staff is mainly confined to disputes in semi-Government concerns, disputes which may affect the public interest, enterprises which have branches or offices in more than one district or to disputes which present special difficulties and, in view of the data and other information available centrally, could best be handled by Headquarters staff.

184. Since 1962 the Personnel Officer for Government Industrial Workers who was appointed in that year, has been attached to the Industrial Relations Section to obtain the benefit of the experience of the Senior Industrial Relations Officer. The Personnel Officer is responsible for advising Government, through the Senior Industrial Relations Officer, in its capacity as employer of industrial wage employees, on personnel policy and practices. However, the post became vacant in 1965 and the duties attached to it have since been performed by an officer on a termporary appointment.

PRINCIPAL ACTIVITIES OF THE SECTION

185. Among the main activities of the Section during the year under review was its assistance in the conclusion and signing of a number of long term collective agreements in industry and in some public concerns. The prevailing duration of most of these agreements is three years. In one particular case where a wine industry was involved the duration of the signed collective agreement was five years. The aim of the Ministry is to cover all major industries with such long term collective agreements.

ISSUES INVOLVED IN TRADE DISPUTES

186. The number of disputes referred to the Ministry for conciliation in 1967 was 78. This figure compared with that of 1966 (94) shows a reduction by 16 disputes. The self-imposed restraint, ever since the Turkish uprising late in 1963, on the pursuit of the workers' legitimate economic claims was slightly relaxed during the year, mainly owing to the increasing prosperity of a number of enterprises and the better prospects of the Cyprus economy in general. The Ministry's Wages and Incomes policy has been in agreement with such relaxation. The continued referral to the Ministry of disputes reflects both the hope of the parties concerned that prolonged direct negotiations might be brought to a speedier conclusion by the intervention of the conciliation services of the Ministry and the faith of the contestants in the objectivity and effectiveness of the Ministry in its conciliation and mediation efforts.

187. The Table on the following page shows the type and frequency of the issues involved in these disputes, as compared with previous years.

TABLE NO.22

188. A graphical representation of the percentage of each one of them to the total number of issues involved in the 78 disputes is at Table No.22.

27/.....

189. The Table on page 28 shows the number of disputes (strikes and non-strikes) reported each month from 1963 to 1967. This Table shows that on the average no particular months can be singled out as the months which consistently produce the greater number of disputes nor does it appear that there should be any special reason for any differences.

190. The pattern of labour claims during the year has shown some change, though wages and salary increases or readjustments were again the most frequent and prevalent issues in all such claims. It will be seen from the Table below apart from "wages", "annual leave", "paid holidays" and "provident fund" were the most frequent issues followed by "sick-leave and medical treatment".

FREQUENCY OF ISSUES IN DISPUTES REPORTED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE FOR THE YEAR 1967

ISSUES	FREQUENCY				
	1963	1964	1965	1966	1967
Wages/Salaries and Cost of Living Allowance	61	17	47	49	44
Annual Leave and Public Holidays	45	9	25	33	24
Sick Leave and Medical Treatment	33	5	14	20	17
Hours of Work	13	11	11	22	12
Overtime	18	6	11	22	11
Provident Fund	29	11	20	40	20
Gratuities and Bonuses	33	4	16	11	12
Termination of Employment	-	-	8	10	6
Travelling Expenses	-	-	6	5	3
Promotions	-	-	9	6	7
Establishment	-	-	-	-	12
Other Basic Issues	21	10	8	11	15
Application of Existing Agreement	11	6	15	6	15
Dismissals	29	8	11	19	13
Complaints by the Employer against his Employee(s) or vice versa	-	-	-	-	9
Other Frictional Issues	-	-	-	-	1
Trade Union Recognition	6	1	1	5	1
Personal Grievances	8	2	4	4	-

NUMBER OF DISPUTES (STRIKES AND NON-STRIKES) REPORTED TO THE MINISTRY, BY MONTH, FOR THE YEARS 1963 - 1967

MONTH	YEAR					TOTAL
	1963	1964	1965	1966	1967	
January	7	1	5	12	9	34
February	12	2	10	5	3	32
March	8	2	9	13	8	40
April	6	3	7	4	8	28
May	5	4	5	5	7	26
June	6	2	13	9	6	36
July	10	5	5	9	5	34
August	6	2	8	6	7	29
September	14	3	7	4	7	35
October	10	9	7	8	3	37
November	7	7	8	12	7	41
December	2	3	10	7	8	30
TOTAL	93	43	94	94	78	402

191. Apart from the restraint on the submission of wage claims adopted or accepted by the Unions the prevalence of fringe items is an indication of continuous improvement of the standard of living of the working classes.

192. The apparently harmless headings of "Promotions" and "Application of Existing Agreement" cloak, among other issues, the important and complex issue of management prerogatives which, in spite of its comparative infrequency, is fraught with dangers. It usually involves such matters as the creation of new posts, the right of employees to be promoted to senior posts regarded by management as posts which can be filled, at its discretion, also by persons from outside the establishment, and the desire of the Unions to be consulted - at least - on all such matters. The Ministry encourages such consultation through the participation of employees in standing promotion boards, but discourages the claims of the Unions for exclusive right to promotion, from amongst serving employees only, which would inevitably lead to conditions of "closed shop" and frustrate management's attempts to inject fresh blood, new skills and additional qualifications into industry by direct recruitment of students and graduates of colleges, universities and technical schools.

ANALYSIS OF MEDIATION ACTIVITIES

193. Out of a total 78 disputes reported to the Ministry during the year, 60.5% (47) were settled by the Ministry's mediation services without interruption of work and 19% (15) after short work stoppages. The remaining 20.5% (16) were still pending at the end of the year.

TABLE NO. 23

194. Table No.23 shows in percentages the number of settled and pending disputes in 1967, and corresponding number of workers involved.

195. Fourteen disputes which were pending at the end of 1966 were all settled during 1967.

196. The total number of man- days lost during the year was 19,180. The number of workers involved was 4,015. Though these figures show a considerable increase over the 1966 figures (due to the strike of the Elementary, Secondary and Technical School teachers which accounted for 16,535 man-days) they still remain in comparative terms among the lowest in the world. The next two Tables show - (a) the number of man-days lost over the last 10 years, and (b) the number of man-days lost in 8 countries of the world (including Cyprus) for the year 1965.

NUMBER OF MAN-DAYS LOST FOR THE LAST TEN YEARS

1958 - 1967

YEAR	MAN-DAYS LOST
1958	4069
1959	6261
1960	27005
1961	21267
1962	21268
1963	6099
1964	2347
1965	1073
1966	2708
1967	19180

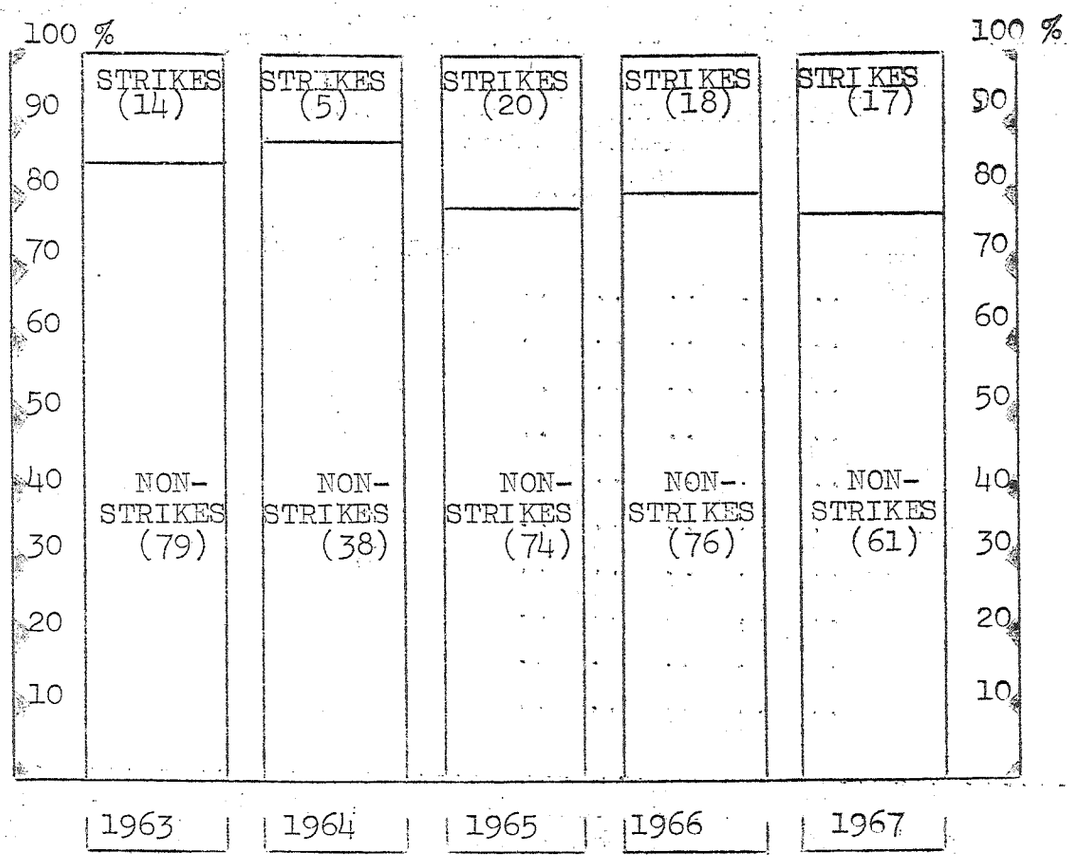
COUNTRY	ECONOMICALLY ACTIVE POPULATION	SALARIED EMPLOYEES AND WAGE EARNERS	MAN-DAYS LOST, 1965	MAN-DAYS LOST AS A PERCENTAGE OF MAN-DAYS WORKED(+)
CYPRUS	245,000	120,000	1,073	0.0029%
PUERTO RICO	594,100	476,424	98,261	0.0687%
ISRAEL	948,400	633,200	207,561	0.1092%
ADEN	55,600	35,191	59,418	0.5628%
UNITED KINGDOM	24,616,620	21,868,049	2,925,000	0.0445%
ITALY	19,653,000	12,619,000	6,992,856	0.1847%
MALTA	96,048	75,974	4,154	0.0174%
SWEDEN	3,449,900	2,701,789	4,100	0.0005%

(+) The number of man-days worked is the product of column "Salaried Employees & Wage Earners" multiplied by 300 - the estimated number of working days per year.

NOTE:- Man-days lost as a percentage of man-days worked in Cyprus for the year 1967, was 0.053%.

197. The next Table is a graphical representation of the relationship (in number and in percentages) of strikes and lock-outs to the total number of disputes during the last 5 years.

TABLE SHOWING THE NUMBER AND PERCENTAGE OF STRIKES OR LOCK-OUTS ON THE TOTAL NUMBER OF DISPUTES REPORTED OVER THE LAST FIVE YEARS



N.B.: Numbers in brackets signify the corresponding number of disputes reported in that year.

TABLE NO.24

189. Table No. 24 classifies reported disputes by industry, at the same time giving details of work stoppages, kind of issues involved, number of workers involved and of mandays lost. A summary of this information is given in Table No. 25.

TABLES NOS.25 AND 26

Table No. 26 gives, in summary form, the number of man-days lost by industry only for the last five years.

199. The Table below shows the number of man-days lost, classified by cause of dispute during the last 5 years.

MAN-DAYS LOST, CLASSIFIED BY CAUSE OF DISPUTE DURING THE LAST FIVE YEARS

YEAR	CATEGORY OF DISPUTES			TOTAL
	BASIC	FRICTIONAL	TRADE UNION RECOGNITION	
TOTAL	27,106	4,285	16	31,407
1963	5,383	700	16	6,099
1964	1,952	395	NIL	2,347
1965	817	256	NIL	1,073
1966	1,457	1,251	NIL	2,708
1967	17,497	1,683	NIL	19,180
AVERAGE	[illegible]	857	3	[illegible]

200. The meaning of the headings used in the above Table is as follows:-

(a) Basic:

Involves the negotiation or amendment of a collective agreement.

(b) Frictional:

Involves the application of an existing collective agreement or the processing of grievances and includes dismissals.

(c) Trade Union Recognition:

Involves recognition by the employer of the union's or unions' right to collective bargaining.

201. The analysis of the available data and information leads to the conclusion that the Basic Agreement of 1962, which laid down procedures accepted and acknowledged by both sides of industry, for the peaceful negotiation of collective agreements and the handling of grievances, has continued to conduce substantially to the maintenance of industrial peace.

202. Of the 62 disputes settled through the conciliation services of the Ministry, 22 were dealt with by Headquarters staff, and the rest by the District Offices. A detailed analysis is given below.

IND. CODE	INDUSTRY	NUMBER OF DISPUTES	
		HEAD-QUARTERS	DISTRICTS
0.	Agriculture, Forestry, Hunting and Fishing	-	1
1.	Mining and Quarrying	-	2
2-3.	Manufacturing	6	27
4.	Construction	5	1
5.	Electricity, Gas, Water and Sanitary Services	1	-
6.	Commerce	2	1
7.	Transport, Storage and Communication	4	5
8.	Services	4	3
	TOTAL	22	40

TABLE NO.27

203. Table No.27 shows in percentages the number of strikes and non-strikes in 1967 and corresponding number of workers involved.

TABLE & GRAPH NOS.28 & 29

204. Table and Graph Nos. 28 and 29 show the number of man-days lost due to strikes or lock-outs and the number of workers involved therein for the last 20 years (1948-1967).

INDUSTRIES INVOLVED IN REPORTED DISPUTES

TABLE NO.30

205. Table No.30 presents a break-down of the disputes reported to the Ministry during the years 1966 and 1967. It will be seen that the bulk of disputes again involved manufacturing. Transport, Storage and Communication and Construction still occupy the second and fourth place respectively. Commerce receded from third to fifth place while Services proceeded to third place.

206. Though disputes in manufacturing have increased in numbers it is expected that the long-term agreements reached in this division of industry as well as the awakening of managers to the need for personnel policies and services will conduce, in the next few years, to the improvement of the management-relations climate and the reduction of industrial strikes. Similarly though Transport continues to hold the second place, there has been a decrease in the number of disputes, and the important National Agreement concluded towards the end of 1966 and signed in 1967 is expected to preserve peace in the industry for a considerable period.

ARBITRATION

207. Three cases of resort to voluntary arbitration under the provisions of the Basic Agreement occurred during the year under review:

(a) A dispute concerning the dismissal of 2 employees of a newspaper. The arbitrator awarded £192.500 mils to the one employee and £42.690 mils to the other.

(b) A dispute concerning the dismissal of an employee of a newspaper. The case was settled out of court by mutual agreement of both parties, after a suggestion of the arbitrator, for the payment of £120 to the dismissed employee.

(c) A dispute concerning the dismissal of an employee of a cement factory. The case was settled out of court by mutual agreement of both parties, after a suggestion of the arbitrator, for the payment of £124.

208. "Voluntary" arbitration in Cyprus is in fact compulsory - though not legally - since the signatories to the Basic Agreement have pledged themselves to resort to arbitration in frictional disputes if no solution acceptable to both parties can be suggested by the conciliation services of the Ministry. Voluntary arbitration is also provided for by legislation. However, after a sudden and optimistic recourse to this type of arbitration, it has recently fallen out of fashion.

209. Compulsory arbitration is envisaged by Defence Regulations, introduced by the colonial regime and still in force. They cover essential services such as electricity, gas and water supply. The Regulations are rarely used.

210. As a matter of policy 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".

JOINT MACHINERY FOR NEGOTIATIONS

211. 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; Hotel (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.

212. The direct consequence of these activities has been the rapid and healthy growth of collective bargaining through formalised 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

213. 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

214. The number of collective agreements submitted to or obtained by the Ministry has further increased during the year. Sometimes the parties to a dispute which does not involve more than one or two simple issues are content to rely on minutes taken by the Ministry during the process of conciliation, thus dispensing with the need of formal agreements on the issues involved.

215. The Ministry provides model collective agreements of a simple type for use as a basis during direct negotiations or after general agreement was reached at the level of the Ministry.

216. Collective agreements are slowly becoming more accurate and sophisticated to the benefit of all concerned. The Ministry spares no effort in helping the parties to put down their agreement as precisely as possible.

217. The collection, compilation, indexing and analysing of collective agreements is of extreme importance for the success of the policy and objectives of the Section. Owing to staff and other limitations work in this field continues to fall short of the desired level.

PREVAILING WAGE RATES AND CONDITIONS OF EMPLOYMENT

TABLES NOS. 31-36

218. Tables Nos. 31-36 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.

219. The wage rates of Government industrial workers and the wages and salaries paid by semi-government organisations 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.

220. The retail price index for 1967, has shown an upward trend ranging between 109.9 and 114.8 points. The yearly average was 111.44 compared with 110.62 in 1966. The Cost of Living Allowance (C.O.L.A.) on the basic salaries of the government officers was 32%. As from the 1st April of the year under review, by Law No.10 of 1967 Government consolidated the 20% of the C.O.L.A. into the basic salaries, created new salary scales and granted 10% C.O.L.A. on the new scales. This decision was also adopted by all semi-government establishments and by a number of private firms, where variation of price clauses in collective agreements are in force on the government pattern.

GROWTH OF TRADE UNIONS AND EMPLOYERS ASSOCIATIONS

(Note: Figures for 1967 are estimates)

221. 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 1967 the total number of workers organised in Trade Unions were 67,000. The total number of employers' associations were 14 with a total membership of 606.

222. There are seven Trade Union Groups in Cyprus, out of which five (i.e. P.E.O., S.E.K., D.E.O.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" (P.E.O.) and popularly known as the "Old" Trade Unions, is the most numerous group and is affiliated to World Federation of Trade Unions. Its actual membership at the end of 1966 was 35,847 and its estimated membership at the end of 1967 was 36,000.

(ii) The right wing Trade Unions, officially known as the "Cyprus Workers Confederation" (S.E.K.) 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 1966 was 15,388 and its estimated membership at the end of 1967 was 16,500.

(iii) The Democratic Labour Federation of Cyprus (D.E.O.K.) with actual membership of 1,674 at the end of 1966 and estimated membership at the end of 1967 of 1,200.

(iv) The Pancyprian Federation of Independent Trade Unions (P.O.A.S.) has no apparent orientation. Actual membership at the end of 1966 was 1233 and estimated membership at the end of 1967 was 1200.

(v) The Cyprus Turkish Trade Unions Federation whose membership is restrictive to members of the Turkish Community and which is affiliated to the International Confederation of Free Trade Unions. According to information received by the Official Receiver and Registrar from the General-Secretary of the Turkish Union, the actual membership of the Union at the end of 1966 was 3702 and membership at the end of 1967 was 3500.

(vi) The Civil Service Trade Unions with an actual membership of 3810 at the end of 1966 and membership at the end of 1967 of 3900.

(vii) Other Trade Unions not affiliated to any federation, with actual membership of 4748 at the end of 1966 and membership at the end of 1967 of 4700.

223. Most of the employers' associations referred to in para.221 are members of the Cyprus Employers' Consultative Association, an island-wide organisation with 244 "direct" members and 8 Trade Associations consisting of 285 members. The approximate number of persons employed by the above members is 22,700 (17,500 by "direct" members and 5200 by Trade Associations).

TABLE NO.37 224. Table No.37 shows the growth of the Trade Union movement from 1932 to 1967 by Trade Unions Federations.

TABLE NO.38 225. Table No.38 shows in percentages the Cyprus labour force divided into unionized and non-unionized and Trade Unions membership.

TABLE NO.39 226. Table No.39 shows the strength of the employers' associations as at present.

TABLE NO.40 227. Table No.40 shows the number of Public Contracts reported through the District Labour Offices, by District in 1967.

GOVERNMENT PERSONNEL SERVICE

228. The Service offers to Government Departments, in their capacity as 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.

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

230. The Personnel Officer also acts as Secretary of the Government Joint Labour Committee, the recognised negotiation machinery for Government wage industrial employees, and advises

the Official Side of the Committee on the formulation and application of Government's personnel policy for its industrial employees. He 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 Government Departments on the application of Government's personnel policy.

231. During 1967 the Joint Labour Committee had four regular meetings during which decisions were taken on a considerable number of problems affecting the wages and conditions of employment of Government industrial employees. Prominent among these were: (a) the revision of the agreement on the wages of employees of the Civil Aviation Department; (b) the improvement of the operation of the Joint Labour Committee; (c) the determination and height of annual increments to Government workers, (after agreement a circular was issued fixing the minimum and maximum of annual increments and the criteria governing the grant of annual increments); (d) the promotion of workers to "regular status". (It was agreed that all the workers who have completed 52 weeks of continued service should be promoted to the weekly paid staff of Government and enjoy the additional benefits arising from such status); and (e) Revision of the wages of Government workers. (It was decided to grant to all Government workers in addition to their annual increment an additional increase of 5 mils per hour).

232. Government, as employer, grants to its industrial employees, in addition to wages and cost of living allowance, the following fringe benefits: (1) family allowance ranging between 2-7 mils per hour, depending on the number of children; (2) free medical treatment, drugs and hospitalisation, to regular employees and their dependants; (3) twelve paid public holidays per annum (casual workers qualify for this benefit after 90 days' continuous service); (4) twelve to fifteen days - depending on the years of service - paid annual leave to regular workers; (5) upto 40 days per year paid sick leave to regular workers; (6) provident fund to regular workers with a mutual contribution of 5% and (7) subsistence allowance ranging between 350-500 mils per night up to 42 nights to both regular and casual workers.

233. Government regular workers (including their dependents) are entitled to free medical treatment, drugs and hospitalisation. These workers contribute to a special fund, called the Cyprus Government Social Security Scheme, 10 mils per pound earned. Government contributes an equal amount. Contributors to the Social Security Scheme are also entitled to sick leave with full pay, as from the second day of their incapacity up to a maximum of 40 working days per year and a maternity grant of £6 for each confinement. This grant, however, is abated by the amount payable under the Social Insurance Law. Charitable grants are also payable to contributors who have long periods of sickness. These grants are subject to means tests.

234. The number of contributors to the Scheme at the end of 1967 was 3,767 as against 3,421 in 1966 and 3,141 in 1965. Contributors include the Government regular workers and the employees of Cyprus Grain Commission, Cyprus Telecommunications Authority, Electricity Authority of Cyprus and the Water Boards of Nicosia, Famagusta and Limassol.

235. The number of dependents of the 2,697 Government regular employees who are members of the Scheme was 5,834 in 1967 as against 5,693 in 1966 while the number of dependents of the 1.070 non-Government regular workers was 2,435 as against 2,411 in 1966.

236. The following Table shows the number of days granted and the number of days paid to regular employees in respect of sick leave for the year ended 31st December, 1967 and comparative figures for the year ended 31st December, 1966.

EMPLOYMENT	Total No. of days granted		No. of Days without Pay		No. of Days with Full Pay	
	1966	1967	1966	1967	1966	1967
Government Regular Workers	7078	8840	793	921	6283	7919
Cyprus Grain Commission	316	254	32	30	284	224
Cyprus Telecommunication Authority	314	467	50	65	264	402
Electricity Authority of Cyprus	2768	3413	394	497	3274	2916
Nicosia Water Board	150	146	18	12	132	134
Famagusta Water Board	-	2	-	1	-	1
Limassol Water Board	122	102	18	14	104	88
T O T A L	10,746	13,224	1,305	1,540	9,441	11,684

Source: Department of Medical Services
Ministry of Health

237. The industrial labour force employed by Government Departments (excluding monthly paid administrative, technical and clerical staff) and the total amount of rates per month paid during 1967 are shown in the Table below:

M O N T H	TOTAL NO. OF WORKERS	CASUAL WORKERS	REGULAR WORKERS	TOTAL AMOUNT OF EXPENDITURE
January	4179	2561	1618	132,411
February	4453	2815	1638	102,841
March	4979	3406	1573	130,929
April	5280	3596	1684	139,484
May	5411	3700	1711	141,815
June	5890	4210	1680	147,810
July	6295	4632	1663	155,801
August	6446	4792	1654	172,055
September	6349	4770	1579	164,841
October	5895	4322	1573	153,856
November	5760	4202	1558	149,730
December	5851	4303	1548	157,476
AVERAGE	5566	3942	1648	145,703

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

38/.....

238. Thus Government's total industrial payroll for the year was £1,748,445 and the average number of industrial workers employed was 5566 as compared with £1,651,347 and 5,361 respectively, in 1966. These figures make Government the largest single employer of industrial labour in Cyprus.

** ** ** ** ** **

V. REPORT OF THE INSPECTION OF FACTORIES SECTION

POLICY - OBJECTIVES

239. The policy of the Section is to promote and maintain to the highest possible degree conditions of safety, health and welfare at the place of work. To this end the objectives of the Section are three-fold:-

(a) to enforce labour legislation concerning the safety, health and welfare of workers,

(b) to supply technical advice and information to the public with a view to assisting in the public's compliance with the law and in the prevention of accidents, and

(c) to advise Government on ways and means, through legislation or otherwise, to secure and improve conditions of safety, health and welfare at the place of work.

PROCEDURES FOR IMPLEMENTING THE POLICIES AND OBJECTIVES

(a) Tripartite Co-operation

240. To pursue these objectives the Section continued to have for the past year the benefit of the advice and co-operation of the Pancyprian Safety Council and its Sub-Committees.

241. The Pancyprian Safety Council is composed of representatives of Employers, Trade Unions and other Government, public or private bodies which have a direct interest in Safety. They are appointed by the Minister of Labour and serve under his chairmanship, their terms of reference being to study and comment on existing and proposed labour legislation affecting safety, health and welfare at places of work and to advise the Minister on these and other connected matters.

242. The Council meets whenever there are subjects requiring its attention but if no such subjects arise, as was the case in 1967, permanent or ad-hoc sub-committees of the Council meet to deal with matters of a specific nature.

243. Thus in 1967 a P.S.C. sub-committee worked in close collaboration with the Section for the preparation of a Safety Week Campaign. This campaign is now an annual event and it amounts to one week's concentrated effort for the promotion of safety at work.

244. The 1967 "Safety Week" had the advantage of a Government grant, which is now an item of the Ordinary Budget of the Republic. The campaign is thus assured of continued financial backing from the Government.

245. It was therefore possible for the 1967 safety week to have an adequate budget permitting the preparation of multi-colour posters and other publicity material. An exhibition of workers' personal protective equipment was held at the Ministry's Headquarters and more places of work were visited by representatives of the Council whilst meetings of workers, employers and Government officials were held in public places where talks were delivered on the subject of safety and relevant films shown.

246. The campaign was extended to the Mining Companies with the active co-operation of the Mines Department. The co-operation of employers and workers was very encouraging indeed.

247. Another sub-committee of the Pancyprian Safety Council whose terms of reference were to draft safety regulations for Liquefied Petroleum Gas completed its work in 1967 and the draft and recommendations were passed on to the Ministry of Communications and Works which is responsible for petroleum products in general.

248. Progress has also been made with respect to regulations for the woodworking machinery but due to the mainly jobbing nature of the work carried out on these machines in Cyprus, implementation of regulations providing for effective guarding of machinery, in particular at the point of operation, appears to present many problems the solution of which will inevitably take time.

(b) Advice and technical assistance

249. Education of people in safety matters is recognised as the best way of achieving good results in accident prevention. In pursuance of this policy the Senior Inspector of Factories took part as a guest lecturer on safety subjects at a Seminar for supervisors coming from a number of industries, which was organised by the Cyprus Productivity Centre in June, 1967.

250. Safety at the place of work has not become universally accepted or pursued in Cyprus yet, probably because we lack tradition in this aspect of industrial life. Consequently there are no private firms or organisations specialising in safety matters, to whom factory occupiers could turn for advice and help with a view to solving their safety problems. It is therefore necessary for the Section to give technical advice or information either during inspection visits or in several specialised cases at the request of the occupiers.

251. Thus the Section has, during the past year, given specific information on how to improve safety on power presses, woodworking machinery and other pieces of equipment through the use of special purpose guards and tools and recommended the implementation of other measures such as interlocks or dual hand control in cases where other systems could not be employed due to the nature of the equipment involved.

252. The advice of the Section was also sought and applied in cases of dust and fume extraction in at least three instances.

(c) Enforcement of Legislation

253. In view of the relevant provision of the Factories Law for plans of proposed factory buildings to be submitted for approval by the Chief Inspector prior to the issue of a building permit, it has been possible for the inspectorate to go through and suggest, where necessary, amendments to a number of proposed plans thus ensuring that the new factories will be built with due regard paid to provisions relating to the safety, health and welfare of the workers. The Section paid special attention to factories being built in the new Nicosia Industrial Estate which will thus fully conform to the law and will be in many respects model factories.

254. To ensure continued compliance with all provisions of the labour laws, with the enforcement of which the Section is charged, regular visits to factories and other places of work have been organised by inspectors in all districts throughout 1967. Details of the number of visits paid and the number of undertakings visited are given at para 262 of this report.

255. In order to be able to meet the various problems presented to the Service, the inspectors attended training courses of short duration organised at the Ministry's Headquarters. Moreover the Senior Inspector of Factories attended a U.K. Government sponsored training course of about four months duration which he completed in March, 1967, whilst one inspector attended a three months course in U.K. on a Council of Europe fellowship and another inspector spent two months in Scandinavian countries studying inspection standards on a similar Council of Europe fellowship.

256. Enlightenment and persuasion continued to be used as a means of attaining compliance with the respective legislation; where these means failed to achieve the required objectives, the requirements of the law were enforced through legal action.

257. Details of the cases brought before the court are given on page 44.

SCOPE OF ACTIVITIES

258. The Section is responsible for the inspection of all premises that come under the definition of "factory" in accordance with the Factories Law, whether these premises are private, public or Government owned. It is also responsible for the enforcement of all labour laws, excepting Social Security legislation.

259. Inspections to ensure compliance with the Social Insurance Law are carried out by appropriate inspectors of the Social Insurance Department of the Ministry. The inspection of mines and quarries is the responsibility of the Mines Department which comes under the Ministry of Commerce and Industry. However, the Mines and Quarries (Safety Organisation) Regulations are under the jurisdiction of the Ministry of Labour and Social Insurance and although the Mines Department is assigned the task of the implementation of the provisions of the Regulations, the Factory Inspectorate of the Ministry works in close co-operation with the Mines Department for the overall supervision of the Scheme.

ORGANISATION OF THE INSPECTION SERVICE

260. The Inspection Service was composed in 1967 of the following officers:-

The Senior Inspector of Factories who heads the Section and is the Central Authority responsible for formulating uniform methods and procedures of inspection and for supervising the activities of the inspectors in the application of the Labour Laws; the Boiler Inspector, responsible for the inspection and testing of boilers and other pressure vessels; the Mechanical Inspector, charged with the inspection and testing of cranes, lifts hoists and other equipment subject to inspection and test under the Factories Law; and seven (7) Factory Inspectors,

stationed at the five main District Labour Offices of the Ministry. The seven Factory Inspectors execute their duties on a district basis and are under the overall charge of the District Labour Officer who is, in turn, responsible for the technical aspects of his work to the Senior Inspector of Factories.

ACTIVITIES OF THE INSPECTORATE

(b) General Inspections

261. There were 4,888 registered undertakings subject to inspection under the Factories Law in 1967. A large number of other establishments were also subject to inspections under various other labour laws and these are included in the Table which follows:-

CLASS OF UNDERTAKING	NUMBER OF UNDERTAKINGS					
	N/SIA	L/SOL	F/STA	L/CA	P/OS	TOTAL
Factories with power	1743	823	471	312	196	3545
Factories without power	404	193	229	111	102	1039
Agriculture	-	8	-	10	3	21
Docks and shipping..	-	-	1	2	-	3
Building	126	83	38	9	48	304
Offices	-	78	-	200	22	300
Shops	3490	451	84	800	64	4889
Transport	-	26	-	20	3	49
Personal Service ..	39	290	37	9	15	390
T O T A L	5802	1952	860	1473	453	10540

262. During the past year, a total of 6997 inspections or visits to undertakings liable to inspection were carried out by the Factory Inspectors. Of these, 3805 were inspections to factories with power and 3192 to factories without power or other inspectable premises. The Table below is an analysis of these inspections by class of undertaking and by district; it also contains a column with the 1966 data from which it can be seen that the number of inspections steadily increases, the 1967 overall increase, as compared

with 1966, being over 11%.

Class of Undertaking	Inspections during 1966	Inspections during 1967					Total
		N/sia	L/sol	F/sta	L/ca	P/os	
Factories with power	3732	1665	629	838	356	317	3805
Factories without power	823	257	77	139	114	97	684
Agriculture	35	-	12	1	-	24	37
Docks and shipping..	6	-	8	3	-	-	11
Building	252	202	195	137	110	187	831
Offices	182	-	101	4	-	-	105
Shops	358	54	219	74	-	13	360
Transport	4	-	22	1	-	-	23
Personal Service ..	358	108	170	22	-	19	319
Visits other than to undertaking	541	170	106	176	249	121	822
T O T A L	6291	2456	1539	1395	829	778	6997

(b) Inspections of Steam Vessels

263. The number of boilers and steam receivers known to be in use during the year under review amounted to 316 and 181, respectively.

264. Hot and cold examinations on boilers are carried out at least once in every period of fourteen months, or after extensive repairs, in accordance with the Factories Law, whilst steam receivers are examined at least once in every twenty six months.

265. The Boiler Inspector carried out, during 1967, a total of 667 examinations to steam vessels operating in various establishments, being 606 to steam boilers and 61 to steam receivers.

266. To ensure safety the maximum working pressure of 20 steam boilers was reduced as a result of the detection of defects in the course of inspections.

267. Two hydraulic tests to 2 Steam Boilers were carried out during the year. Eight Steam Boilers were found to be unsuitable for further service and their use was thence prohibited and discontinued.

268. Due to the political situation it has not been possible to inspect some Turkish-owned equipment in 1967.

(c) Inspection of Air-Receivers, Hoists, Lifts and other Lifting Equipment

269. The Table shown below indicates the types and number of machinery liable to inspection by the Mechanical Inspector during the year under review. It also shows the maximum period required by the Factories Law between consecutive inspections in respect of each type of machinery.

Type of Machinery	Number known to be in use in 1967	Maximum frequency of inspection	Section of Fact. Law providing for frequency of inspections
Air receivers	696	26 months	42 (5)
Cranes, pulley blocks etc.	419	14 months	35 (2)
Hydraulic Lifts ..	166	12 months	33 (9)(c)
Hoists & Electric Lifts	183	6 months	33 (2)

270. During 1967 the Mechanical Inspector carried out 395 inspections of air-receivers, 365 of cranes and other lifting equipment liable to inspection under section 35(2), 139 on hydraulic lifts liable to inspection under Section 33(9)(c) and 327 inspections of mobile hoists and electric lifts.

(d) Prosecutions

271. Legal proceedings were taken in sixty three instances, against persons contravening the labour laws, and the fines imposed totalled £196.150 mils. In five cases the accused were bound over to observe the law by various sums ranging from £20 to £50 and for periods from 6 months to 2 years.

272. The laws concerned and cases taken to court were analytically as follows:-

L A W	No. of Cases	Total Fines
1. Factories Law, Cap.134	21	£94.350
2. Accidents & Occupational Diseases (Notification) Law, Cap.176	2	£10.000
3. Children & Young Persons (Employment) Law, Cap.178	28	£52.300
4. Shop Assistants Law, Cap.185	3	£15.000
5. Summer Afternoon Recess Law, Cap.186 ..	3	£ 6.000
6. Hotel (Conditions of Service) Regulations, 1965 & 1966	2	£ 6.000
7. Port Workers (Regulation of Employment) Law, Cap.184	1	£ 4.000

ACCIDENT PREVENTION AND ACCIDENT RECORDS

273. The past year continued to be a period of increased mechanisation in the Cyprus Industry. The inspectorate had to deal with a number of machinery presenting dangers of various degrees, and cooperated with occupiers towards rendering the work safe. In several cases incorrigible occupiers were brought before the Court. Despite these efforts it has not been possible to report a reduction in the number of accidents which occurred during the last year.

274. The details that follow reveal a total number of 1181 accidents, including 3 fatal, at the place of work during 1967. Accidents which occurred while the worker was coming to or going away from work are not included in this number, despite the fact that they are considered as qualifying for benefits for Industrial Accidents under the Social Insurance Law.

275. To get a true comparison with the 1966 figures one should also exclude theabove mentioned traffic accidents from the overall 1966 figures. Hence the comparable figures for 1966 are 1120 accidents,including 7 fatal,as mentionedin the report of last year. There consequently appears in 1967 an increase of 61 accidents or 5% over the 1966 figure. Fatal cases though showed a substantial reduction being only 3 as compared with 7 for the previous year.

(a) Analysis of accidents

TABLE NO.41

276. An analysis of the industrial accidents notified, by industry, sex, age, degree of injury and causation, is given in Table No.41.

TABLE NO.42

277. Table No.42 shows the distribution by industry of the accidents which occurred during 1967. It can be seen that 324 non-fatal and 2 fatal accidents occurred in the building and construction industry which, despite a reduction by 1 of the non-fatal cases and by 3 of the fatal ones, in comparison with the previous year's figures, still tops the list with the highest number of accidents for a single industry. In percentages over the total number of accidents these figures represent 28% and 66% respectively. Manufacture of wood, footwear, paper, leather and chemical products has fallen to third place, behind agriculture and forestry but still represents one of the highest percentage in the number of accidents which occurred during the year under review (10% non-fatal).

TABLE NO.43

278. Table No.43 gives in graphical form the trend of fatal and non-fatal accidents for the 10 years of the period 1957-1967. This graph shows an apparent steep rise in the number of accidents from 1965 onwards as compared with previous years. The rise is not a true picture of events but is the artificial, but direct, consequence of the new Social Insurance Law which was enforced as from 1965 and which provided for accident compensation to be paid out of the Social Insurance Fund.

279. When interpreting the graph one should also bear in mind the remarks of paras 274-275 above, concerning traffic accidents.

46/.....

TABLE NO.44

280. Table No.44 analyses the various accidents by causation. This Table is different from the previous year's as our system of industrial classification has been changed in the meantime. It is still obvious however that falling objects is a serious cause of accidents whilst the high number of accidents caused through persons falling, which was the highest in the previous year, is hidden under such headings as working environment and scaffolds, ladders and ramps.

(b) Fatal accidents

281. The number of fatal accidents during 1967 due to industrial causes was, as previously stated, 3, all victims being male adults. The Table below gives an analysis of these accidents by district, industry and causation.

District	Fatal Accidents 1967		Cause of Accidents
	No. of persons involved	Industry	
Famagusta	1	Building	Falling objects
	1	- do -	Floor openings and wall openings
Larnaca	1	Loading and unloading of vessels	Winches

(c) Accident Causes

282. A large percentage of the accidents which occurred in industrial undertakings were investigated by the factory inspectors in an effort to find out whether the accident was due to a contravention of the law or to some unsafe act and to give advice to the persons involved and to others likely to be involved in similar situations as to how such unfortunate events may be prevented from happening again. It is worth studying a number of these accidents to obtain an idea of the attitudes of factory occupiers and their employees towards safety at work. As examples it is intended to take the following:-

(i) Foot press accident

283. At a small soap factory ordinary soap is produced in slabs, cut to the required orthogonal shape and then with the aid of a simple foot press the brand is stamped on it prior to the final drying of the product. The accident occurred at the brand stamping operation in the following circumstances:-

284. A female operator aged 35 carried out the branding operation by inserting the soap block into a mould and then stepping on a pedal which caused, through certain linkages, a ram, bearing the engraved punch to descend on the soap block and emboss the brand on it. The pressure of the ram on the soap was directly dependent upon the pressure exerted by the foot of the operator.

285. At one particular moment the girl inserted the soap block into the mould with the right hand but pressed the pedal before she had removed her hand away from the mould. The ram, therefore, descended on her hand and she lost a phalanx of a finger.

47/.....

286. On investigation it was discovered that the press had a safety device whereby both hands of the operator had to apply a pull on certain levers before the pedal could be depressed by the foot of the operator. The levers were originally spring-loaded and returned to the safety position as soon as released. The springs rusted with time and the system failed to danger. Thus the interlock device was rendered useless and the pedal could be depressed at will much to the delight of the operator who was rid of the extra effort-small as it was - to operate the levers. Being a foot-pressure operated device, the press was not considered by the occupier as dangerous and so no attention was paid to the repairing of the interlock mechanism.

287. The accident therefore could have been prevented (a) if the interlocking device was in good order and (b) if the operator paid attention to her work on the machine which, after all, was only operated by the pressure exerted by her own foot.

288. This is an accident indicating the lack of safety consciousness both on the part of the occupier and the worker.

(ii) Woodworking machinery accidents

289. A number of accidents occurred on overhand planers and were due mainly to the lack of a proper bridge guard or to the deliberate removal of same by the worker. More serious accidents occurred on spindle moulders usually due to neglecting the use of "Shaw" or similar guards by the operators or due to failure of the occupiers to supply same.

(iii) Fire and explosion accidents

290. Another accident worth noting which might have had very grave results was the following:-

291. A worker was employed to respray empty liquefied petroleum gas cylinders in a room in the compound of a gas cylinder filling station of a large firm. At a particular moment the nozzle of the spray-gun got clogged-up and the worker obtained some petrol and used it to clean the clogged nozzle. While doing so, he decided to light a cigarette but on striking a match for the cigarette he inevitably set the petrol on fire too. He tried to throw the petrol container, which was on fire, out of the building and in the process spilt the petrol onto a wooden partition of the room and set that on fire too.

292. Fortunately, the fire was put out quickly enough not to cause any serious damage and the worker escaped with minor burns to his right hand.

293. One can imagine, however, the seriousness of the situation had the fire spread to the stocks of liquefied petroluem gas.

294. This was a straight-forward contravention of "no smoking" instructions and a thoughtless act on the part of the worker, which might have ended up in a tragedy.

295. Two explosion accidents occurred when attempts were made to cut in half by an oxyacetylene torch drums which previously had contained highly inflammable liquid. The drums exploded despite the fact that they were left with their screw caps open for days or even weeks prior to the cutting operation. Fortunately the workers involved escaped with minor injuries.

48/.....

(iv) Accidents with other machinery

296. Another accident which resulted in the amputation of a worker's foot involved an open worm conveyor operating at an incline from a depth of approximately 5 feet below ground to 2 feet above ground.

297. The auger was working in a trough below ground. A worker standing at the top, slipped and had his foot caught in the revolving worm, thus being seriously maimed.

298. Despite the fact that the worker's job did not call for him to be standing at the top where the accident happened, safer conditions would have been achieved with a simple cover of the auger. Failure on the part of the employer to securely fence a dangerous part of a machine was the major factor in allowing this accident to happen.

(v) Building and Construction accidents

299. Demolition work claimed one fatality when the victim himself with a fellow worker decided to pull down the wall of a shed in a way contrary to the instructions given to them by the foreman. As a result, part of the building fell on them killing one and seriously injuring the other worker.

300. Fall from the top of a building under construction, 65' above ground, was another cause of a fatal accident. The deceased was a worker with some years of experience in the building industry. In the execution of his work he thought advisable to climb on the outside of a guard rail in order to take some measurements and it appears that on losing his bal he tried unsuccessfully to hold on to some support which gave way and came down with him.

301. Acts of foolhardiness such as this are a constant cause of accidents although in this particular case the method of work cannot be held beyond blame.

(vi) Accidents in Docks

302 Accidents in the docks have been frequent during the past year and one of them was fatal. Most accidents were caused due to failure of the lifting tackle, while workers were standing under the lifted load in an effort not to lose time by moving to a safer position during the lifting or lowering operation. The incentive scheme used in loading and unloading of cargo coupled with the lack of a legally responsible person to be in charge of operations and of tackle used in this work makes accident prevention a difficult task in the port areas.

303. Reorganisation of the ports, now envisaged by Government, is expected to clear the present drawbacks in the methods and means of loading and unloading of cargo.

304. The above examples illustrate but a few of the causes of accidents in the Cyprus industry. It can be seen from these examples that much has to be done to establish conditions of Safety in Cypriot industrial undertakings.

305. Education of the worker in safety is of primary importance and in this respect the inspectorate is in close contact with the Trade Unions and the man on the shop floor.

49/.....

306. The occupiers' interest in safety is roused continuously and collaboration is always sought and advice given by the inspectors. As seen above the Section does not hesitate to bring before the courts defaulters, although discretion is used to a large extent in an effort to gain the confidence, understanding and collaboration of factory occupiers which will bring about more lasting results than the use of the law.

HEALTH

307. No cases of occupational diseases were reported to the Section during 1967.

308. However, the Section pursued further, advice given by I.L.O. expert Dr. Korinek (see para 319 of the 1966 report) and has requested Government's authorisation for the creation of an Occupational Diseases Preventive Service within the Section because it is suspected that cases of occupational diseases may exist now or will manifest themselves in the near future despite the fact that at present they pass undetected.

309. As on the date of circulation our proposals have been approved by Government and the Occupational Diseases Preventive Service will be set up in stages within the years 1968-1970. as planned.

310. The above remarks do not apply to pneumoconiosis cases as legislation to cover this occupational disease has been in force since 1963. However the report of the Department of Social Insurance of the Ministry deals with this matter.

WELFARE

311. Washing facilities and cloakroom accommodation are now available in most factories and workshops in Cyprus.

312. Problem cases are small workshops near, or in, the centre of the major towns, which are usually housed in old buildings, with limited space and which present difficulties with drainage and similar problems.

313. The inspectors are making every effort to improve conditions within the limits of practicability in respect to very old factories, whilst with new factories every precaution is taken that they fully conform to the law.

INTERNATIONAL ACTIVITIES

314. Cyprus was represented by the Senior Inspector of Factories at the International Symposium on Safety of portable and mobile electric tools and appliances organised by the I.L.O. in October 1967 at the International Centre for Advanced Technical and Vocational Training in Turin, Italy.

315. Though Cyprus cannot offer much by way of research in technical fields, adoption of successful methods and results achieved by more advanced and industrialised countries is a principle we closely follow.

316. Consequently the Section subscribes to various foreign bodies and publications on industrial safety and health and wherever possible a representative of it participates in International or local conferences on subjects within the sphere of interest of the Section.

** ** ** ** ** **

VI. REPORT OF THE SOCIAL INSURANCE SECTION

POLICY AND OBJECTIVES

317. The policy of the Section is the continuous improvement of Social Security in Cyprus in compliance with I.L.O. instruments, particularly Convention No. 102 concerning Minimum Standards of Social Security and Convention No. 121 concerning Benefits in the case of Employment Injury; and to provide residents of the Republic, both nationals and non-nationals, 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 extended Social Security coverage to every gainfully occupied male or female resident of the Republic and to their dependants.

318. The Social Insurance Law now covers every person gainfully employed on the insland, including agricultural workers, farmers and other self-employed persons. Employees under the Law receive cash benefits for sickness, unemployment, marriage, maternity, widowhood, orphanhood, old-age and death; and cash benefits with free medical treatment for employment accidents and occupational diseases. Self-employed persons enjoy cash benefits for marriage, widowhood, orphanhood, old-age and death.

319. There were no changes either in the rates or conditions of award of benefits under the Social Insurance Law during the year.

I. THE SOCIAL INSURANCE SCHEME

COVERAGE AND NUMBER OF CONTRIBUTORS

320. The total number of active contributors to the Scheme at the end of the year was 149,667 as against 147,130, at the end of 1966.

321. Since the Law was amended in October, 1964, when self-employed persons were covered compulsorily for the first time 47,235 such persons were insured. Of these 11,523 failed to exchange their insurance cards by the end of December, 1967, as required by Law.

TABLE NO.45

322. Table No. 45, shows the number of self-employed persons insured since October, 1964, by age-group.

FINANCING OF THE SCHEME

323. The financing system used under the present Scheme is that of partial funding. An actuarial review is carried out every five years. Interim reviews may, however, be carried out if at any time it is considered that the income of the Fund, in any one year, is not sufficient to discharge its liabilities for the same year without depletion of accumulated reserves. On each such review a report is made on the financial conditions of the Fund. Contributions are fixed in accordance with actuarial findings.

324. 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 is 120 mils for men and 60 mils for females 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.

325. The stamp system is used for the collection of contributions. Contributions 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 employee's share before paying out wages. The contribution payable into the Fund out of the general revenue of the Republic is calculated on the amount collected from the sales of insurance stamps. Insurance stamps used for the collection of contributions are of four denominations: 80 mils*, 120 mils, 160 mils and 240 mils. These stamps are sold through Post Offices in towns and Postal Agents in rural areas.

INCOME AND EXPENDITURE

326. The total income of the Fund from contributions during the year amounted to £2,027,882.000 mils and expenditure to £1,253,014.000 mils as against £1,939,428.000 mils and £984,872.000 mils respectively during 1966. The interest received from investments amounted to £295,469.000 mils as against £224,725.000 mils in 1966. For details of Receipts and Payments for the year under review see Table 46 and for Investments see Table 47.

TABLES NOS. 46 & 47.

ADMINISTRATION OF BENEFITS

327. 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 No. 48. Table No. 49 gives the rate or the amount of benefit, other than benefits for employment accidents, payable at the full and reduced rate. Table No. 50 gives the number of claims received by month during 1967 as compared with 1966. Table No. 51 gives, to the nearest pound, the amounts of benefits paid monthly as compared with the previous year. Table No. 52 gives the rates and amounts of benefits for employment accidents and occupational diseases.

TABLES NOS. 48 49 & 50

TABLE NO. 51.

TABLE NO. 52.

328. Details of the claims received and amounts paid by benefit during 1967, for benefits other than benefits for employment accidents and occupational diseases, are given below:

(1) Marriage Grant

329. This grant is being paid to female contributors at the same rate, i.e. £10. The number of claims received during the year were 737 as against 669 in 1966. Of the 737 claims received 561 were allowed, 148 were disallowed as claimants did not satisfy the contribution conditions and 28 were still pending at the end of the year. The amount paid as marriage grants during the year was £5,148.000 mils as against £5,297.000 mils in 1966.

(2) Maternity Benefit

330. There are two benefits for maternity: a maternity grant and a maternity allowance, as follows:-

---

* £1 = 1000 mils.

(a) Maternity grant: a grant of £5 payable to the mother, either on her own insurance or on that of her husband's. The number of claims received during the year was 5,434. A sum of £24,835.000 mils was paid as against 5,784 claims and £23,999.000 mils paid in 1966.

(b) Maternity allowance: a periodical payment at the weekly rate of £1.800 mils payable on the mother's insurance. The allowance is payable for a period of twelve weeks, commencing with the sixth week before the expected week of confinement. The number of claims received during 1967 was 558 and a sum of £6,251.000 mils paid as against 592 claims and a sum of £6,784.000 mils paid during 1966.

(3) Sickness Benefit.

331. Sickness benefit is 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 and £1.500 mils per week for three or more dependants. The number of claims received during the year was 4,853 and an amount of £40,613.000 mils was paid as against 4,912 claims and £39,973.000 mils in 1966.

(4) Unemployment Benefit

332. The rate of benefit is the same as for sickness referred to in the previous paragraph. The number of claims received during the year was 27,594 and a sum of £90,069.000 mils was paid as against 32,896 claims and £103,191.000 mils paid in 1966. The number of persons who claimed this benefit during the year was 7,824 as against 9,532 in 1966. The average number of persons claiming this benefit per day was 1,061 as against 1,265 in 1966.

(5) Widow's Pension

333. The rate of benefit is the same as for sickness benefit. The number of claims received during the year was 432, and 48 claims were pending from the previous year. Of these 480 claims, 320 were allowed and payments were made, 78 were disallowed and 82 were pending at the end of the year. The total number of widows to whom this pension was awarded since 1957 was 1673. Of these 45 died and 18 re-married and benefit was stopped. The number of widows in receipt of this pension at the end of the year was 1,610. The cost of this benefit for 1967 was £153,206.000 mils as against £125,516.000 mils in 1966.

334. The following Table gives the changes in the widows' pensions in the course of payment at the beginning of the year, details of pensions terminated by cause during the year and pensions granted during the year, with number of claims and monthly payments involved in each case.

Year	Pensions in the course of payment at the beginning of the year.		PENSIONS TERMINATED BY CAUSE						Pensions granted during the year	
			Deceased		Re-marriage		Other			
	Number	Monthly Payment	Number	Monthly Payment	Number	Monthly Payment	Number	Monthly Payment	Number	Monthly Payment
		£ Mils		£ Mils		£ Mils		£ Mils		£ Mils
1965	845	8,281.655	7	44,400	1	7,800	-	-	210	1,811.792
1966	1046	9,653.337	14	113,100	4	39,000	-	-	280	2,391.298
1967	1309	11,994.665	14	114,300	6	59,800	-	-	320	2,651.890
1968	1610	14,472.455								

335. At the end of the year there were 87 widows residing outside Cyprus and receiving their pensions. The following Table shows the number of such pensioners by country of residence.

Total number of pensioners residing abroad	Number of pensioners by country of residence							
	United Kingdom	United States	U.A.R.	Australia	South Africa	Lebanon	Israel	Greece
87	60	5	3	2	2	1	1	13

336. The following Table shows the number of widows' pensions in course of payment at 31st December, 1967 by age of the widow, number of dependants, and amount payable per month.

Age groups	Number of widows	Number of Dependants				Amount payable per month £ mils
		0	1	2	3 and over	
Under 20	-	-	-	-	-	-
20-24	10	1	4	4	1	102.050
25-29	50	4	9	20	17	557.050
30-34	73	4	12	24	33	824.274
35-39	89	2	18	27	42	1,074.450
40-44	138	11	31	40	56	1,635.400
45-49	173	56	41	37	39	1,510.093
50-54	207	105	51	37	14	1,966.350
55-59	255	190	50	13	2	2,076.519
60-64	231	221	10	-	-	1,678.300
65-69	219	212	5	1	1	1,599.494
70-74	123	120	3	-	-	878.150
75 & over	42	40	2	-	-	381.350
Total	1,610	966	236	203	205	14,283.480

(6) Death Grant

337. A lump sum of £10 is being paid for the death of an insured person. In the case of death of a pensioner the grant payable is equal to six times the weekly pension he or she was entitled to at the time of the death. During the year 712 claims were received and a sum of £7,242.000 mils was paid, as against 575 claims and £4,808.000 mils paid during 1966.

338. 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 rise to benefit	Number of beneficiaries			
		Widows	Children	Others	Total
1963	181	181	134	-	315
1964	276	276	239	-	515
1965	210	210	110	-	320
1966	280	280	194	-	474
1967	320	320	185	-	505

(7) Orthan's Benefit

339. This benefit is paid to the guardian of an orphan at the rate of £2 per week. In January, 1967 this benefit was payable in respect of 19 orphans, seven new claims were received during the year in respect of 13 orphans and payment was discontinued in respect of 5 orphans. At the end of 1967 this benefit was payable in respect of 27 orphans. The amount paid during the year was £2,615.000 mils, as against £1,018.000 mils in 1966.

340. The following Table shows the number of pensions in course of payment at the beginning of the year, pensions terminated by cause and the number of claims, with monthly payments in each case:

Year	Pensions in course of payment at the beginning of the year		Pensions terminated during the year by cause							
			Death		Lapsed on account of age		Other cause		Pensions granted during the year	
	No.	Monthly amount £ Mils	No.	Monthly amount £ Mils	No.	Monthly amount £ Mils	No.	Monthly amount £ Mils	No.	Monthly amount £ Mils
1965	17	147.325	-	-	6	52.000	-	-	3	26.000
1966	14	121.330	-	-	-	-	-	-	5	43.330
1967	19	164.655	-	-	5	43.330	-	-	13	112.660
1968	27	233.985								

341. The following Table shows the number of orphan pensions in the course of payment at 31st December, 1967 by age of the orphan:

Age group	Number of Orphans	
	December 1966	December 1967
Under 1	-	-
1 - 4	-	-
5 - 9	3	3
10 - 14	9	12
15 - 17	5	8
Over 18	2	4
Total	19	27

(8) Old-Age Pension

342. An old-age pension is paid at the age of 65 for both men and women, at the same rate as for sickness benefit. The number of new claims received during the year was 11,016, out of which 9,000 were submitted at the very end of the year, and 69 were pending from the previous year. Of this number 6,245 were allowed and payments were made, 361 were disallowed, and 4,479 were pending at the end of the year. Since this benefit became first due in 1960, 11,628 claims have been allowed by the end of 1967, as compared with 5,571 in 1966. The amount paid during the year was £784,736.000 mils, as compared with £556,193.000 mils in 1966.

343. 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			
	No.	Total monthly amount £ Mils	No.	Total monthly amount £ Mils	No.	Total monthly amount £ Mils	No.	Total monthly amount £ Mils
1960	-	-	8	54.600	-	-	591	3,971.45[illegible]
1961	583	3,916.956	31	208.432	2	10.400	731	4,866.3[illegible]
1962	1281	8,593.369	38	245.266	-	-	777	4,913.7[illegible]
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
1965	3395	32,521.830	90	878.670	1	14.300	1084	9,674.265
1966	4388	41,303.125	135	1,150.500	-	-	1307	11,727.190
1967	5571	51,879.815	188	1,811.550	-	-	6245	61,428.691
1968	11628	111,496.956						

344. There are at present 124 pensioners who are receiving their old-age pensions whilst residing outside Cyprus. The following Table shows the number of pensioners by country of residence.

Total number of pensioners residing outside Cyprus	Number of pensioners residing in each country receiving their pension											
	United Kingdom	United States	South Africa	Western Germany	Greece	Australia	Gibraltar	Turkey	Italy	Israel	Canada	Lebanon
124	85	6	2	1	19	3	1	2	2	1	1	1

345. 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		Total
	Town	Villages	
Nicosia	1,313	3,998	5,311
Famagusta	629	1,888	2,517
Limassol	1,181	1,369	2,550
Larnaca	538	822	1,360
Paphos	196	1,033	1,229
Kyrenia	111	831	942
Total	3,968	9,941	13,909

BENEFITS FOR EMPLOYMENT INJURIES

346. There were no changes in the rates of benefits provided for employment injuries and occupational diseases during the year. Details of the claims received and amounts paid for these benefits are given below:

(1) Temporary Occupational Disability (Injury Benefit).

347. 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. The weekly rate of benefit is £3.000 mils, increased by 900 mils for one dependant, £1.500 mils for two dependants, and by £1.800 mils for three or more dependants.

348. The number of claims for injury benefit received during the year was 1,334 as against 1,255 in 1966. Of the 1,334 claims received during the year under review 1,231 were settled by the end of the year, 30 were disallowed, and 73 were still unsettled as incapacity continued after 31/12/67. The amount paid for injury benefit during the year was £27,746.000 mils as against £29,120.000 mils in 1966.

TABLES NOS.53-57

349. More detailed statistical information about injury benefits is given in Tables Nos. 53-57.

350. The following Table shows details of hospital in-patient cases during 1967 as compared with 1966:

Year	Number of cases discharged from hospital during the year	Number of bed-days of cases discharged during the year	Amount paid £ Mils
1966	124	1,794	897.000
1967	197	2,115	1,057.500

(2) Occupational Injury Pension (Disablement Benefit)

351. 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 date

the accident or on any subsequent day, 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 cent. Benefit for disablement assessed as under twenty per cent is in the form of a lump sum at the rate of £100 for a ten percent disablement, and thereafter at the rate of £10 for each one per cent disablement over ten.

352. Benefit for disablement assessed at twenty per cent or more is in the form of periodical payments. For a hundred per cent disablement the weekly rate of benefit amounts to £3.000 mils, increased by 900 mils for one dependant, by £1.500 mils for two dependants and by £1,800 mils for 3 or more dependants. Totally disabled persons requiring the constant help or attendance of another person are entitled to an additional benefit of £1,500 mils per week to cover the additional expenses incurred. Disablement under 100 per cent is proportionately reduced both for the basic rate and for the increase for dependants.

353. Claims for disablement benefit are examined by a Medical Board consisting of three Government medical officers of whom one is the chairman. This Board held 23 meetings during the year and examined 178 persons.

354. The number of persons who claimed disablement benefit during the year was 202 and those pending from the previous year were 53. Of this total (255), 178 were examined by end of the year, 34 failed to attend for examination and 43 were still pending at the end of the year. The following Table shows the findings of the Medical Board on the cases examined, with a comparative Table for the previous year:

Year	Number examined by Board	Number of persons certified by the Board by degree of disablement (%)											
		No Disability	Under 10%	10-19	20	30	40	50	60	70	80	90	100
1966	236	89	19	74	16	19	14	3	1	-	-	1	-
1967	178	35	11	82	17	18	8	2	1	-	-	-	-

355. The number of claims allowed during the year was 111 of which 71 were paid in the form of a lump sum and 40 in the form of periodical payments (pensions). The total number of pensions awarded since this benefit was covered by the Scheme in October 1964 was 100. The monthly cost of this benefit at the end of 1967 was £571.740 mils. The total cost of this benefit during the year both for the lump sum and periodical payments was £15,929.000 mils.

356. The following Table shows the changes made in the payment of permanent incapacity pensions during the year.

Year	Pensions in course of payment at the beginning of the year		Pensions terminated by cause				Pensions granted during the year	
			Deceased		Other			
	No.	Monthly payment £ Mils	No.	Monthly Payment £ Mils	No.	Monthly payment £ Mils	No.	Monthly payment £ Mils
1965	-	- -	-	-	-	-	18	106.600
1966	18	106.600	-	-	-	-	46	257.140
1967	64	363.740	2	29.380	2	10.140	40	244.140
1968	100	571.740	-	-	-	-	-	-

357. The following Table shows the number of permanent incapacity pensioners in course of payment at the end of the year, according to sex and age of recipient:

Age Group	Number of Beneficiaries	
	Men	Women
Less than 20	7	-
20 - 24	7	1
25 - 29	9	-
30 - 34	12	-
35 - 39	16	-
40 - 44	7	2
45 - 49	10	1
50 - 54	7	2
55 - 59	6	1
60 - 64	10	-
65 & over	2	-
Total	93	7

(3) Occupational Survivor Pension (Death Benefit)

358. This benefit is payable to the survivor of an insured employee, if his death resulted from an employment accident or an occupational disease. 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) Children: At the weekly rate of £2 for each orphaned child payable upto the age of 14 or age of 18, if attending school. This benefit is payable only when no widow or widower survive to claim for the death of the breadwinner of the family.

(c) Parents: At the weekly rate of £1.500 mils per parent. It is payable only when there are no widow, widower or children to claim for the death of their breadwinner.

359. The benefit payable for relatives is a lump sum of £400, and is payable only if no other closer relative (widow, widower, children or parents) survive. 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 (£50).

360. During the year under review 21 claims for death benefit were received and 10 were pending from the previous year. Of the total of 31 claims 17 were allowed, 2 were disallowed and 12 were still pending at the end of the year. Most of the pending cases have not been dealt with, as claimants sued the employer for negligence and their cases were still pending before the Court.

361. The following Table shows the number of pensions in course of payment at the beginning of the year, pensions terminated during the year, as well as new pensions granted by number and monthly amount:

Year	Pensions in the course of payment at the beginning of the year		Pensions terminated during the year						Pensions granted during the year	
			Death		Re-marriage		Other cause			
	No.	Amount £ Mils	No.	Amount £ Mils	No.	Amount £ Mils	No.	Amount £ Mils	No.	Amount £ Mils
1965	-	-	-	-	1	13.000	-	-	15	263.900
1966	14	250.900	-	-	-	-	-	-	13	228.800
1967	27	479.700	-	-	-	-	-	-	17	308.100
1968	44	781.300								

362. The following Table shows the number of widows receiving a death benefit as at 31st December, 1967 by age, number of dependants, and amount payable per month:

Age group	Number of widows	Number of dependants				Amount payable per month £ Mils
		Nil	1	2	3 and over	
Less than 20	-	-	-	-	-	-
20 - 24	-	-	-	-	-	-
25 - 29	4	-	-	2	2	80.600
30 - 34	8	-	-	1	7	165.100
35 - 39	8	1	-	2	5	156.000
40 - 44	4	-	1	2	1	76.700
45 - 49	7	3	1	1	2	114.400
50 - 54	6	3	2	-	1	93.600
55 - 59	5	4	1	-	-	68.900
60 - 64	2	2	-	-	-	26.000
65 - 69	-	-	-	-	-	-
70 - 74	-	-	-	-	-	-
75 and over	-	-	-	-	-	-
Total	44	13	5	8	18	781.300

ADMINISTRATION

363. The Ministry of Labour and Social Insurance is responsible for the administration of the Social Insurance Scheme. The day-to-day work is carried out through the Employment Exchanges in the five main towns and through five sub-offices in the rural areas. Two of the sub-offices are operated once a week and three full time. A total of 95 officers were employed on Social Insurance work at the end of the year of whom 26 were on daily wages.

364. All records of persons insured, contributions paid, as well as benefits granted by the Scheme are kept centrally. Insurance cards issued for the first time are issued centrally, and subsequent exchange of these cards is carried out through local Employment Exchanges.

365. All claims for benefit are made through local Employment Exchanges. After being checked they are forwarded to the Central Office for adjudication. Claims for unemployment benefit for persons residing near the main offices are paid in cash by calling at these offices. Those residing in other areas are paid by means of postal drafts issued at the Central Office and cashed at Post Offices or Co-operative Societies of the payee's place of residence. All other benefits are paid by means of a postal draft.

366. Insurance Officers, who have specially been appointed to adjudicate on claims, have dealt with 49,189 claims during the year, as against 50,131 claims in 1966. Of the claims adjudicated in 1967, 3264 were disallowed, as claimants did not satisfy the contribution conditions.

367. Insurance Inspectors appointed to ensure compliance with the provisions of the Social Insurance Law are attached to District Labour Offices and the Central Office. The number of inspections carried out throughout the Island was 12,050 as against 16,774 in 1966. The following Table shows the inspections carried out during the year, by District and the arrears collected during these inspections:

District	Number of inspections	Arrears collected
		£ Mils
Nicosia and Kyrenia	1385	4,148.216
Limassol	793	3,829.680
Famagusta	1399	4,509.020
Larnaca	2441	3,460.330
Paphos	2503	2,066.790
Central Inspectorate	3529	12,815.150
Totals	12,050	30,829.186

368. The number of contraventions of the Law reported by these Inspectors and prosecuted during the year was 687, as against 367 in 1966. Of the 687 cases prosecuted 59 were against employers for failing to pay contributions in respect of their employees and 626 against self-employed persons for

61/.....

failing to pay their own contributions. The remaining two cases were against employees who falsely declared to be unemployed and were drawing unemployment benefit. In addition to the term of imprisonment of 15 days imposed in each case, they were ordered to pay back to the Fund the sum paid as unemployment benefit amounting to £16.400 mils.

369. The fines imposed by the Courts for all cases prosecuted during the year were £5,283.964 mils, of which £3,391.320 mils were arrears due to the Scheme.

370. The following Table shows by District the number of cases prosecuted, arrears collected, and fines imposed by the various Courts during 1967.

District	No. of cases	Arrears collected		Fines imposed
		Before trial	As a fine	
		£ Mils	£ Mils	£ Mils
Nicosia & Kyrenia	87	1,164.326	253.040	318.050
Limassol	135	1,717.980	353.760	262.306
Famagusta	61	270.920	671.200	148.958
Larnaca	145	753.950	436.320	116.250
Paphos	69	412.060	664.120	187.736
Central Inspectorate	190	1,900.760	1,012.880	859.344
Totals	687	6,219.996	3,391.320	1,892.644

COMMITTEE OF MANAGEMENT

371. The Committee of Management is appointed by the Minister of Labour and Social Insurance and consists of -

(a) a chairman from the Public Service;

(b) three persons from the Public Service;

(c) eight persons nominated after consultation with organisations representative of employers and organisations representative of workers, who on equal number of representatives, represent the employers' interests and the workers' interests on the Committee;

(d) two persons nominated after consultation with organizations representative of peasants, who represent the peasants' interests on the Committee; and

(e) one other person not belonging to any of the aforesaid classes.

372. 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;

62/.....

(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 on 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 every month the activities of the Fund; and

(i) to deal with any other matter which the Minister or the Chief Insurance Officer may bring to the notice of the Committee.

373. During 1967 the Committee of Management and its sub-committee held six meetings to discuss matters within the aforesaid powers and to make recommendations to the Minister.

OVERSEAS ARRANGEMENTS

374. No new Reciprocal Agreement was signed during the year. At the end of 1967 only one such Agreement was in operation with the United Kingdom. The main object of this Agreement is to enable persons who move from one country to the other to count residence or insurance in the original country in the other country.

375. Administrative arrangements made under the Agreement with the United Kingdom enable either country to carry out enquiries in the other country 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. This arrangement has worked quite satisfactorily and the help and co-operation afforded by the United Kingdom Ministry of Social Security in this field is greatly appreciated.

376. During the year under review 292 enquiries in respect of persons who moved from one country to the other were carried out. At the end of the year 85 old age pensioners and 60 widows were receiving their pensions whilst residing in the United Kingdom. These pensions were paid on behalf of Cyprus by the United Kingdom Ministry of Social Security. During 1967 the Cyprus Scheme paid on behalf of the United Kingdom Ministry widows' and retirement pensions amounting to about £30,015.000. At the end of the year there were 210 such pensioners residing in Cyprus.

63/.....

II. PNEUMOCONIOSIS COMPENSATION LAW

377. The year of 1967 was the first full year of operation of the Pneumoconiosis Compensation Law as amended in November, 1966.

378. The main amendments effected to the Law of 1960 were as follows:

(a) the definition of disablement which originally meant "impairment of physical capacity for work" was changed and now means "the extent expressed as a percentage, to which the workman has suffered a loss of health, strength and the ability to enjoy life, as a result of the disease";

(b) the industries covered are now limited to those where experience proved that dangerous dusts do infact exist, from which the disease could be developed. The Council of Ministers has at the same time power to cover retrospectively any other industries which may eventually prove to contain such dangerous dusts giving rise to this disease;

(c) The Scheme is financed by employers' contributions only, which as from 1/11/66 have been increased by 20%. In addition the Council of Ministers issued an Order imposing a supplementary initial contribution on mining companies payable in five equal yearly instalments;

(d) the classifications of disablement were reduced from eight to five;

(e) compensation where the degree of disablement is in excess of 40 per cent was increased by about 20 per cent and is now calculated monthly instead of weekly;

(f) where disablement certified on or after 1/11/66 is between 1-30 per cent the workman now has an option of either accepting an alternative employment with the same employer, without reduction of wages, when no disablement benefit is payable, or retiring from such employment on the specified compensation; and

(g) financial safeguards for cases of liquidation of a mine in order to guarantee the full payment of its share in the cost of actual value of benefits in payment, as well as of the cost of cases which, according to experience, are expected to have begun to develop prior to such liquidation, are now included.

379. The following Table shows the weekly rate of disablement pensions paid according to the degree of disablement under the Law, as amended, as from 1/11/66:

Degree of Disablement	RATE OF PENSION			
	Monthly Rate Basic £ Mils	Increase for one dependant £ Mils	Increase for two dependants £ Mils	Increase for three or more dependants £ Mils
81-100	13.000	5.000	8.000	11.000
61-80	10.400	4.000	6.400	8.800
41-60	7.800	3.000	4.800	6.600
31-40	4.900	1.750	2.600	3.420
1-30	3.730	1.300	1.950	2.340

380. Death benefits are being paid at the same rate to the dependants of the deceased whose death was certified to be due to or materially accelerated by pneumoconiosis. The amount of this benefit is a lump sum of £1,500.000 mils payable to persons wholly depending on the deceased. Where the deceased has no dependants wholly depending on him for their livelihood, but has such dependants partly depending on him, death benefit is reduced to £1,200.000 mils. The lump sum payable to the dependants of the deceased is reduced by the amount of disablement pension which he has drawn prior to his death, but in no case the lump sum is reduced below £500.000 mils.

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

382. Examinations by a member of the Medical Board are carried out practically every day but the full Board meets at least once a week. During the year the Board held 40 such meetings and examined five persons who claimed compensation under this Scheme for the first time. In addition, this Board re-examined three persons previously certified as not suffering from pneumoconiosis. Of the eight persons examined, four were found to be suffering from the disease and their claims were allowed by the Compensation Officer. The Board also re-examined 76 persons already in receipt of weekly compensation for the purpose of re-assessing the degree of their disablement. Of these, 18 were found to be now suffering at a higher degree.

383. The following Table shows the number of persons suffering from pneumoconiosis, by degree of disablement, at the beginning and the end of the year under review.

Degree of Disablement		1-30	31-40	41-60	61-80	81-100	TOTAL
Number of persons suffering	As at 1/1/67	49	34	17	9	17	126
	As at 31/12/67	46	30	20	10	19	125

384. The following Table shows the number of persons suffering from the disease by age of person at the end of the year under review.

Age Group	Number of persons
Less than 20	-
20 - 24	-
25 - 29	-
30 - 34	1
35 - 39	14
40 - 44	16
45 - 49	21
50 - 54	34
55 - 59	17
60 - 64	16
65 and over	6
TOTAL	125

385. In 1967 five pensioners, three totally and two partially disabled, died. Of the five claims to death benefits submitted in respect of these deaths, four were allowed, of which one for funeral expenses only as the deceased left no dependants, and one was disallowed on the ground that death was not caused or materially accelerated by pneumoconiosis. The death benefits paid in respect of the claims allowed amounted to £1,598.000 mils. The total number of pensioners whose death was due to or was materially accelerated by pneumoconiosis since the enactment of the Law in 1960 amounted to 23, and the total amount of death benefits paid to £19,144.000 mils.

386. The total income of the Fund during the year amounted to £45,815.000 mils which included £1,331.000 mils interest on surplus money deposited with the Bank. Of the total of £45,815.000 mils an amount of £28,964.000 mils represents the second instalment of the supplementary contribution imposed on employers to cover the cost of old cases. The expenditure on benefits during the year amounted to £17,020.000 mils which shows a surplus of £28,795.000 mils for the year under review. For details of Receipts and Payments for the year see Table No. 58.

TABLE NO.58

III. NEW SOCIAL SECURITY SCHEMES

(a) Holidays with Pay

387. At the beginning of 1967 approximately 54,000 employees in Cyprus industry out of a total labour force of approximately 111,000 enjoyed no paid annual holidays either because they worked for undertakings which were not unionised or because the trade unions in the undertakings or the industry concerned were not strong enough to obtain this benefit for their members. The smallness of the industrial units (63% of all the undertakings in the island employ less than 25 persons) and the seasonal nature of work in certain industrial sectors (there are in Cyprus approximately 30,000 casual employees) rendered the universality of this benefit through collective bargaining almost impossible. It was, therefore, felt necessary for Government to intervene by legislation to establish a minimum standard.

388. Prior to the enactment of the Annual Holidays Law of March 3, 1967 and at the beginning of the year of 1967 there were in operation a number of trade union funds which provided paid annual holidays for their members whilst a number of employers provided directly to their employees through collective agreements or otherwise paid annual holidays. The existing arrangements are shown below:

Class of employees	Total number	No. of persons with paid leave		No. of persons not enjoying paid leave
		From employer	Through Trade Union Funds	
Salaried employees	36,400	25,000	-	11,400
Regular employees	43,220	16,000	12,000	15,220
Casual employees	31,535	-	4,400	27,135
Totals	111,115	41,000	16,400	53,755

389. In light of the large number of employees which enjoyed no annual holidays at all and in view of the unsatisfactory and costly administrative arrangements for the granting of this benefit to the employees concerned, coupled with the Ministry's convinction that a system of universal annual holidays was imperative in light of the growing industrialisation of the country, the Ministry decided to proceed with the enactment of appropriate legislation and felt that the following principles should govern such legislation:

(i) the cost must be kept to a minimum;

(ii) nevertheless the scheme should comply with the minimum standards laid down by the I.L.O. Holidays with Pay Convention 1936 and, so far as possible, the Holidays with Pay Recommendation 1954;

(iii) more favourable provisions in existence must be protected and new schemes offering more favourable provisions encouraged;

(iv) the scheme must take the large number of casual employees into account.

390. The Annual Holidays with Pay Law which was enacted on 3 March, 1967 and came into operation on 1 August, 1967 covered all four principles.

391. It created a Central Holiday Fund administered by Government. Payment into the fund is made by employers in the form of special stamps affixed in a "holiday booklet" and provision is made for the Minister to exempt from the scheme any employer who offers better conditions.

392. The maximum holiday it was possible to offer in view of economic considerations was nine working days. This will cost the employer 3% of his wage bill. Whilst this comfortably exceeds the six days minimum of Convention No. 52 and is a decisive step forward, it cannot be regarded as over-generous in the light of current law and practice particularly in the light of Recommendation 98 which calls for 2 working weeks. For this reason provision has been made in the Law for increasing the number of days leave when circumstances permit.

393. The new Law covers all employed persons including Government employees, and it is hoped that by the end of 1968 when the "running in" period is over every employed person in the Island will receive annual leave with the exeption of a number of casual workers who work less than 25 weeks a year.

394. By the end of the year 6,734 employers were registered with the Ministry of Labour and Social Insurance. Of these 1,265 have applied, under the relevant provision of the Law, to the Minister to be exempted from the scheme as they were themselves running similar schemes offering better conditions. By the end of the year 797 such schemes were approved covering 33,018 employees and the respective establishments granted a certificate of exemption. Holiday booklets issued to employees upto the end of the year were 45,515.

395. The total income of the Fund during the year was £78,299.000 mils. Of this amount £70,344.000 mils were contributions from employers and £7,955.000 mils from the sale of booklets and guides (bboklets were sold at 200 mils each and guides at 50 mils each intended to cover administration expenses).

396. Payments made out of the Fund during the year were £5,130.000mils which was the cost of administrative expenses. No payments for leave will be made before mid-July, 1969. For details of Receipts and Payments for the year under review see Table 59.

TABLE NO.59

(b) The Termination of Employment Law

397. I.L.O. Recommendation 119 "Termination of employment at the initiative of the employer", is one of the most important attempts to rethink and restate some of the basic relationships between employers and employees. Briefly, the Recommendation requires that dismissal shall always be for good reason and that compensation shall be paid to the employee who loses his job through no fault of his own.

398. The Cyprus delegation to the I.L.O. took a very active part in the preparation of the Recommendation and unanimously voted in favour of it. It was natural, therefore, that the Ministry should wish to give it statutory effect as soon as possible. This the Termination of Employment Law does. The Law was enacted on 27 March 1967 and will come into operation on 1 February, 1968.

399. It is, perhaps, not unreasonable for the Ministry to feel some pride in the fact that Cyprus, through the Termination of Employment Law, became the first country in the world to give full effect to the Recommendation.

400. It is believed that the new law will provide protection for both employer and employee. The law has four main functions:

(i) The employee is protected against arbitrary dismissal by the employer. Whilst the employer retains the right to dismiss, if he does so without good reason (e.g. misconduct or inefficiency) the employee may claim compensation. The maximum compensation payable is one year's wages.

(ii) Minimum periods of notice, in some cases, considerably in excess of periods allowed by the common law are prescribed.

(iii) Special provisions are made for dealing with problems of redundancy.

(iv) A national redundancy fund is created into which employers make a contribution of 0.5% of each worker's wage. The risks of redundancy are, therefore, spread out on the insurance principle over all the employers in the island.

401. The redundant employee may claim a payment from the fund on the scale of two weeks wages for each of the first six years of service and one week's wages for each year thereafter up to a maximum of 20 years. For the purposes of the Law service prior to 1 January 1960 is discounted.

402. These payments are additions to existing social security payments and are designed to "tide-over" the redundant employee during the difficult period of unemployment and perhaps resettlement that may follow redundancy. But all the benefits from the Law will not go merely to the employee.

403. Cyprus is in a period of important development. Technological and social changes are inevitable. Such changes must inexorably involve altered work-patterns. New skills must be learned and new methods of production employed. This, in its turn, must lead to a necessity for greater mobility and flexibility in the workforce.

404. Not only the worker needs protection against the results of such change. So, also, does the employer who in addition must be actively encouraged to modernise and improve his work-methods.

405. This the new law will, to a large extent, do. The insurance principle adopted will protect the less well-off employer against facing demands he cannot meet. The general agreement on levels of compensation expressed in the Law will avoid unreasonable demands by Trade Unions on behalf of their members.

406. It is believed that the Termination of Employment Law is, perhaps, the most important single peace of legislation sponsored by the Ministry. If it is successful it should change greatly, and for the better, the traditional and not always happy relationship between employer and employee.

* * * * * * *

VII. REPORT OF THE CYPRUS PRODUCTIVITY CENTRE

POLICY AND OBJECTIVES SUMMARY

407. The policy of the Centre is to assist private and public enterprise to utilize their human and capital resources in the best possible manner with a view to increasing their productivity by means of:-

(a) Management Development, and

(b) Supervisory and Vocational Training

408. In implementing its objectives the Centre has used such means as courses of short and long duration; seminars; conferences; and consultancy and advisory services. The purpose has been to train managers at all levels to acquire an understanding of modern management principles and procedures, and to augment these with appropriate practical in-plant work to demonstrate their operation.

409. The vocational training workshops of the Centre, established late in 1966 are now fully operational and have been used during the year under review as the main training ground for industry's trainees who followed the Centre's courses of instruction.

THE PLAN OF OPERATION

410. The Cyprus Productivity Centre is a Government of Cyprus project assisted by the United Nations Development Programme and the International Labour Organisation. The agreement to establish the Centre was signed in November 28, 1963, with an extension and amplification of the Programme agreed to on 5th January, 1967.

411. The original agreement provided that the United Nations should co-operate with the Cyprus Government for a period of four and a half years, in establishing the Cyprus Productivity Centre. The total estimated cost of the Centre for this period was for about U.S. $1,300,000 approximately 60% of this amount contributed by the U.N.Special Fund, the remainder being the contribution of the Cyprus Government. In accordance with the agreement of 5.1.1967 the United Nations have extended their contribution from about U.S. $689,000 to U.S. $903,400. In terms of time it means that the period extends from the end of 1967 to the end of 1968.

412. U.N. Technical Assistance, as amended by the extended programme, shall provide during the period of the agreement through the I.L.O., the following:-

(a) a total of 346 man-months of expert service in the fields of management development, vocational and supervisory training, marketing, industrial engineering, management accounting, manpower assessment, personnel management and organisation;

(b) fellowships abroad for 14 officers of the Centre totalling 82 months, at a cost of U.S. $40,200;

70/.....

(c) workshop equipment and supplies at a cost of U.S. $176,000;

(d) miscellaneous services and executing agency costs, to a total of U.S. $102,400.

413. Under the Plan of Operations, the Government as its counterpart contribution, provides professional, administrative and clerical staff, together with land and buildings. To date, buildings for the Vocational Training Work have been constructed at a cost of approximately $878,000 while the Management Development Division occupies the whole of the specially built third floor in the Ministry of Labour building. Government also meets the whole of the operating costs, now running at a rate of approximately $90,000 per annum.

414. In accordance with the plan of operation, it is the intention of the Government subsequently, to transform the Centre as a non-profit making organisation.

415. After successful conclusion of the joint project, at the expiration of this agreement of co-operation, the Government, in accordance with the plan of operation, will continue the Centre's operation at the same level of intensity, with all training and technical activities conducted by the trained-national staff.

416. The Board of Directors of the Centre is the highest authority of the Centre and is appointed by the Cyprus Productivity Council. This latter is a tripartite body representing Government, Employers and Trade Unions. Its terms of reference are:

- to determine policy and the programme of work and to ensure its effective and efficient implementation by the Director;
- to ensure implementation of the Plan of Operation; and
- to ensure application by the Productivity Centre of Government's financial and employment instructions.

417. The Board is presided over by the Hon. Minister of Labour and Social Insurance.

FUNCTIONS

418. Functionally the Training Activities of the Centre are grouped into two sections i.e.

(a) Management Development, and

(b) Supervisory and Vocational Training

419. The Management Development Section in 1967 consisted of four sub-sections actively engaged in training activities under the leadership of International I.L.O. Experts and local professional staff. These were:-

(a) General Management

(b) Marketing Management

(c) Industrial Engineering, and

(d) Management Accounting

420. The Supervisory and Vocational Training has significantly expanded, and by the end of 1967 the Vocational Section incorporated five sub-sections, all headed by International I.L.O. Experts and local Technical Trainers, as follows:-

(a) Metal Trades (Welding)

(b) Metal Trades (Fitting)

(c) Electrical Trades

(d) Automotive (light) Trades

(e) Automotive (heavy) Trades

I. Training Activities: Management Development Section

(a) General Management Branch

421. Under this Section three training programmes were organised during the year, two in Nicosia and one in Limassol. The essence was on the training of the manager of the small enterprise.

422. The Section also organised the 3rd Management Conference, at the Hilton Hotel, April 6-7 with wide participation of 200 leading industrialists and businessmen.

(b) Marketing Management Branch

423. The Section had no expert during 1967 while the Marketing Officer was appointed as Acting Director of the Centre. Nevertheless, consultancy and five marketing courses were organised, in Nicosia, Limassol and Famagusta.

(c) Industrial Engineering Branch

424. The Section sponsored an office equipment exhibition, carried out consultancy and advisory works, and organised courses in reducing production costs, critical path method, effective methods of work, and improving office productivity.

(d) Management Accounting Branch

425. The absence of an accounting expert for most of the year and the lack of counterpart officer did not allow the carrying out of the Section's programme. Advisory work, however, and a 36-hour duration course on Cost Accounting were organised and carried out successfully.

II. Training Activities: Supervisory and Vocational Training Section

(a) Supervisory Training

426. Eight supervisory courses were given in the major towns of Cyprus. The courses included T.W.I. for Industrial Supervisors, T.W.I. for Office Supervisors, and Advance Courses for Industrial Supervisors. Over 190 Supervisors attended these courses, some of which were followed by in-plant training.

72/.....

(b) Vocational Training

427. Although most International Experts and local trainers of Vocational Trades were employed late in 1967, the Section succeeded in overcoming all initial difficulties and carried out effectively a larger than planned training programme and other supplementary activities like consultancies and advisory works, "follow-up" and visits to firms for advice and practical illustrations. Each of the five sub-sections of the Vocational Training, i.e. Electrical Trades, Welding Trades, Machineshop Auto (heavy & light) Trades organised a total of eighteen long courses, most of which involved "follow-up", and a number of "appreciation" short courses for owner-managers and managers of machineshops and industrial concerns.

CONSULTANCY

428. The Centre undertook several consultancy projects concerned with managerial and technical improvements or re-organisation of individual firms. These activities, in line with the policy of the Board of Directors, aim at the further development of the professional staff of the Centre, as well as at supplementing training generally, i.e. as another type of following-up of participants.

ADVISORY WORK

429. Advisory work has been a major feature in the every day activities of the Centre. Now that the idea of the Centre has been sold, this type of request is very common and a great number of people visit the Centre for advice and assistance. Although in some respects this is a great time-consuming activity, it has been found that in the long-run it is this type of contact that has established the Centre as a serious and competent institution, fulfilling its purpose.

430. This year the Workshops of the Centre were fully operative and it was possible to carry out also technical advisory works for a great number of enterprises.

STAFF TRAINING

431. A major objective of the Centre is the training and development of Local professional staff in order to make it possible for them to replace the I.L.O. Experts when the Plan of Operation expires. Besides the programme for training abroad, the senior staff, which is in effect since the establishment of the C.P.C., a draft has been prepared, by the end of 1967.

OTHER ACTIVITIES

432. In addition to the programmed activities of the Centre which are described in this brief Report, the Centre organised or contributed to public lectures by visiting and local speakers, private training courses, Government training schemes, retraining projects, and professional conferences and publications. Finally the Centre participated in Government and non-Government Committees dealing directly or indirectly with questions of management development, vocational training and productivity.

(For details of courses offered during the year please see Tables below:-)

73/.....

TABLE I

TRAINING COURSES, PARTICIPATION

Sections	No. of Courses, Seminars	No. of Participants
General Management (*)	3	49
Marketing Management	5	74
Management Accounting	1	13
Industrial Engineering	4	60
Supervisory Training	8	93
Vocational Training	18	193
TOTAL	49	482

(*) Not including the 3rd Management Conference attended by over 200 managers.

TABLE 2

CONSULTANCY PROJECTS UNDERTAKEN IN 1967

Industry	Number	Project Type
Banking	1	Library Organisation
Chemical	1	Market Research
Plastics	1	Sales Organisation
Dairy	1	Accounting Procedures
Import-Warehouse	1	Purchase, Stock, Account
Furniture	1	Plant Layout
Knitting	1	Plant Layout
Coach Building	1	Plant Layout

** ** ** ** **

TABLE No. 1

(Reference Paragraph 6 of the Report)

Registered as wholly Unemployed on the last day of each of the months shown as a percent of the Economically Active Population, and by District/Region.

District/ Region	MONTHS												
	Jan.	Feb.	March	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Average
Nicosia District	1.6	1.6	1.3	1.0	0.8	0.8	1.3	1.2	1.0	0.8	0.8	0.9	1.06
" Town	1.2	1.2	1.1	0.8	0.8	0.9	1.2	1.1	1.0	0.9	0.8	0.8	0.96
" Suburbs	1.8	1.9	2.0	1.6	1.3	1.4	2.4	2.3	2.0	1.6	1.4	1.7	1.73
Kythrea Region	1.3	1.2	0.8	0.7	0.5	0.4	0.8	0.7	0.6	0.5	0.5	0.6	0.71
Orini "	1.8	1.7	1.3	0.7	0.7	0.7	1.0	1.0	0.8	0.6	0.6	0.6	0.92
Morphou "	1.9	2.2	1.4	0.8	0.6	0.5	1.0	1.0	0.7	0.6	0.8	0.6	0.98
Lefka "	1.7	1.3	1.2	0.7	0.6	0.6	0.6	0.5	0.5	0.3	0.5	0.7	0.75
Kyrenia District	1.7	1.5	1.1	0.6	0.5	0.5	0.3	0.7	0.6	0.5	0.5	0.6	0.78
" Town	0.8	1.0	1.0	0.6	0.5	0.7	0.7	0.7	0.8	0.4	0.6	0.9	0.71
Southern K'nia	2.3	1.9	1.1	0.5	0.5	0.6	1.0	0.9	0.7	0.6	0.4	0.7	0.88
Northern "	1.5	1.4	1.2	0.7	0.5	0.4	0.7	0.7	0.5	0.5	0.6	0.6	0.73
F'gusta District	1.6	1.9	1.6	1.2	0.7	1.0	1.5	1.5	1.2	1.0	0.6	1.0	1.20
" Town	1.6	1.8	1.8	1.4	0.9	1.3	2.1	2.0	1.6	1.3	1.2	1.3	1.45
" Region	1.6	2.1	1.7	1.1	0.6	1.1	1.9	1.7	1.2	1.1	0.7	2.6	1.31
Messaoria "	0.8	0.9	0.7	0.6	0.4	0.6	0.8	1.1	1.2	0.7	0.4	0.5	0.72
Karpasia "	2.3	2.9	2.3	1.8	0.9	1.1	1.0	0.9	0.8	0.7	0.7	0.9	1.32
Limassol District	2.1	2.5	2.3	1.7	1.5	1.3	1.3	1.2	1.2	1.2	1.1	1.2	1.50
" Town	2.5	3.0	2.6	2.5	2.6	2.5	2.4	2.4	2.2	2.0	1.9	1.8	2.24
" Region	1.0	1.1	0.9	0.7	0.6	0.6	0.7	0.5	0.5	0.5	0.5	0.5	0.64
Evdhimou "	1.9	2.2	2.8	2.5	2.4	2.2	1.9	2.0	1.8	2.1	1.6	1.8	2.02
Kilani "	3.1	3.6	3.3	1.6	0.7	0.3	0.3	0.3	0.3	0.4	0.3	0.9	1.25
Larnaca District	1.2	1.4	1.4	0.9	0.6	1.1	1.2	1.0	0.9	0.9	0.8	1.2	1.01
" Town	1.4	1.9	1.9	1.4	1.0	1.7	2.0	1.8	1.5	1.4	1.3	1.5	1.49
" Region	1.5	1.7	1.7	0.9	0.7	1.2	1.2	1.0	0.9	0.9	0.9	1.4	1.16
Kophinou "	0.4	0.3	0.5	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.4	0.21
Lefkara "	1.0	0.6	0.7	0.4	0.3	0.3	0.5	0.2	0.2	0.3	0.3	0.4	0.44
Paphos District	1.4	1.5	1.5	0.9	0.8	1.0	0.9	0.8	0.6	0.3	0.3	0.8	0.90
" Town	2.5	1.8	2.0	1.2	1.4	1.8	1.6	1.6	1.0	0.8	0.7	0.9	1.32
" Region	1.8	2.3	2.3	1.4	0.8	1.1	1.4	1.1	0.9	0.5	5.5	1.4	1.27
Kelokedhara "	1.3	1.1	1.2	0.7	0.9	1.3	0.7	0.5	0.3	0.2	0.2	0.9	0.76
Khrysokhou "	0.7	0.9	0.6	0.7	0.5	0.3	0.3	0.4	0.2	0.1	0.1	0.1	0.39
Whole Island (Average)	1.6	1.8	1.6	1.1	0.9	1.0	1.2	1.1	1.0	0.9	0.8	1.0	1.14

Source: Labour Research & Statistics Section, Ministry of Labour & [illegible]

TABLE No. 2

(Reference Paragraph 6 of the Report)

Registered as Wholly Unemployed on the last day of each of the months shown - By District/Region

- 1967 -

District/ Region	MONTHS												
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Average
Nicosia District	1,383	1,348	1,144	810	660	692	1,066	1,008	861	734	721	787	935
" Town	210	195	189	143	128	146	210	187	174	156	140	140	168
" Suburbs	345	357	367	307	250	263	446	427	368	318	279	323	338
Kythrea Region	140	130	90	74	49	45	87	80	70	60	54	70	79
Orini "	195	180	136	75	73	79	107	103	84	67	62	69	103
Morphou "	260	310	198	112	83	75	135	141	96	87	110	90	141
Lefka "	233	176	164	99	77	84	81	70	69	46	76	95	106
Kyrenia District	215	192	134	78	60	63	102	94	73	67	69	82	102
" Town	10	13	13	8	7	9	9	9	10	6	9	12	10
Southern K'nia	99	80	49	20	20	25	42	37	29	25	18	29	39
Northern "	106	99	72	50	33	29	51	48	34	36	42	41	53
F'gusta District	747	896	759	574	319	473	687	682	558	465	364	474	583
" Town	200	222	221	173	110	154	255	247	195	170	151	171	189
" Region	190	249	196	132	66	133	220	202	138	127	81	131	155
Mesaoria "	100	107	89	74	48	67	98	134	141	87	54	67	89
Karpasia "	257	318	253	195	95	119	114	99	84	81	78	105	150
Limassol District	1,021	1,193	1,081	828	711	628	617	583	554	572	537	595	744
" Town	403	487	422	406	432	403	397	392	358	358	341	315	393
" Region	138	146	118	103	76	81	90	67	69	67	74	75	92
Evdhimou "	90	102	130	116	111	103	91	92	86	102	78	86	99
Kilani "	390	458	414	203	92	41	39	32	41	45	44	119	160
Larnaca District	273	312	319	199	140	240	266	220	198	203	194	274	237
" Town	96	126	128	97	68	116	134	119	104	102	98	113	109
" Region	134	159	151	85	60	109	112	92	83	87	82	132	107
Kophinou "	15	11	22	6	3	8	6	3	5	5	6	17	9
Lefkara "	28	16	18	11	9	7	14	6	6	9	8	12	12
Paphos District	397	430	420	260	218	271	263	225	157	97	98	242	256
Ktima Town	69	49	56	34	39	49	44	44	28	26	23	28	41
Paphos Region	194	243	246	142	84	118	147	114	90	48	53	146	135
Kelokedhara "	77	63	68	40	53	74	44	32	18	12	13	56	46
Khrysokhou "	57	75	50	44	42	30	28	35	21	11	9	12	34
(WHOLE ISLAND (AVERAGE)	4,036	4,371	3,860	2,749	2,108	2,367	3,001	2,812	2,401	2,138	1,983	2,454	2,857

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

MINISTRY OF LABOUR AND SOCIAL INSURANCE
LABOUR RESEARCH AND STATISTICS SECTION

TABLE No. 3

Reference Para 6 of the Report

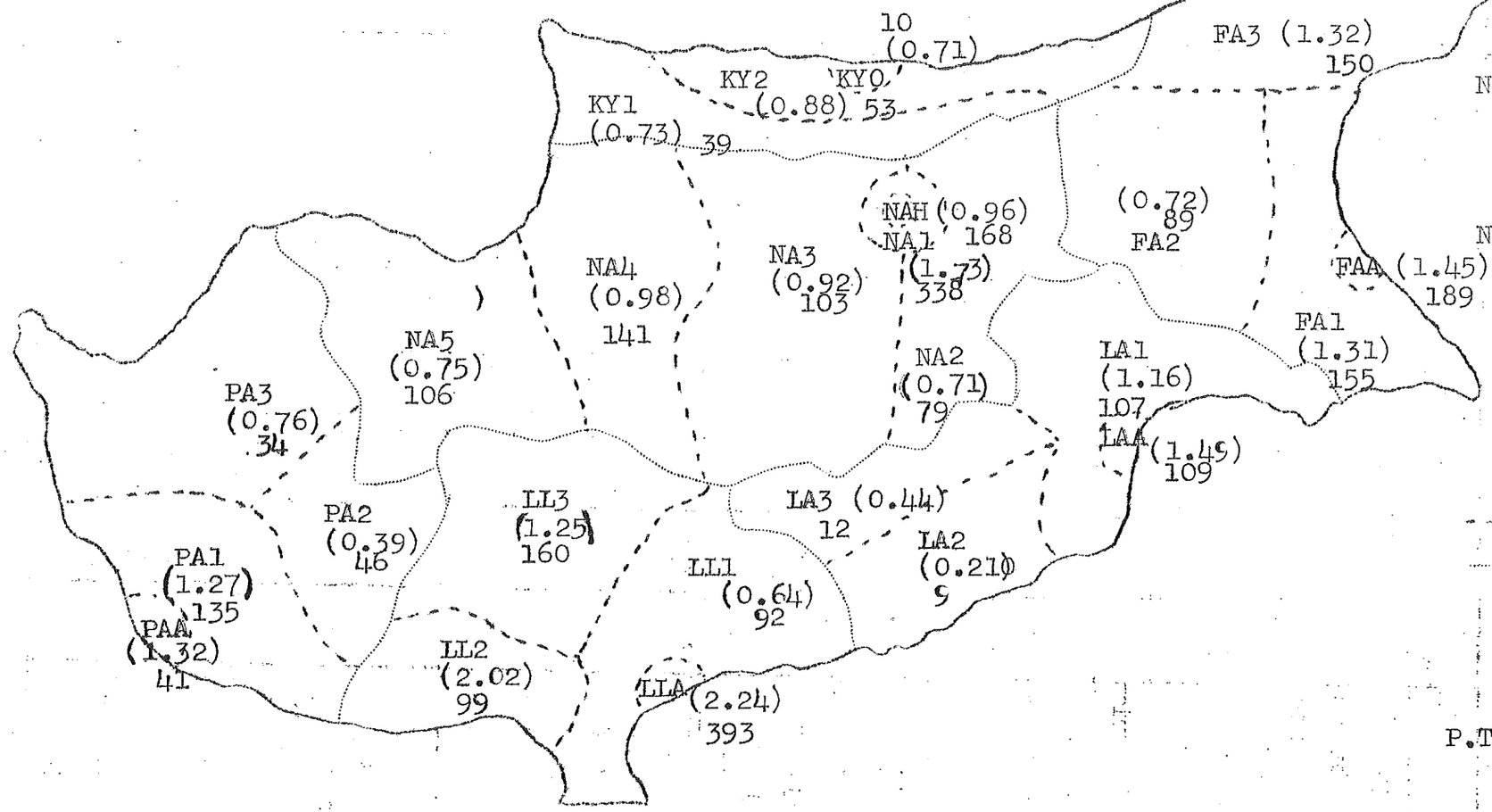
MAP OF CYPRUS SHOWING REGISTERED UNEMPLOYED AS A PER CENT OF THE ECONOMICALLY ACTIVE POPULATION OF EACH REGION

WHOLE ISLAND:-

(i) Total Econ. Active Pop. (1966) 250,000

(ii) Yearly Average of those Registered as Unemployed 2,857

(iii) Per cent of (ii) to (i) 1.14



Note 1: Figures in brackets indicate the number of those registered as unemployed in each Region.

Note 2: Percentage indicate registered unemployed as a percent of the Economically Active Population of each Region.

- - - - - - Regional Boundaries

..... District Boundaries

P.T.O. for Key to Regions

KEY TO REGIONS

Regions Code No.	NAME OF REGION	Econom. Active Population	Region Code No.	NAME OF REGION	Econom. Active Population	Region Code No.	NAME OF REGION	Econom. Active Population
	CYPRUS - 1966	250,000	FA	FAMAGUSTA DISTRICT	48,300	LA	LARNACA DISTRICT	23,400
NA	NICOSIA DISTRICT	87,500	FAA	Famagusta Town Region	13,000	LAA	Larnaca Town Region	7,300
NAH	Nicosia Town Region	17,400	FA1	Famagusta Region	11,800	LA1	Larnaca Region	9,200
NA1	Nicosia Suburbs Region	19,500	FA2	Mesaoria Region	12,200	LA2	Kophinou Region	4,200
NA2	Kythrea Region	111,100	FA3	Karpasia Region	11,300	LA3	Lefkara Region	2,700
NA3	Orini Region	11,100	LL	LIMASSOL DISTRICT	49,300	PA	PAPHOS DISTRICT	28,500
NA4	Morphou Region	14,300	LLA	Limassol Town Region	17,500	PAA	Ktima Town Region	3,100
NA5	Lefka Region	14,100	LL1	Limassol Region	14,200	PA1	Paphos Region	10,600
KY	KYRENIA DISTRICT	13,000	LL2	Evdhimou Region	4,900	PA2	Kelokedhara Region	[illegible],000
KY0	Kyrenia Town Region	1,400	LL3	Kilani Region	12,700	PA3	Khrysokhou Region	2,800
KY1	Southern Kyrenia Region	4,400						
KY2	Northern Kyrenia Region	7,200						

TABLE No. 4

(Reference Paragraph 6 of the Report)

REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES AT THE END OF THE MONTHS SHOWN (1967) BY BRANCH OF ECONOMIC ACTIVITY

BRANCH OF ECONOMIC ACTIVITY	YEARLY AVERAGE	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
AGRICULTURE, FORESTRY AND FISHING	174	306	339	255	187	147	171	117	138	134	90	73	132
Agriculture	113	179	206	216	111	82	115	77	80	88	69	58	74
Forestry and Fishing	61	127	133	39	76	65	56	40	58	46	21	15	58
MINING AND QUARRYING	127	331	396	338	150	43	54	15	14	18	12	71	81
MANUFACTURING	210	439	376	240	180	126	146	266	213	149	116	123	132
Manuf. of Food and Beverages	29	49	37	47	40	27	24	14	20	28	14	19	23
" " Tobacco	15	42	50	6	4	3	3	18	10	7	12	14	17
" " Textiles	5	9	8	3	2	5	2	11	1	16	-	2	1
" " Footwear, clothing and leather products .	98	228	197	103	73	50	67	157	125	52	42	46	41
" " Wood & furniture	4	5	7	5	7	3	1	1	3	2	8	-	4
" " Paper and paper products ..	1	1	1	1	-	-	-	1	-	1	1	1	1
Printing and Publishing	9	11	11	12	12	8	12	12	11	4	9	5	5
Manufacture of rubber products	1	-	1	2	2	-	2	-	-	-	-	-	-
" " chemical products . ..	5	14	5	5	2	3	1	5	11	5	2	2	2
" " non-metallic mineral products . ..	8	19	12	9	3	1	1	8	4	33	3	1	5
Basic metal industries	1	3	3	3	-	-	1	3	3	-	-	-	1
Manufacture of metal products	25	37	32	25	25	19	24	28	14	26	23	30	25
Miscel. manufacturing industries . ..	9	21	12	19	10	7	8	8	11	5	2	3	7
CONSTRUCTION	559	1,214	1,164	945	584	350	350	415	352	291	253	255	562
Private employers	207	477	436	354	244	145	141	118	133	92	104	96	151
Government Departments	319	704	695	546	317	186	196	278	189	164	105	131	318
Municipal construction works	10	22	22	28	11	7	6	1	15	7	3	2	6
Military construction works	23	11	11	17	12	12	7	18	15	28	41	26	87

BRANCH OF ECONOMIC ACTIVITY	YEARLY AVERAGE	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
ELECTRICITY, GAS, WATER AND SANITARY SERVICES	29	49	55	47	28	25	36	24	13	31	13	13	16
COMMERCE	173	147	176	191	138	125	189	248	302	205	155	91	99
Wholesale & Retail trade	164	138	164	182	124	110	177	239	296	199	150	85	94
Banks, Insurance & Real Estate ..	9	9	12	9	14	15	12	9	6	6	5	6	5
TRANSPORT, STORAGE AND COMMUNICATION	74	88	101	102	75	59	64	82	70	65	57	58	62
S E R V I C E S	491	552	557	553	528	464	442	496	488	407	459	407	541
Government (Administration)	92	137	117	109	125	88	97	94	89	66	57	61	69
British Sovereign Areas(Administration)	156	152	164	169	151	133	136	135	147	122	179	144	236
Community Services	50	55	58	38	43	47	46	67	61	52	46	41	46
Business Services	17	22	26	34	17	12	18	24	18	10	7	6	11
Recreation Services	17	16	22	19	19	20	17	12	15	14	22	9	14
Personal Services	159	170	170	184	173	164	128	164	158	143	148	146	165
NEWCOMERS TO THE LABOUR FORCE	794	759	734	736	623	563	727	1,150	976	908	843	781	723
Graduates from Gymnasia	292	359	309	328	277	241	241	370	287	292	286	276	239
" " other Secondary schools	294	250	236	183	175	166	235	358	459	425	376	340	318
Other newcomers	208	150	189	225	171	156	251	422	230	191	181	165	166
DISCHARGED FROM MILITARY SERVICE	226	151	473	453	256	206	188	188	246	193	140	111	106
T O T A L	2,857	4,036	4,371	3,860	2,749	2,108	2,367	3,001	2,812	2,401	2,138	1,983	2,454

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

TABLE No. 5

(Reference Paragraphs 6 & 86 of the Report)

REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES

AT THE END OF THE MONTHS SHOWN (1967) BY OCCUPATIONAL GROUPS

OCCUPATIONAL GROUPS	YEARLY AVERAGE	Jan.	Feb.	March	April	May	June	July	August	Sept.	Octob.	Nov.	Dec.
PROFESSIONAL & TECHNICAL WORKERS	45	40	50	36	44	40	41	62	57	58	41	38	74
ADMINIST., EXECUTIVE & MANAGERIAL WORKERS	1	1	2	1	1	2	1	1	1	1	-	-	-
CLERICAL WORKERS	368	320	397	370	341	327	346	385	380	371	414	368	393
SALES WORKERS	57	44	63	63	63	53	53	68	61	69	59	48	40
FARMERS, FISHERMEN & LOGGERS	24	39	30	52	28	28	18	15	16	9	15	21	15
Farmers and farm workers	22	37	30	52	26	27	16	12	12	7	12	19	14
Fishermen & loggers	2	2	-	-	2	1	2	3	4	2	3	2	1
MINERS AND QUARRYMEN	97	273	334	295	115	13	22	-	-	-	-	58	57
TRANSPORT AND COMMUNICATION WORKERS	141	192	212	209	134	115	108	148	134	116	110	99	119
Deck Officers & other seamen	4	3	6	4	1	3	6	9	3	4	1	4	4
Aircraft pilots & railway drivers .	-	-	-	-	-	-	-	-	-	-	-	-	-
Drivers, road transport	103	159	174	167	102	81	75	83	70	80	90	71	91
Other transport workers	34	30	32	38	31	31	27	56	61	32	19	24	24
CRAFTSMEN & PRODUCTION-PROCESS WORKERS	390	722	664	458	342	232	297	465	458	328	225	188	304
Spinners, weavers, knitters, a.r.w.	1	1	1	2	2	-	1	1	-	-	-	-	-
Tailors, cutters, furiers, a.r.w. ..	65	83	111	67	59	42	48	83	104	52	46	35	43
Leather cutters, sewers, a.r.w. ..	31	165	80	23	11	12	18	71	24	11	6	5	6
Furnacemen, rollers, moulders, a.r.w.	6	13	9	10	4	3	2	6	6	5	3	1	3
Watchmakers, jewellers, a.r.w. ..	1	1	-	-	-	-	3	1	1	2	-	1	1
Toolmakers, plumbers, a.r.w.	56	64	70	61	43	44	63	46	34	58	58	54	72
Electricians, electrical & related wrkrs.	26	29	25	26	33	24	34	31	26	27	20	18	22
Carpenters, joiners, a.r.w.	44	88	78	68	61	37	28	35	44	23	14	16	34
Painters and paperhangers	19	56	41	19	6	4	12	17	11	12	10	10	30

OCCUPATIONAL GROUPS	YEARLY AVERAGE	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
Bricklayers, plasterers, a.r.w.	59	123	159	105	73	40	31	31	26	21	10	23	62
Compositors, bookbinders, a.r.w.. ..	3	4	3	2	5	1	2	1	3	2	4	1	1
Potters, kilnmen, a.r.w.	1	3	1	2	-	1	2	-	-	1	1	-	2
Millers, bakers, brewmasters, a.r.w.	3	8	4	3	-	-	2	4	3	3	2	-	2
Chemical & related workers	2	-	-	-	-	-	-	7	5	3	1	1	1
Tobacco preparers & tobacco product makers	18	43	47	33	20	12	7	-	8	7	12	13	15
Craftsmen & prod.process workers n.e.c.	10	12	17	20	13	8	10	10	7	5	5	6	5
Packers, labellers, a.r.w.	42	27	15	16	10	4	31	120	153	92	30	3	-
Stationary engine, excavating & lifting eqpt.operators, a.r.w.	2	2	2	1	2	-	3	1	3	4	3	-	5
Longshoremen & freight handlers	1	-	1	-	-	-	-	-	-	-	-	1	-
LABOURERS N.E.C.	713	1,400	1,389	1,121	745	466	566	635	529	418	312	312	662
SERVICE & RECREATION WORKERS	271	286	309	322	272	242	258	280	268	232	262	244	270
Firemen, policemen, guards, a.r.w. ..	49	65	56	53	60	49	58	47	30	39	48	40	40
Housekeepers, cooks, maids, a.f.w. ..	117	120	133	129	95	95	108	121	120	113	127	129	121
Waiters, bartenders, a.r.w.	39	33	43	50	38	33	44	36	29	30	34	40	61
Building caretakers, cleaners a.r.w..	51	46	53	65	64	55	53	61	78	41	43	34	35
Barbers, hairdressers, a.r.w.	11	14	19	16	11	8	11	9	9	8	6	5	11
Launderers, dry-cleaners & pressers .	2	6	3	5	1	1	2	4	1	1	-	-	1
Other service & recreation workers ..	2	2	2	4	3	-	2	2	1	-	4	1	1
NEWCOMERS	750	719	921	933	664	590	657	942	908	799	700	602	560
T O T A L	2,857	4,036	4,371	3,860	2,749	2,108	2,367	3,001	2,812	2,401	2,138	1,983	2,454

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

TABLE NO. 6

(Reference Paragraphs 6&84 of the Report)

REGISTERED AS WHOLLY UNEMPLOYED DURING THE YEAR 1967

Econ. Active Pop. 250,000 (1966)

Month	Total	Male	Female	Towns-people	Villagers	% of Econ. Active Population
January	4,036	2,491	1,545	988	3,048	1.61%
February	4,371	2,791	1,580	1,092	3,279	1.75%
March	3,860	2,454	1,406	1,029	2,831	1.54%
April	2,749	1,703	1,046	861	1,888	1.10%
May	2,108	1,237	871	784	1,324	0.85%
June	2,367	1,369	998	877	1,490	0.95%
July	3,001	1,475	1,526	1,049	1,952	1.20%
August	2,812	1,252	1,560	998	1,814	1.12%
September	2,401	1,060	1,341	869	1,532	0.96%
October	2,138	996	1,142	818	1,320	0.86%
November	1,983	989	994	762	1,221	0.79%
December	2,454	1,444	1,010	779	1,675	0.98%
Average	2,857	1,605	1,252	909	1,948	1.14%

TABLE NO. 7

(Reference Paragraphs 6, 84 & 87 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1967

BY TOWNSPEOPLE & VILLAGERS & SEX

(as at the end of each month)

MONTHS	TOTAL REGISTRATIONS			TOWNSPEOPLE			VILLAGERS		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
January	4,036	2,491	1,545	988	556	432	3,048	1,935	1,113
February	4,371	2,791	1,580	1,092	649	443	3,279	2,142	1,137
March	3,860	2,454	1,046	1,029	602	427	2,831	1,852	979
April	2,749	1,703	1,046	861	494	367	1,888	1,209	679
May	2,108	1,237	871	784	456	328	1,324	781	543
June	2,367	1,369	998	877	513	364	1,490	856	634
July	3,001	1,475	1,526	1,049	504	545	1,952	971	981
August	2,812	1,252	1,560	998	443	555	1,814	809	1,005
September	2,401	1,060	1,341	869	382	487	1,532	678	854
October	2,138	996	1,142	818	383	435	1,320	613	707
November	1,983	989	994	762	346	416	1,221	643	578
December	2,454	1,444	1,010	779	416	363	1,675	1,028	647
YEARLY AVERAGE	2,857	1,605	1,252	909	479	430	1,948	1,126	822

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

TABLE NO. 8

(Reference Paragraph 6 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1967

BY DISTRICT & SEX

(As at the end of each month)

MONTHS	TOTAL REGISTERED UNEMPLOYED		NICOSIA		KYRENIA		FAMAGUSTA		LIMASSOL		LARNACA		PAPHOS	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
January	4,036	1,545	1,383	714	215	112	747	291	1,021	228	273	77	397	123
February	4,371	1,580	1,348	650	192	93	896	311	1,193	273	312	100	430	153
March	3,860	1,406	1,144	562	134	71	759	266	1,084	247	319	100	420	160
April	2,749	1,046	810	418	78	39	574	209	828	226	199	63	260	91
May	2,108	871	660	377	60	33	319	119	711	231	140	39	218	72
June	2,367	998	692	366	63	33	473	202	628	220	240	69	271	108
July	3,001	1,526	1,066	637	102	64	687	363	617	260	266	122	263	80
August	2,812	1,560	1,008	673	94	60	682	382	583	245	220	105	225	95
September	2,401	1,341	861	556	73	47	558	305	554	246	198	87	157	100
October	2,138	1,142	734	504	67	44	465	231	572	235	203	83	97	45
November	1,983	994	721	437	69	39	364	161	537	220	194	89	98	48
December	2,454	1,010	787	461	82	36	474	169	595	188	274	78	242	78
YEARLY AVERAGE	2,857	1,252	935	530	102	56	583	251	744	235	237	84	256	96

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

TABLE NO. 9

(Reference Paragraphs 6 & 85 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1967 BY DURATION OF REGISTRATION AND SEX

MONTHS	TOTAL REGISTRATIONS					MALE					FEMALE				
	Total	Up to 2 weeks	2 weeks to 3 months	3-6 months	Above 6 months	Total	Up to 2 weeks	2 weeks to 3 months	3-6 months	Above 6 months	Total	Up to 2 weeks	2 weeks to 3 months	3-6 months	Above 6 months
January	4,036	1,172	2,134	432	298	2,491	803	1,384	204	100	1,545	369	750	228	198
February	4,371	1,119	2,522	425	305	2,791	774	1,709	229	79	1,580	345	813	196	226
March	3,860	1,000	2,052	448	360	2,454	617	1,473	228	136	1,406	383	579	220	224
April	2,749	466	1,462	459	362	1,703	300	1,004	267	132	1,046	166	458	192	230
May	2,108	486	863	423	336	1,237	298	538	278	123	871	188	325	145	213
June	2,367	868	831	351	317	1,369	480	544	228	117	998	388	287	123	200
July	3,001	899	1,532	303	267	1,475	478	709	189	99	1,526	421	823	114	168
August	2,812	685	1,549	303	275	1,252	314	679	139	120	1,560	371	870	164	155
September	2,401	537	1,350	272	242	1,060	232	583	142	103	1,341	305	767	130	139
October	2,138	482	1,020	422	214	996	258	514	136	88	1,142	224	506	286	126
November	1,983	436	957	398	192	989	262	502	142	83	994	174	455	256	109
December	2,454	720	1,101	476	157	1,444	518	669	178	79	1,010	202	432	298	78
YEARLY AVERAGE	2,857	739	1,448	393	277	1,605	444	859	197	105	1,252	295	589	196	172

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

TABLE NO. 10

(Reference Paragraph 6 of the Report)

REGISTERED UNEMPLOYED AT THE EMPLOYMENT EXCHANGES - CYPRUS, 1967

BY AGE GROUP AND SEX

MONTHS	TOTAL REGISTRATIONS					MALE					FEMALE				
	Total	Below 20 yrs	20-39 years	40-59 years	60 and above	Total	Below 20 years	20-39 years	40-59 years	60 and above	Total	Below 20 yrs	20-39 years	40-59 years	60 and above
January	4,036	612	1,718	1,282	424	2,491	116	1,149	890	336	1,545	496	569	392	88
February	4,371	579	2,084	1,260	448	2,791	119	1,457	852	363	1,580	460	627	408	85
March	3,860	465	1,910	1,091	394	2,454	83	1,315	729	327	1,406	382	595	362	67
April	2,749	419	1,326	727	277	1,703	76	909	480	238	1,046	343	417	247	39
May	2,108	365	987	534	222	1,237	64	629	346	198	871	301	358	188	24
June	2,367	547	1,013	563	244	1,369	[illegible]	[illegible]	[illegible]	211	998	381	370	214	33
July	3,001	963	1,197	625	216	1,475	322	636	345	172	1,526	641	561	280	44
August	2,812	768	1,249	583	212	1,252	117	662	298	175	1,560	651	587	285	37
September	2,401	673	1,012	524	192	1,060	84	568	258	150	1,341	589	444	266	42
October	2,138	571	981	427	159	996	78	550	242	126	1,142	493	431	185	33
November	1,983	515	866	443	159	989	61	490	305	133	994	454	376	138	26
December	2,454	511	1,041	684	218	1,444	88	658	507	191	1,010	423	383	177	27
YEARLY AVERAGE	2,857	582	1,282	729	264	1,605	114	805	467	219	1,252	468	477	262	45

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

TABLE NO. 11

(Reference Paragraphs 6,57 & 89 of the Report)

VACANCIES NOTIFIED TO THE EMPLOYMENT EXCHANGES DURING 1 9 6 7, AND VACANCIES OUTSTANDING AT THE END OF EACH MONTH

MONTHS	VACANCIES NOTIFIED			VACANCIES OUTSTANDING AT THE END OF THE MONTH		
	Total	Male	Female	Total	Male	Female
January	1,120	723	397	163	97	66
February	1,216	804	412	178	95	83
March	1,621	932	689	321	160	161
April	1,386	807	579	370	131	239
May	1,409	950	459	477	293	184
June	1,395	954	441	346	249	97
July	1,298	899	399	202	107	95
August	1,246	814	432	188	95	93
September	1,373	789	584	280	132	148
October	1,239	716	523	375	171	204
November	852	504	348	270	153	117
December	614	404	210	153	72	81
TOTAL	14,769	9,296	5,473	3,323	1,755	1,568

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

TABLE NO. 12

(Reference Paragraphs 6, 57 & 89 of the Report)

VACANCIES OUTSTANDING AT THE END OF EACH MONTH,

BY OCCUPATIONAL GROUPS - 1967

OCCUPATIONAL GROUPS	Total Vacancies Outstanding at month's end	MONTHS											
		Jan.	Febr.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
0. Professional & Technical	17	1	1	3	1	3	1	-	1	-	3	3	-
1. Administrative & Managerial	2	-	-	-	-	-	-	-	-	-	2	-	-
2. Clerical Workers	182	13	13	7	11	32	33	11	15	22	9	6	10
3. Sales Workers	61	2	3	1	7	5	5	2	4	11	14	5	2
4. Farm Workers	173	-	-	14	40	50	10	-	-	4	50	5	-
5. Miners & Quarrymen	600	50	50	50	50	50	50	50	50	50	50	50	50
6. Transport & Communication Workers	25	-	-	-	-	4	1	-	-	8	8	4	-
7. (a) Craftsmen & Skilled workers	504	10	8	41	25	97	30	31	30	79	80	60	13
(b) Labourers	892	26	31	126	156	164	142	32	21	35	88	70	1
9. Service & Recreation Workers	867	61	72	79	80	72	74	76	67	71	71	67	77
T O T A L	3,323	163	178	321	370	477	346	202	188	280	375	270	153

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

TABLE NO. 13

(Reference Paragraphs 6, 57 & 89 of the Report)

VACANCIES FILLED BY ECONOMIC ACTIVITY - 1 9 6 7

MONTHS	TOTAL PLACEMENTS	0 Agriculture, Forestry & Fishing	1 Mining & Quarrying	2-3 Manufacturing	4 Construction	5 Electricity Gas, Water & Sanitary Services	6 Commerce	7 Transport, Storage and Communication	8 Services
January	1,045	126	1	18	488	102	29	38	243
February	1,109	85	1	28	532	116	37	69	241
March	1,375	241	1	23	699	69	25	22	295
April	1,108	155	3	10	493	108	35	6	288
May	942	100	2	57	373	113	34	34	229
June	1,087	103	2	55	504	108	32	14	269
July	1,197	128	1	37	617	102	30	26	256
August	1,101	133	6	36	484	138	39	31	234
September	1,106	214	-	62	383	54	32	25	336
October	983	72	2	37	455	68	35	27	287
November	673	77	-	47	225	43	34	12	235
December	580	71	4	10	284	4	15	10	182
T O T A L	12,306	1,515	23	420	5,537	1,025	377	314	3,095

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

TABLE NO. 14

(Reference Paragraphs 6, 57 & 89 of the Report)

VACANCIES FILLED BY MAJOR OCCUPATIONAL GROUPS - 1 9 6 7

MONTHS	TOTAL PLACE-MENTS	0 PROFES-SIONAL & TECHNICAL	1 ADMINIS-TRATIVE & MANA-GERIAL	2 CLERICAL WORKERS	3 SALES WORKERS	4 FARMERS ETC.	5 MINERS & QUARRY-MEN	6 TRANSPORT & COMMU-NICATION WORKERS	7/8(a) CRAFTSMEN & SKILLED WORKERS	7/8(b) LABOURERS	9 SERVICE AND RE-CREATION WORKERS
January	1,045	1	-	73	6	5	-	11	64	738	147
February	1,109	4	-	85	15	10	-	10	63	774	148
March	1,375	2	-	111	11	94	-	18	253	703	183
April	1,108	1	1	146	12	17	-	12	59	742	118
May	942	5	-	48	11	18	-	3	86	615	156
June	1,087	-	-	82	21	27	-	15	94	706	142
July	1,197	4	-	73	14	30	-	8	87	845	136
August	1,101	-	-	72	15	47	-	20	66	756	125
September	1,106	6	-	100	24	26	-	42	73	642	193
October	983	2	-	102	14	14	-	28	76	587	160
November	673	4	-	80	21	27	-	23	52	345	121
December	580	4	-	51	8	-	-	21	33	381	82
T O T A L	12,306	33	1	1,023	172	315	-	211	1,006	7,834	1,711

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

TABLE NO. 15

(Reference Paragraphs 6,57 & 89 of the Report)

PLACEMENTS EFFECTED BY SEX, TOWNSPEOPLE AND VILLAGERS-1967

MONTHS	I. BY SEX			II. BY TOWNSPEOPLE AND VILLAGERS		
	TOTAL	MALE	FEMALE	TOTAL	TOWNSPEOPLE	VILLAGERS
January	1,045	679	366	1,045	270	775
February	1,109	760	349	1,109	246	863
March	1,375	814	561	1,375	353	1,022
April	1,108	751	357	1,108	284	824
May	942	666	276	942	263	679
June	1,087	740	347	1,087	306	781
July	1,197	850	347	1,197	388	809
August	1,101	739	362	1,101	328	773
September	1,106	686	420	1,106	382	724
October	983	596	387	983	360	623
November	673	407	266	673	300	373
December	580	411	169	580	208	372
TOTAL	12,306	8,099	4,207	12,306	3,688	8,618

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

TABLE NO.15(a)

(Reference Paragraphs 6,57&89 of the Report)

PLACEMENTS EFFECTED BY EMPLOYER WITH WHOM THESE WERE EFFECTED - 1967

MONTHS	TOTAL PLACEMENTS	WITH PRIVATE EMPLOYERS	WITH GOVERNMENT AND SEMI-GOVERNMENT DEPARTMENTS	WITH THE BRITISH MILITARY AUTHORITIES
January	1,045	185	769	91
February	1,109	228	840	41
March	1,375	307	1,000	68
April	1,108	236	832	40
May	942	263	636	43
June	1,087	343	714	30
July	1,197	294	857	46
August	1,101	254	814	33
September	1,106	374	654	78
October	983	316	594	73
November	673	232	372	69
December	580	118	382	80
TOTAL	12,306	3,150	8,464	692
% of Total	100	26%	69%	5%

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

TABLE NO. 16

(Reference Paragraphs 6,60 & 88 of the Report)

STATISTICS OF SECONDARY SCHOOL-LEAVERS - 1 9 6 7

MONTHS	Vacancies Filled by Secondary School-leavers during 1967			Number of Secondary School-leavers registered for work		
	Total	Male	Female	Total	Male	Female
January	36	13	23	609	90	519
February	29	19	10	545	79	466
March	79	50	29	511	74	437
April	191	145	46	452	70	382
May	33	23	10	407	57	350
June	52	24	28	476	85	391
July	55	32	23	728	89	639
August	57	21	36	721	76	645
September	60	40	20	717	72	645
October	89	39	50	641	77	564
November	62	36	26	720	172	548
December	31	17	14	424	35	389
* ** TOTAL-AVERAGE	* 774	* 459	* 315	** 579	** 81	** 498

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

TABLE No. 17

(Reference Paragraphs 6 & 66 of the Report)

PORT LABOUR STATISTICS

REGISTERED AND UNREGISTERED PORT WORKERS

- 1967 -

MONTHS	FAMAGUSTA								LIMASSOL								LARNACA							
	REGISTERED				UNREGISTERED				REGISTERED				UNREGISTERED				REGISTERED				UNREGISTERED			
	Total	Stevedores	Lighter-men	Quay Porters	Total	Stevedores	Lighter-men	Quay Porters	Total	Stevedores	Lighter-men	Quay Porters	Total	Stevedores	Lighter-men	Quay Porters	Total	Stevedores	Lighter-men	Quay Porters	Total	Stevedores	Lighter-men	Quay Porters
January	304	195	4	105	220	110	20	90	259	113	100	46	22	20	2	-	49	31	18	-	24	15	9	-
February	310	195	5	110	223	110	23	90	259	113	100	46	38	30	4	4	49	31	18	-	24	15	9	-
March	333	195	-	138	159	69	-	90	259	113	100	46	10	9	1	-	45	31	14	-	24	15	9	-
April	335	195	-	140	165	95	-	70	260	113	100	47	-	-	-	-	27	15	12	-	24	15	9	-
May	323	197	6	120	208	120	18	70	262	113	100	49	5	1	2	2	33	24	14	-	24	15	9	-
June	331	197	6	128	207	120	17	70	262	113	100	49	8	8	-	-	48	28	20	-	24	15	9	-
July	327	197	-	130	110	40	-	70	262	113	100	49	50	40	3	7	45	27	18	-	24	15	9	-
August	331	196	-	135	150	70	-	80	262	113	100	49	20	20	-	-	46	27	19	-	24	15	9	-
September	332	197	-	135	170	90	-	80	262	113	100	49	25	25	-	-	43	25	18	-	24	15	9	-
October	342	197	-	145	149	69	-	80	262	113	100	49	-	-	-	-	42	24	18	-	24	15	9	-
November	338	198	-	140	162	82	-	80	262	113	100	49	42	40	2	-	39	22	17	-	24	15	9	-
December	333	198	-	135	210	130	-	80	262	113	100	49	35	30	4	1	40	21	19	-	24	15	9	-
YEARLY AVERAGE	328	196	2	130	178	92	7	79	261	113	100	48	21	18	2	1	42	25	17	-	24	15	9	-

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

TABLE NO. 18

(Reference Paragraphs 6 and 66 of the Report)

PORT LABOUR STATISTICS

(Paphos, Xeros, Lachi, Zyyi, Kyrenia & Karavostasi)

Months	Paphos				Xeros				Lachi				Zyyi				Kyrenia				Karavostasi			
	Steve-dores	Lighter-men	Quay Porters	Others	Steve-dores	Lighter-men	Quay Porters	Others	Steve-dores	Lighter-men	Quay Porters	Others	Steve-dores	Lighter-men	Quay Porters	Others	Steve-dores	Lighter-men	Quay Porters	Others	Steve-dores	Lighter-men	Quay Porters	Others
July	34	57	20	-	117	65	-	153	39	78	-	20	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	-	-	-	27
August	-	-	-	-	117	67	-	138	-	87	-	96	18	-	-	-	n.a	n.a	n.a	n.a	-	-	-	20
September	-	-	-	-	-	-	-	-	-	90	-	98	-	-	-	-	-	-	-	-	-	-	-	20
October	18	20	10	-	-	-	-	-	-	90	-	98	-	-	-	-	n.a	n.a	n.a	n.a	-	-	-	20
November	79	16	11	-	-	-	-	-	-	72	-	88	-	-	-	-	-	-	-	-	-	-	-	20
December	18	17	4	-	-	-	-	-	-	-	-	-	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	-	-	-	20
Six months Average	24	18	7	-	39	22	-	48	6	69	-	66	3	-	-	-	-	-	-	-	-	-	-	24

*n.a = Not Available

TABLE NO. 19

(Reference Paragraphs 6 & 63 of the Report)

REGISTERED UNEMPLOYED AND PLACEMENTS EFFECTED "SPECIAL CASES"

- 1967 -

MONTHS	I. Placements Effected During each Month			II. Registered Unemployed at the end of each month		
	Total	Male	Female	Total	Male	Female
January	13	11	2	101	92	9
February	16	12	4	103	98	5
March	28	23	5	95	89	6
April	30	25	5	80	75	5
May	15	12	3	59	54	5
June	13	10	3	70	66	4
July	8	6	2	67	57	10
August	23	19	4	64	53	11
September	22	14	8	57	49	8
October	17	15	2	64	54	10
November	13	10	3	60	52	8
December	6	4	2	77	62	15
** AVERAGE - TOTAL	* 204	* 161	* 43	* 75	* 67	* 8

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

TABLE No. 20

(Reference Paragraph 54 of the Report)

STATISTICS ON REGISTRATIONS AND PLACEMENTS OF EX-NATIONAL GUARDSMEN

- 1967 -

MONTHS	Registrations at the beginning of the month	Placements during the month	Registrations at the end of the month
January	115	54	156
February	156	111	473
March	473	119	453
April	453	126	272
May	272	64	218
June	218	40	188
July	188	55	188
August	188	44	245
September	245	57	195
October	195	42	140
November	140	36	111
December	111	27	106
AVERAGE	229		229
TOTAL		631	

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

TABLE NO. 21

(Reference Paragraphs 77, 79 & 80 of the Report)

LABOUR FORCE EMPLOYED BY GOVERNMENT DEPARTMENTS

BY THE MINING INDUSTRY AND BY THE BRITISH MILITARY AUTHORITIES - 1967

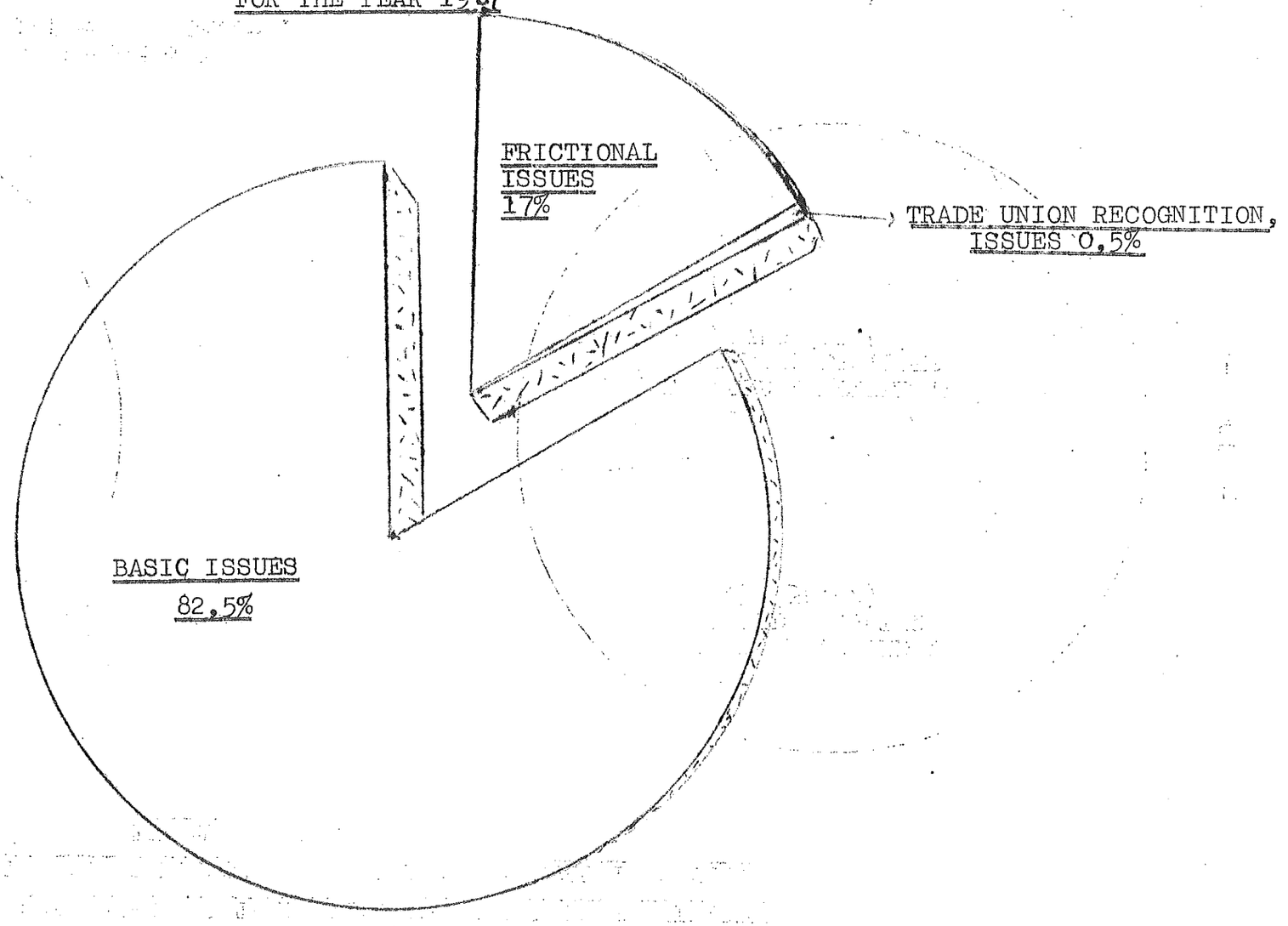
MONTHS	(*) A. GOVERNMENT DEPARTMENTS (Average of weekly figures)						(*) B. MINING INDUSTRY (Average of daily figures)			(**) C. BRITISH MILITARY AUTHORITIES (At the end of each month)		
	Total	Male	Female	Total	Regular	Casual	Total	Male	Female	Total	Non Industrial	Industrial
January	4,179	3,303	876	4,179	1,618	2,561	5,042	4,931	111	3,800	1,319	2,481
February	4,453	3,480	973	4,453	1,638	2,815	4,848	4,738	110	3,791	1,314	2,477
March	4,979	3,813	1,166	4,979	1,573	3,406	4,962	4,848	114	3,737	1,312	2,425
April	5,280	4,004	1,276	5,280	1,687	3,596	5,207	5,087	120	3,733	1,309	2,424
May	5,411	4,153	1,258	5,411	1,711	3,700	5,313	5,193	120	3,706	1,300	2,406
June	5,890	4,502	1,388	5,890	1,680	4,210	5,333	5,203	130	3,672	1,285	2,387
July	6,295	4,632	1,663	6,295	1,663	4,632	5,644	5,514	130	3,592	1,255	2,337
August	6,446	5,028	1,418	6,446	1,654	4,792	n.a.	n.a.	n.a.	3,499	1,226	2,273
September	6,349	4,896	1,453	6,349	1,579	4,770	5,104	4,974	130	3,260	1,184	2,076
October	5,895	4,527	1,368	5,895	1,573	4,322	5,056	4,926	130	3,059	1,034	2,025
November	5,760	4,363	1,397	5,760	1,558	4,202	4,756	4,631	125	2,901	987	1,914
December	5,851	4,594	1,257	5,851	1,548	4,303	4,757	4,637	120	2,787	997	1,790
YEARLY AVERAGE	5,565	4,274	1,291	5,565	1,623	3,942	5,092	4,971	121	3,461	1,210	2,251

Source: (*) Statistics & Research, Department, Ministry of Finance

(**) British Military Authorities

TABLE NO. 22
(Reference Paragraph 188 of the Report)

FREQUENCY AND PERCENTAGE OF ISSUES IN DISPUTES REPORTED TO THE MINISTRY FOR THE YEAR 1967

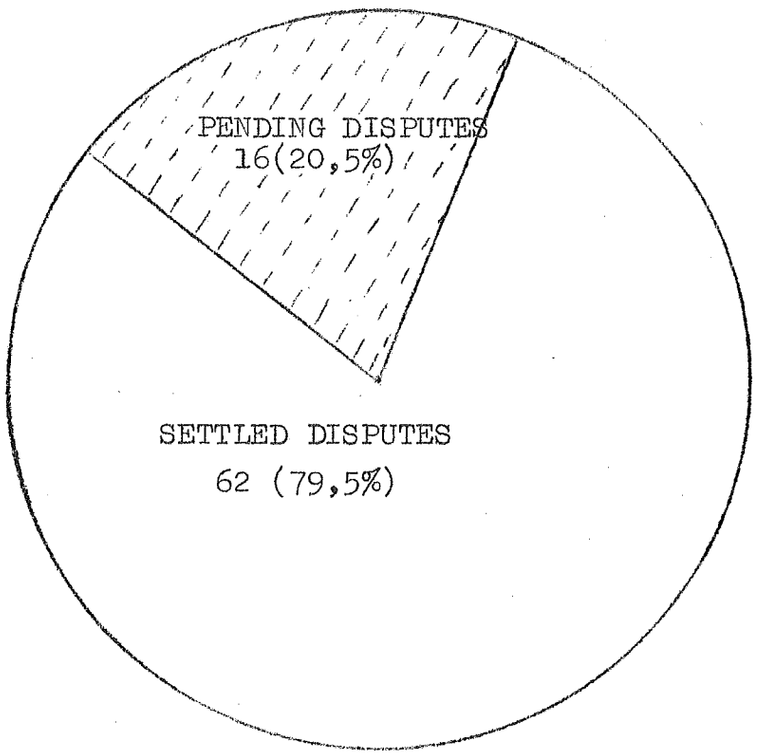


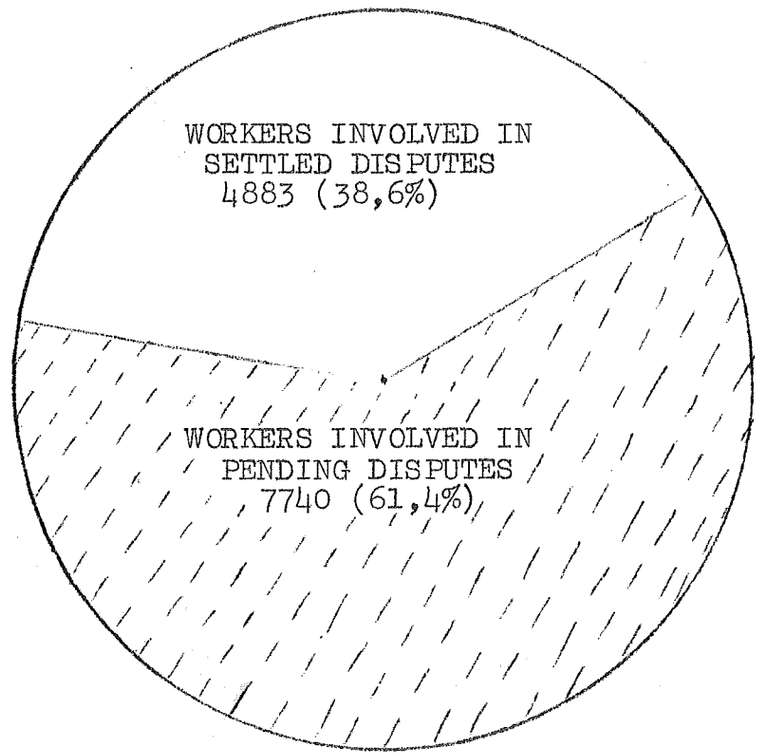
Source: Conciliation Services of the Industrial Relations Section of the Ministry of Labour.

TABLE NO. 23

(Reference Paragraph 194 of the Report)

CHARTS SHOWING THE NUMBER OF TRADE DISPUTES REFERRED TO MINISTRY FOR SETTLEMENT AND CORRESPONDING NUMBER OF WORKERS INVOLVED. FOR THE YEAR 1967





Source: Conciliation Services of the Industrial Relations Section of the Ministry of Labour.

EXPLANATORY NOTE TO TABLE NO. 24

CODE NO.	ISSUE
1/2	BASIC:
11	Wages / Salaries
12	Cost of Living
13	Paid Annual Leave
14	Paid Public Holidays
15	Provident Fund
16	Overtime
17	Sick Leave with pay
18	Medical Treatment
19	Hours of work
20	Travelling Expenses
21	Gratuities (on retirement, for services, etc.)
22	Bonuses (13th Salary, profits distribution, etc.)
23	Termination of Employment, Rules of
24	Promotions, Rules of
25	Establishment
29	Other Basic Issues
3	FRICTIONAL:
31	Application and/or interpretation of Existing Agreement.
32	Dismissals, cases of
33	Complaints by the Employer against his Employee(s) or vice versa.
39	Other Frictional Issues
4	TRADE UNION RECOGNITION:
5	PERSONAL GRIEVANCES:

TABLE NO. 24

(Reference Paragraph 198 of the Report)

LABOUR DISPUTES REPORTED TO THE MINISTRY DURING THE YEAR 1 9 6 7

NO.	INDUSTRY AFFECTED	NUMBER OF WORKERS INVOLVED		CAUSE OF DISPUTE	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MAN-DAYS LOST
		IN NON-STOPPAGES	IN STOPPAGES				
		0. AGRICULTURE, FORESTRY, HUNTING AND FISHING					
1.	Forestry and Lodging	160	-	1/2:11, 15	Agreement reached	-	-
		1. MINING AND QUARRYING					
2.	Mining	-	298	3:33	Matter left in abeyance	3	894
3.	Asbestos Mining	-	8	3:31, 33	Collective Agreement signed	1	8
		2-3. MANUFACTURING					
4.	Flour manufacturing	-	10	1/2:11,13,14,15, 16,18,19,22 3:31	Agreement reached	11	110
5.	Manufacture of grain mill products	5	-	1/2:13	Referred to direct negotiations and subsequently settled	-	-
6.	Manufacture of grain mill products	37	-	1/2:11,13,16,29	Agreement reached	-	-
7.	Manufacture of bakery products	10	-	1/2:11	Agreement reached	-	-

NO.	INDUSTRY AFFECTED	NUMBER OF WORKERS INVOLVED		CAUSE OF DISPUTE	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MAN-DAYS LOST
		IN NON-STOPPAGES	IN STOPPAGES				
8.	Manufacture of bakery products	60	-	1/2:11,13,14,15, 17,18	Collective Agreement signed	-	-
9.	Beverage industries	15	-	1/2:16,19,25	Not finalized as at end of 1967	-	-
10.	Beverage industries	400	-	1/2:11,25,29	Collective Agreement signed	-	-
11.	Soft Drinks industries	30	-	1/2:29	Agreement reached	-	-
12.	Soft Drinks industries	1	-	3:32	Not finalized as at end of 1967	-	-
13.	Soft Drinks industries	40	-	1/2:11,29 3:31	Agreement reached	-	-
14.	Manufacture of footwear	-	65	3:32	Referred to direct negotiations and subsequently settled	8	520
15.	Manufacture of footwear	-	40	3:32	Agreement reached	6 hrs	30
16.	Manufacture of footwear	-	90	3:32	Agreement reached	3 hrs	34
17.	Manufacture of footwear	-	13	3:31	Agreement reached	3 hrs	5
18.	Manufacture of footwear	-	5	3:33	Referred to direct negotiations and subsequently settled	1/2 day	3

NO.	INDUSTRY AFFECTED	NUMBER OF WORKERS INVOLVED		CAUSE OF DISPUTE	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MAN-DAYS LOST
		IN NON-STOPPAGES	IN STOPPAGES				
19.	Manufacture of footwear	32	-	3:33	Agreement reached	-	-
20.	Manufacture of footwear	1	-	3:32	Agreement reached	-	-
21.	Manufacture of wearing apparel	-	26	3:33	Agreement reached	4 hrs	13
22.	Manufacture of wearing apparel	8	-	3:33	Agreement reached	-	-
23.	Manufacture of wooden flooring	22	-	3:31	Not finalized as at end of 1967	-	-
24.	Manufacture of wooden flooring	22	-	3:31	Agreement reached	-	-
25.	Printing and publishing	12	-	1/2:16,29	Agreement reached	-	-
26.	Printing and publishing	26	-	3:31	Agreement reached	-	-
27.	Printing and publishing	2	-	3:32	Referred to Arbitration and settled	-	-
28.	Printing and publishing	4	-	3:32	Referred to Arbitration and settled	-	-
29.	Manufacture of leather products	42	-	3:33	Not finalized as at end of 1967	-	-
30.	Manufacture of paints	7	-	1/2:11,12,13, 14,15,16,17, 18,19,22,23, 24,29 3:31	Referred to direct negotiations and subsequently settled	-	-

NO.	INDUSTRY AFFECTED	NUMBER OF WORKERS INVOLVED		CAUSE OF DISPUTE	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MAN-DAYS LOST
		IN NON-STOPPAGES	IN STOPPAGES				
31.	Manufacture of matches	44	-	1/2:15	Not finalised as at end of 1967	-	-
32.	Manufacture of structural clay products	7	-	1/2:11	Collective agreement signed	-	-
33.	Manufacture of structural clay products	45	-	1/2:11	Agreement reached	-	-
34.	Manufacture of structural clay products	28	-	1/2:11	Agreement reached	-	-
35.	Manufacture of cement	2	-	3:32,33	Agreement reached	-	-
36.	Manufacture of bricks & tiles	8	-	1/2:11 3:32	Agreement reached	-	-
37.	Blacksmith and welding shops	500	-	1/2:12,13,14, 22	Not finalized as at end of 1967	-	-
38.	Repair of motor vehicles	-	36	3:32	Agreement reached	2	72
39.	Repair of motor vehicles	38	-	1/2:11	Agreement reached	-	-
			4. CONSTRUCTION				
40.	Construction	-	60	3:32	Agreement reached	1.5hrs	11
41.	Construction	20	-	1/2:15	Not finalized as at end of 1967	-	-
42.	Construction	1500	-	1/2:11,13,14,15	Not finalized as at end of 1967	-	-
43.	Construction	1	-	3:32	Agreement reached	-	-

NO.	INDUSTRY AFFECTED	NUMBER OF WORKERS INVOLVED IN NON-STOPPAGES	NUMBER OF WORKERS INVOLVED IN STOPPAGES	CAUSE OF DISPUTE	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MAN-DAYS LOST
44.	Construction	12	-	1/2:12	Agreement reached	-	-
45.	Construction	10	-	1/2:11	Agreement reached	-	-
46.	Construction	58	-	3:31	Not finalized as at end of 1967	-	-
47.	Construction	50	-	1/2:11,13,17 3:31	Agreement reached	-	-
	5. ELECTRICITY, GAS, WATER AND SANITARY SERVICES						
48.	Electricity	25	-	1/2:12	Agreement reached	-	-
49.	Water supply	10	-	3:31	Not finalized as at end of 1967	-	-
	6. COMMERCE						
50.	Wholesale trade	-	2	1/2:12,23	Referred to direct negotiations and subsequently settled	30	60
51.	Wholesale trade	170	-	1/2:11,13	Not finalized as at end of 1967	-	-
52.	Wholesale trade	800	-	1/2:11,13,15	Not finalized as at end of 1967	-	-
53.	Wholesale trade	20	-	1/2:11,12,13, 14,15,16,17,18, 19,20,21,22,23, 24,25,29	Not finalized as at end of 1967	-	-
54.	Insurance	-	58	1/2:11,12,13, 14,15,16,17,18, 19,22,24,25,29	Collective agreement signed	13	754
55.	Banking	900	-	1/2:11,12,13, 15,16,17,18,19, 20,21,22,29	Collective agreement signed	-	-

NO.	INDUSTRY AFFECTED	NUMBER OF WORKERS INVOLVED		CAUSE OF DISPUTE	RESULTS	DURATION OF STRIKE (DAYS)	NO. OF MAN-DAYS LOST
		IN NON-STOPPAGES	IN STOPPAGES				
56.	Road transport	-	22	3:33	Agreement reached	2	44
57.	Road transport	4	-	1/2:11,16,19	Agreement reached	-	-
58.	Road transport	20	-	1/2:15,29	Agreement reached	-	-
59.	Road transport	470	-	1/2:11,12,13, 14,15,16, 17,18,19, 22,23,25, 29	Collective Agreement signed	-	-
60.	Water transport	50	-	1/2:22	Not finalized as at end of 1967	-	-
61.	Water transport	95	-	1/2:29	Agreement reached	-	-
62.	Water transport	113	-	1/2:11,15	Agreement reached	-	-
63.	Water transport	400	-	3:31	Agreement reached	-	-
64.	Air transport	80	-	1/2:12,19,29	Agreement reached	-	-
65.	Communication	-	100	1/2:11,12,24, 25,29	Not finalized as at end of 1967	3 hrs	38
66.	Communication	100	-	4:	Agreement reached	-	-
			8. S E R V I C E S				
		70					
67.	Local Government services	70	-	1/2:11	Not finalized as at end of 1967	-	-
68.	Educational institutions	-	3175	1/2:11,24,25, 1/2 29	Not finalized as at end of 1967	14	16535
69.	Educational institutions	12	-	1/2:11,15,17, 18,22,25	Referred to direct negotiations and subsequently settled	-	-

NO.	INDUSTRY AFFECTED	NUMBER OF WORKERS INVOLVED		CAUSE OF DISPUTE	RESULTS	DURATION OF STRIKE (DAYS)	NO. MAN-DAYS LOST
		IN NON-STOPPAGES	IN STOPPAGES				
70.	Welfare institutions	1100	-	1/2:15,19,22, 23,24,25 3:32	Not finalized as at end of 1967	-	-
71.	Community services	140	-	1/2:11,15,19	Not finalized as at end of 1967	-	-
72.	Architects	100	-	1/2:11,13,14, 15,16,17, 19,20,23, 24,29 3:31	Agreement reached	-	-
73.	Road and T.V. broadcasting studios	200	-	1/2:25	Agreement reached	-	-
74.	Radio and T.V. broadcasting studios	200	-	1/2:11,25,29 3:39	Collective Agreement signed	-	-
75.	Radio and T.V. broadcasting studios	250	-	3:31	Agreement reached	-	-
76.	Cabarets	-	7	3:31	Agreement reached	7	49
77.	Hotels	10	-	1/2:11,15	Not finalized as at end of 1967	-	-
78.	Hotels	10	-	1/2:11,15	Referred to direct negotiations and subsequently settled	-	-
		8608	4015				19180

TABLE NO. 25

(Reference Paragraph 198 of the Report)

NUMBER OF REPORTED DISPUTES RESULTING IN STRIKES AND NUMBER OF MAN-DAYS LOST BY INDUSTRY AND DISTRICT DURING 1967

IND. CODE	INDUSTRY	H.Q. ISLAND-WIDE		NICOSIA		LIMASSOL		FAMAGUSTA		LARNACA		PAPHOS		TOTAL	
		No. of Disp.	Man-days Lost	No. of Disp.	Man-days Lost	No. of Disp.	Man-days Lost	No. of Disp.	Man-days Lost	No. of Disp.	Man-days Lost	No. of Disp.	Man-days Lost	No. of Disp.	Man-days Lost
0	AGRICULTURE, FORESTRY, HUNTING AND FISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	MINING AND QUARRYING	-	-	-	-	-	-	-	-	-	-	2	902	2	902
2-3	MANUFACTURING	-	-	8	787	-	-	-	-	-	-	-	-	8	787
4	CONSTRUCTION	1	11	-	-	-	-	-	-	-	-	-	-	1	11
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	COMMERCE	1	754	1	60	-	-	-	-	-	-	-	-	2	814
7	TRANSPORT STORAGE AND COMMUNICATION	1	38	-	-	1	44	-	-	-	-	-	-	2	82
8	SERVICES	1	16535	1	49	-	-	-	-	-	-	-	-	2	16584
TOTAL		4	17338	10	895	1	44	-	-	-	-	2	902	17	19180

TABLE NO. 26

(Reference Paragraph 198 of the Report)

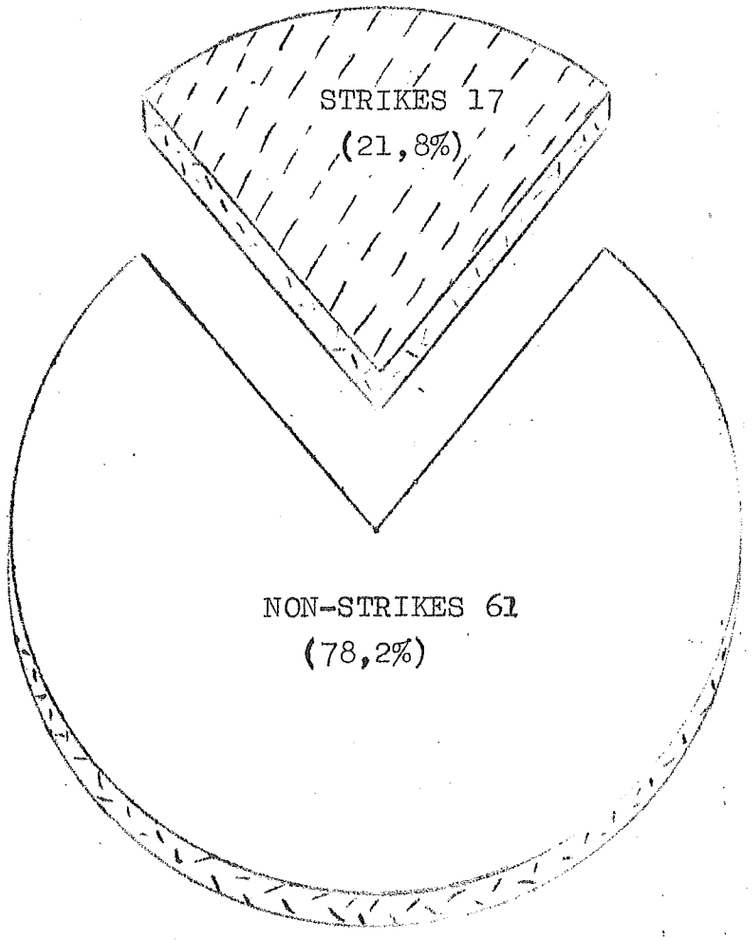
MAN-DAYS LOST DUE TO WORK STOPPAGES BY INDUSTRY DURING THE YEARS 1963 - 1967

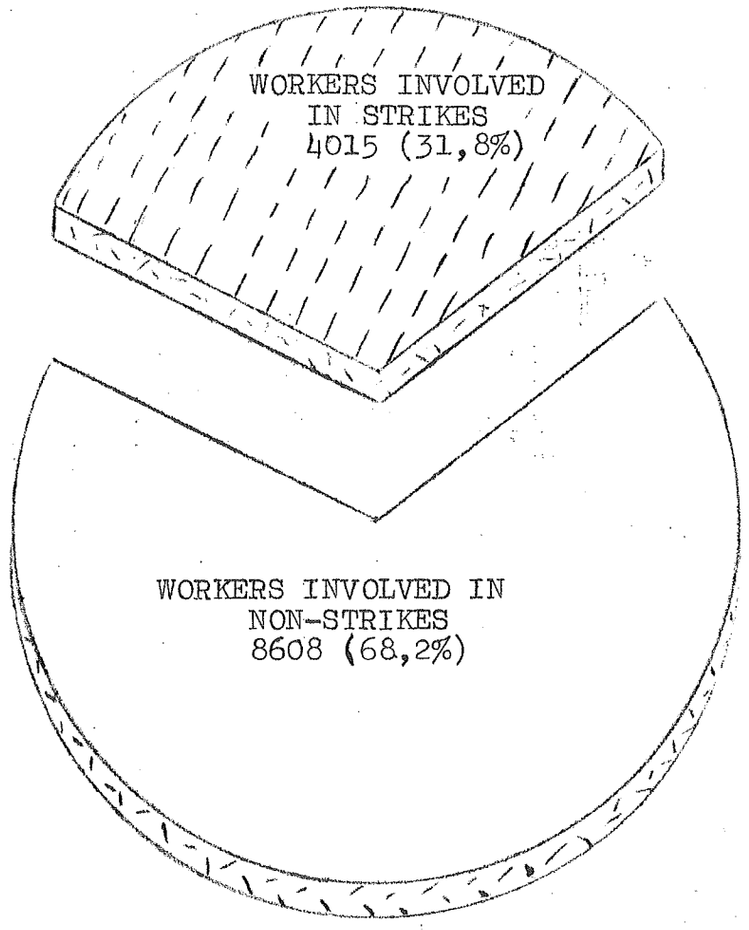
IND. CODE	INDUSTRY	YEAR				
		1963	1964	1965	1966	1967
0	AGRICULTURE FORESTRY HUNTING AND FISHING	3150	60	-	8	-
1	MINING AND QUARRYING	87	720	-	302	902
2-3	MANUFACTURING	2167	1545	226	1389	787
4	CONSTRUCTION	20	22	82	150	11
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	-	-	-	-	-
6	COMMERCE	30	-	39	11	874
7	TRANSPORT STORAGE AND COMMUNICATION	645	-	383	348	82
8	SERVICES	-	-	343	500	16584
	TOTAL	6099	2347	1073	2708	19180

TABLE No. 27

(Reference Paragraph 203 of the Report)

CHARTS SHOWING THE NUMBER OF STRIKES AND NON-STRIKES AND CORRESPONDING NUMBER OF WORKERS INVOLVED, DURING 1967





Source: Conciliation Services of the Industrial Relations Section of the Ministry of Labour.

TABLE NO. 28

(Reference Paragraph 204 of the Report)

MAN-DAYS LOST BECAUSE OF WORK STOPPAGES IN CYPRUS COMPARED TO TOTAL NUMBER OF TRADE DISPUTES AND WORKERS INVOLVED FROM 1948 TO 1967.

YEAR	TOTAL		WORK STOPPAGES		MAN-DAYS LOST
	NO. OF TRADE DISPUTES	WORKERS INVOLVED	NO.	WORKERS INVOLVED	
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	4089
1959	46	2851	20	1734	6261
1960	52	27807	23	25223	27005
1961	65	7713	25	2205	21267
1962	86	8359	26	4401	21268
1963	93	32249	14	859	6099
1964	43	3462	5	413	2347
1965	94	8898	20	1013	1075
1966	94	25805	18	1468	2703
1967	78	12623	17	4015	19180

* ESTIMATE

TABLE NO. 29

(Reference Paragraph 204 of the Report)

GRAPH SHOWING MAN-DAYS LOST AND WORKERS INVOLVED BECAUSE OF STRIKES OR LOCK-OUTS BY YEAR FROM 1948 TO 1967 IN CYPRUS

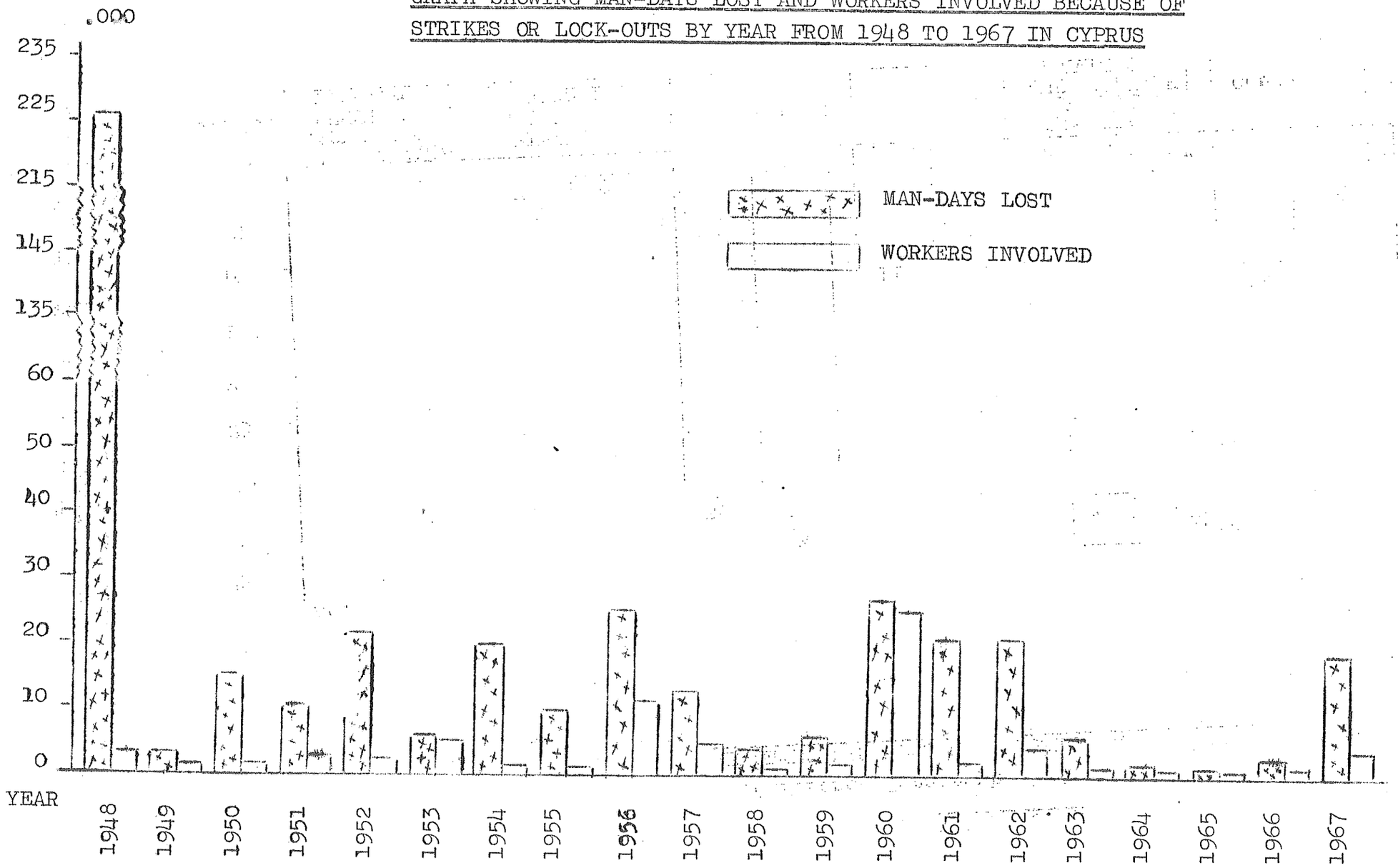


TABLE No. 30

(Reference Paragraph 205 of the Report)

REPORTED DISPUTES BY INDUSTRY FOR THE YEARS 1966 AND 1967

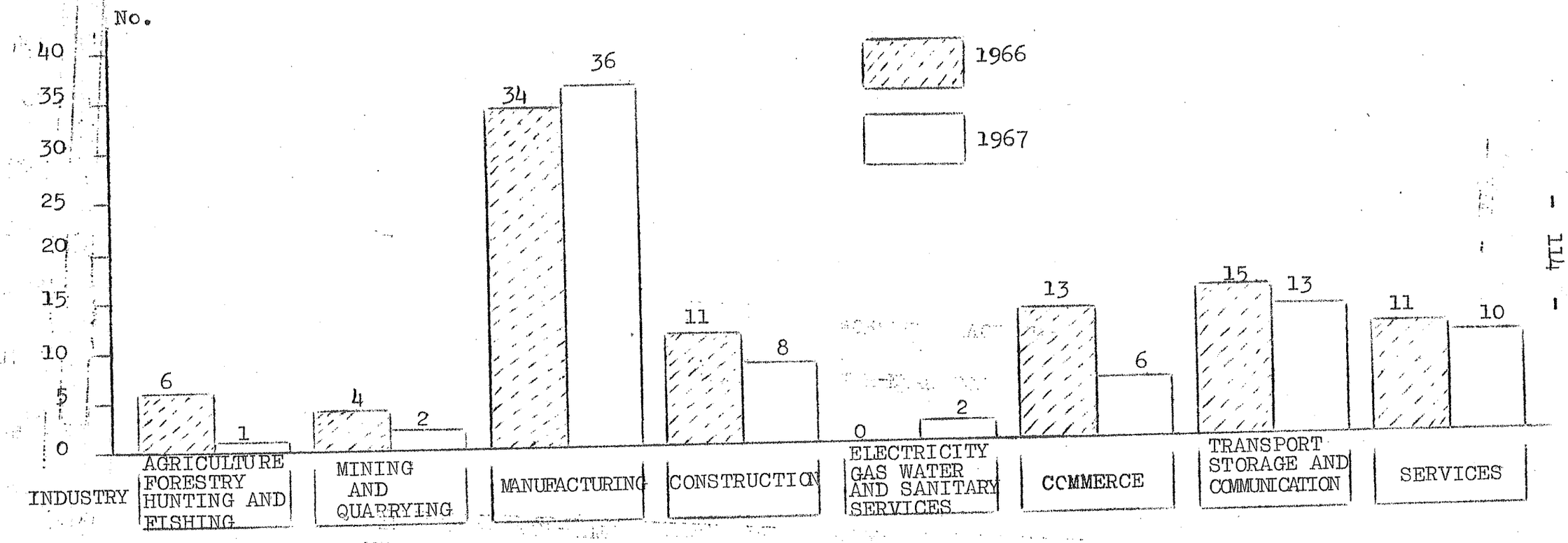


TABLE NO.31
(Reference Paragraph 218 of the Report)

I N D 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 15th to the 21st October, 1967.

The collection of data was carried out on a sample basis through a personal interview, by members of the Department of Statistics and Research. The sample covers all establishments in all the sectors of the economy.

As far as Agriculture is concerned, the Survey was carried out on the basis of the sample introduced in 1964. In the cas of Mining and Quarrying, Manufacturing, Construction, Retail Trade, Transport and Services, the 1963 sample was kept. About 900 establishments were visited in 1967 out of approximately 1,200 originally included in the 1963 sample, the reasons of a non-visit of the remaining establishments being the same as referred to in the 1964 Survey. The Co-operation from respondents was the maximum that might be expected.

The collected data supplied comparative information for the years 1963 to 1967, as the same sample in all these years was kept, with the exception of agriculture where comparison could be made for the years 1964 to 1967 only. From the data collected, employment in 1967 in agriculture remained at the same level as in 1966. This applies, also to mining and quarrying while in manufacturing and construction the increase was 4 per cent and 18.5 per cent, respectively.

The persons represented in the sample this year were about 19,900 out of which 13,900 were men, 3,900 women, 900 boys (under 18) and 300 girls (under 18). The continuous use of female labour, particularly in the manufacturing industries has shown the same tendency to increase as in the last years.

The average hourly rate of pay for men was 174 mils, for boys 73 mils, for women 98 mils and for girls 69 mils. In all cases the average number of hours worked per week was about 44.

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.....

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, annual paid 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 $\frac{1}{wi}$ 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 third year in succession. It has also been considered useful to widen the list of occupations in some industries as the information collected was found useful and give reasonable hope that it could also be collected in the years to come.

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.

- - - - - - - - - - - - -

TABLE NO. 32

(Reference Paragraph 218 of the Report)

4

STATISTICS OF WAGES AND HOURS OF WORK

MEN

The data refer to the week ended 21st October, 1967.

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
01. AGRICULTURE:		£	£	
(a) Agricultural workers	35	0.153	6.120	40
(b) Tractor drivers	16	0.182	8.190	45
(c) Mechanics	2	0.170	7.480	44
(d) Shepherds (1)	3	0.095	6.650	70
12. METAL MINING: (2)				
(a) Miners	385	0.209	8.675	41
(b) Watchmen (3)	75	0.166	6.890	41
(c) Drivers	177	0.201	9.245	44
(d) Painters	13	0.198	8.810	43
(e) Hoistmen	10	0.209	9.615	44
(f) Moulders	14	0.215	9.890	44
(g) Masons	20	0.209	9.615	44
(h) Carpenters	48	0.210	9.660	44
(i) Mechanics & Repairmen	103	0.202	9.290	44
(j) Electricians	36	0.216	9.935	44
(k) Drillers (3)	161	0.193	8.880	44
(l) Brakemen	15	0.197	8.765	43
(m) Blacksmiths	11	0.226	10.395	44
(n) Pipe-fitters	32	0.208	9.570	44
(o) Timbermen	43	0.204	9.385	44
(p) Truckmen	3	0.206	9.475	44
(q) Blasters	14	0.220	10.120	44
(r) Fitters (3)	25	0.194	8.635	43
(s) Welders	34	0.212	9.750	44
(t) Foremen (3)	29	0.220	9.790	43
(u) Plant, Equipment and other operators	356	0.206	9.165	43
(v) Machinists	57	0.223	10.260	44
(w) Tractor drivers	10	0.221	10.165	44
(x) Technicians (3)	175	0.170	7.565	43
(y) Other Craftsmen	350	0.188	8.365	43
(z) Labourers	668.	0.166	7.885	45
14. STONE QUARRYING & OTHER & NON-METALLIC MINING AND 19. QUARRYING:				
(a) Foremen	17	0.236	11.445	47
(b) Fitters & Mechanics	41	0.192	12.670	52
(c) Drivers	121	0.216	10.150	46
(d) Electricians	8	0.170	9.520	52
(e) Carpenters & Masons	8	0.199	11.940	55
(f) Other Craftsmen	53	0.173	8.910	49
(g) Watchmen	5	0.152	8.510	56
(h) Labourers	256	0.155	7.050	45

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

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
20. FOOD MANUFACTURING INDUSTRIES, EXCEPT BEVERAGE INDUSTRIES				
1. MANUFACTURE OF SAUSAGES				
(a) Operatives & Labourers	6	0.151	7.550	48
2. MANUFACTURE OF DAIRY PRODUCTS				
(a) Distributors (1)	10	0.179	8.590	48
(b) Operatives & Labourers (1)	13	0.167	7.350	44
3. CANNING & PRESERVING OF FRUITS & VEGETABLES				
(a) Craftsmen	6	0.181	7.965	44
(b) Operatives & Labourers	14	0.163	7.415	45
(c) Watchmen (2)	3	0.151	8.455	56
5. MANUFACTURE OF GRAIN MILL PRODUCTS				
(a) Millers	10	0.185	9.250	50
(b) Drivers	7	0.189	9.450	50
(c) Labourers	26	0.162	8.260	51
6. MANUFACTURE OF BAKERY PRODUCTS				
(a) Kneaders (2)	13	0.188	9.025	48
(b) Ovenmen (2)	9	0.191	9.170	48
(c) Salesmen-distributors	13	0.188	9.590	51
(d) Labourers	6	0.159	6.995	4[illegible]
8. MANUFACTURE OF COCOA, CHOCOLATE & SUGAR CONFECTIONERY				
(a) Confectioners	5	0.268	11.790	44
9. MANUFACTURE OF & MISCELLANEOUS FOOD 10. PREPARATIONS				
(a) Craftsmen	6	0.196	9.210	46
(b) Labourers	52	0.174	8.350	4[illegible]
(c) Drivers	3	0.203	10.150	[illegible]
21. BEVERAGE INDUSTRY				
1. WINES & SPIRITS - INDUSTRIES AND 3. BREWERIES				
(a) Coopers	17	0.190	10.040	[illegible]
(b) Mechanics	8	0.174	11.830	[illegible]
(c) Drivers	7	0.172	9.630	52
(d) Wine & spirit makers	24	0.192	11.040	53
(e) Burners	7	0.178	12.815	63
(f) Other craftsmen	8	0.199	11.145	52
(g) Labourers	375	0.149	9.240	56
(h) Watchmen (2)	3	0.162	9.070	56
4. SOFT DRINKS & CARBONATED WATER INDUSTRIES				
(a) Watchmen (2)	5	0.169	9.465	56
(b) Mechanics	26	0.194	8.535	
(c) Other craftsmen	16	0.194	8.150	
(d) Labourers	48	0.156	6.710	

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

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
23. TOBACCO MANUFACTURING				
(a) Mechanics	10	0.231	10.165	44
(b) Mixers	5	0.225	9.900	44
(c) Labourers	8	0.188	8.270	44
(d) Watchmen (1)	7	0.191	8.785	46
24. MANUFACTURE OF FOOTWEAR OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. & 2. MANUFACTURE AND REPAIR OF FOOTWEAR				
(a) Shoe-makers	70	0.189	8.315	44
(b) Machinists	25	0.196	8.625	44
(c) Cutters	40	0.206	9.475	46
(d) Finishers	34	0.193	8.685	45
(e) Sole fixers	19	0.191	8.405	44
(f) Heel fixers	14	0.205	9.020	44
(g) Foremen	14	0.257	12.850	50
(h) Repairers	7	0.168	7.390	44
3. MANUFACTURE OF WEARING APPAREL, EXCEPT FOOTWEAR				
(a) Tailors	57	0.152	6.690	44
25. MANUFACTURE OF WOOD & CORK EXCEPT MANUFACTURE OF FURNITURE				
(a) Carpenters	55	0.200	8.800	44
(b) Carpenters-assistants	5	0.142	6.250	44
(c) Saw-millers	44	0.214	9.415	44
(d) Saw-millers assistants	7	0.142	6.250	44
(e) Wood cutters	17	0.225	9.900	44
(f) Drivers	17	0.224	9.855	44
(g) Labourers	22	0.184	8.095	44
26. MANUFACTURE OF FURNITURE AND FIXTURES				
(a) Furniture makers	90	0.200	8.800	
(b) Furniture makers, apprentices	6	0.126	5.545	44
(c) Polishers	7	0.169	8.110	4
(d) Cutters	8	0.195	8.580	4
PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Compositors	38	0.212	10.280	47
(b) Machine minders	8	0.201	11.255	
(c) Linotypists	20	0.281	14.050	4[illegible]
(d) Lithographers	38	0.161	7.325	45
(e) Guillotine operators	8	0.198	8.710	
(f) Press operators	21	0.238	11.900	4[illegible]
(g) Labourers	39	0.148	6.955	

(1) Normal Hours of Work = 50

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL				
(a) Operatives & Labourers	12	0.165	7.260	44
30. MANUFACTURE OF RUBBER PRODUCTS				
(a) Tyre retreaders	11	0.261	11.485	44
31. MANUFACTURE OF CHEMICALS & CHEMICAL PRODUCTS				
(a) Craftsmen	6	0.214	10.700	48
(b) Labourers	30	0.130	6.760	52
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM & COAL				
(a) Drivers	24	0.218	11.555	50
(b) Burners	10	0.217	10.850	48
(c) Mechanics	7	0.227	10.330	45
(d) Filers	101	0.186	8.465	45
(e) Foundrymen	39	0.198	8.710	44
(f) Press operators	23	0.208	10.400	48
(g) Skilled labourers	26	0.193	9.360	47
(h) Unskilled labourers	220	0.166	8.300	48
(i) Watchmen (1)	9	0.146	8.175	56
(j) Other craftsmen	64	0.215	10.430	47
35. MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY & TRANSPORT EQUIPMENT				
(a) Blacksmiths	69	0.187	8.040	43
(b) Fitters	43	0.202	10.705	50
(c) Plumbers	18	0.174	7.655	44
(d) Turners	18	0.195	7.995	41
(e) Electrowelders	42	0.198	8.710	44
(f) Labourers	32	0.164	7.710	46
36. MANUFACTURE OF MACHINERY EXCEPT ELECTRICAL MACHINERY				
(a) Blacksmiths	18	0.203	9.235	45
(b) Fitters	19	0.211	9.600	45
(c) Plumbers	13	0.221	10.055	45
(d) Turners	32	0.190	8.360	44
(e) Moulders	13	0.221	9.725	44
(f) Electrowelders	9	0.188	8.270	[illegible]
(g) Mechanics	11	0.198	8.515	[illegible]
(h) Labourers	12	0.174	7.480	[illegible]

(1) Normal Hours of Work = 56

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
38. MANUFACTURE OF TRANSPORT EQUIPMENT				
4. REPAIR OF MOTOR VEHICLES				
(a) Mechanics	252	0.185	8.415	45
(b) Auto-ekectricians	16	0.161	7.325	45
(c) Painters	20	0.178	7.830	44
(d) Blacksmiths	15	0.174	7.655	44
(e) Carpenters	23	0.223	9.810	44
(f) Tecalemit	17	0.185	8.695	46
(g) Panel beaters	17	0.196	8.625	44
(h) Labourers	20	0.176	8.270	46
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Craftsmen	44	0.189	8.125	53
40. CONSTRUCTION				
(a) Masons	321	0.209	9.195	44
(b) Carpenters	242	0.199	8.755	44
(c) Painters	37	0.193	8.490	44
(d) Electricians	38	0.172	7.825	45
(e) Plumbers	15	0.180	7.920	44
(f) Other craftsmen	27	0.200	9.700	47
(g) Labourers	465	0.150	6.450	43
(h) Drivers	30	0.202	10.700	50
(i) Engine drivers	44	0.222	11.100	50
(j) Foremen	9	0.261	13.440	49
51. ELECTRICITY, GAS, & STEAM				
1. ELECTRIC LIGHT & POWER				
(a) Fitters	62	0.208	10.090	47
(b) Linesmen	251	0.200	9.400	46
(c) Plant operators	87	0.188	11.090	54
(d) Drivers	100	0.178	9.165	49
(e) Meter readers (1)	2	0.205	8.200	40
(f) Watchmen (2)	40	0.134	7.370	55
(g) Labourers	243	0.127	5.590	44
(h) Other craftsmen	96	0.160	7.520	46
2. GAS MANUFACTURE				
(a) Labourers	14	0.156	7.330	46
52. WATER & SANITARY SERVICES				
(a) Plumbers & pipefitters	16	0.187	8.230	44
(b) Pump attendants	19	0.176	9.065	49
(c) Labourers	37	0.133	5.720	43
(d) Watchmen (2)	7	0.132	7.920	58
(e) Other craftsmen	9	0.195	8.580	44
61. WHOLESALE & RETAIL TRADE				
(a) Salesmen (3)	63	0.191	8.785	46
(b) Labourers	45	0.191	7.830	41
(c) Others	51	0.221	9.060	41
71. & 73. TRANSPORT AND COMMUNICATIONS				
(a) Bus drivers (4)	242	0.154	9.240	60
(b) Lorry drivers (4)	91	0.173	10.380	60

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

Industrial	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
71. & 73 (Cont'd)				
(c) Taxi drivers (1)	18	0.109	7.850	72
(d) Conductors (2)	22	0.133	8.115	61
(e) Porters (3)	56	0.131	6.810	52
81. GOVERNMENT SERVICES				
1. CENTRAL GOVERNMENT SERVICES				
(a) Fitters	28	0.175	8.065	43
(b) Plant & other operators	20	0.216	10.990	48
(c) Plumbers	82	0.201	9.775	46
(d) Blacksmiths	62	0.188	8.740	45
(e) Welders	22	0.193	10.130	48
(f) Coppersmiths	2	0.223	8.920	40
(g) Moulders	9	0.203	10.610	46
(h) Pattern makers	2	0.232	12.065	48
(i) Motor transport fitters	15	0.191	9.005	45
(j) Electric fitters	6	0.204	9.420	46
(k) Electricians	24	0.173	9.450	49
(l) Mechanics	30	0.191	9.005	45
(m) (i) Motor transport drivers	83	0.173	9.530	51
(ii) Roller & engine drivers	153	0.228	10.995	45
(iii) Tractor drivers	16	0.185	9.345	45
(n) Masons	282	0.202	8.590	42
(o) Carpenters	149	0.197	8.315	42
(p) Cabinet & furniture makers	12	0.219	9.620	44
(q) Painters	47	0,183	7.845	42
(r) Foremen	263	0.230	10.835	45
(s) Asphalt sprayers	46	0.165	7.980	46
(t) Scavengers	15	0.165	7.725	46
(u) (i) Pump attendants	5	0.163	6.875	44
(ii) Reservoir attendants	7	0.148	6.480	44
(v) Porters	77	0.178	7.750	43
(w) Drillers	29	0.181	8.305	44
(x) Watchmen (4)	161	0.126	7.590	57
(y) (i) Forest skilled labourers (Roadmen)	43	0.169	7.230	42
(ii) Labourers	2.215	0.133	5.615	41
(z) Sanitary men	226	0.156	6.955	44
2. MINICIPAL SERVICES				
(a) Masons	28	0.199	8.755	[illegible]
(b) Carpenters	6	0.206	9.065	44
(c) Drivers	36	0.192	8.735	45
(d) Scavangers	208	0.159	7.475	46
(e) Labourers	202	0.147	6.175	42
(f) Sanitary labourers	44	0.164	7.870	47
(g) Weighers	31	0.147	6.690	45

(1) Normal Hours of Work = 60
(2) " " " " = 50
(3) " " " " = 50
(4) " " " " = 56

TABLE NO. 33

(Reference Paragraph 218 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK

W O M E N

The data refer to the week ended 21st October, 1967.

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
		£	£	
01. AGRICULTURE				
(a) Agricultural Workers	154	0.088	3.785	43
12. METAL MINING				
(a) Labourers	28	0.120	5.460	45
14. STONE QUARRYING & OTHER & NON-METALLIC MINING AND 19. QUARRYING				
(a) Labourers	14	0.117	4.795	41
20. FOOD MANUFACTURING INDUSTRIES				
(a) Labourers	320	0.089	4.450	48
21. BEVERAGE INDUSTRIES				
1-3. WINES & SPIRITS INDUSTRIES				
(a) Labourers	189	0.092	4.185	45
4. SOFT DRINKS & CARBONATED WATER INDUSTRIES				
(a) Labourers	65	0.098	4.460	45
22. TOBACCO				
(a) Labourers	175	0.107	4.710	44
23. MANUFACTURE OF TEXTILES				
(a) Knitters	111	0.088	3.610	41
(b) Weavers	770	0.089	3.915	44
(c) Sewers	27	0.122	6.525	51
(d) Labourers	120	0.080	3.880	47
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers	73	0.091	4.275	46
(b) Machinists	107	0.096	5.090	50
(c) Cutters	338	0.097	5.140	50
(d) Finishers	40	0.097	4.705	47
(e) Other Operatives	35	0.089	4.450	48
(f) Labourers	10	0.091	3.915	43
3. MANUFACTURE OF WEARING APPAREL, EXCEPT FOOTWEAR				
(a) Dress-makers and seamstresses	301	0.086	3.915	45
(b) Ironing women	26	0.094	4.040	43
(c) Cutters	25	0.121	5.325	44
(d) Knitters	11	0.096	4.370	45
(e) Shirt-makers	119	0.080	3.440	43
(f) Hat-makers	4	0.098	4.310	44

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
25. MANUFACTURE OF WOOD AND CORK (EXCEPT MANUFACTURE OF FURNITURE)				
(a) Labourers	34	0.100	4.300	43
27. MANUFACTURE OF PAPER AND PAPER PRODUCTS				
(a) Labourers	12	0.100	4.400	44
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Warehouse assistants	22	0.092	4.050	44
(b) Labourers	32	0.088	3.870	44
29. MANUFACTURE OF LEATHER, & LEATHER & FUR PRODUCTS, (EXCEPT FOOTWEAR & OTHER WEARING APPAREL)				
(a) Operatives & Labourers	25	0.086	3.700	43
31. MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS				
(a) Labourers	41	0.088	4.005	45
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Labourers	149	0.113	5.140	45
35. MANUFACTURE OF METAL PRODUCTS (EXCEPT MACHINERY & TRANSPORT EQUIPMENT)				
(a) Labourers	47	0.096	4.945	49
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Operatives & Labourers	14	0.091	4.005	44
40. CONSTRUCTION				
(a) Labourers	53	0.119	5.115	43
61. WHOLESALE & RETAIL TRADE				
(a) Sales Women	31	0.113	4.970	44
(b) Labourers	143	0.131	4.455	34
81. GOVERNMENT SERVICES				
1. CENTRAL GOVERNMENT SERVICES				
(a) Seamstresses	13	0.154	6.785	44
(b) Ward maids	153	0.093	4.075	44
(c) Ironing women	27	0.101	4.450	44
(d) Charwomen	39	0.094	4.060	43
(e) Laundry women	17	0.118	5.070	43
(f) Labourers	1.062	0.091	3.690	40
2. MUNICIPAL SERVICES				
(a) Labourers	18	0.112	4.815	43

TABLE NO. 34

(Reference Paragraph 218 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK

BOYS

The data refer to the week ended 21st October, 1967.

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
		£	£	
12. METAL MINING				
(a) Technicians, apprentices	29	0.122	4.880	40
(b) Labourers (1)	40	0.164	6.560	40
14. STONE QUARRYING AND OTHER & NON-METALLIC MINING AND 19. QUARRYING				
(a) Technicians, apprentices	13	0.079	3.240	41
20. FOOD				
(a) Packers	4	0.100	4.400	44
(b) Labourers	11	0.098	4.460	45
21. BEVERAGE INDUSTRIES [illegible]				
(a) Labourers	3	0.090	3.870	43
22. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers, apprentices	8	0.082	3.730	45
(b) Machinists, apprentices	4	0.103	4.530	44
(c) Other apprentices	7	0.082	3.525	43
3. MANUFACTURE OF WEARING APPAREL EXCEPT FOOTWEAR				
(a) Tailor, apprentices	14	0.061	2.625	43
25. MANUFACTURE OF WOOD & CORK (EXCEPT MANUFACTURE OF FURNITURE)				
(a) Carpenter, apprentices	15	0.094	4.135	44
(b) Saw-miller, apprentices	7	0.103	4.530	44
26. MANUFACTURE OF FURNITURE AND FIXTURES				
(a) Furniture makers, apprentices apprentices	80	0.061	2.625	45
30. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Printing, apprentices	39	0.065	2.955	45
31. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Craftsmen, apprentices	9	0.107	4.870	45
(b) Labourers	13	0.098	4.310	44

(1) Normal Hours of Work = 36

Industry	No. of Persons Represented	Normal Hourly Wage-Rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
35. MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY & TRANSPORT EQUIPMENT				
(a) Blacksmiths, apprentices	40	0.055	2.365	43
(b) Fitters, apprentices	14	0.069	3.035	44
(c) Plumbers, apprentices	22	0.078	3.200	41
(d) Turners, apprentices	8	0.079	3.475	44
(e) Welders, apprentices	30	0.075	3.225	43
36. MANUFACTURE OF MACHINERY (EXCEPT ELECTRICAL MACHINERY)				
(a) Blacksmiths, apprentices	8	0.083	3.320	40
(b) Turners, apprentices	20	0.075	3.000	40
(c) Other, apprentices	18	0.072	3.100	43
37. MANUFACTURE OF ELECTRICAL MACHINERY, APPARATUS, APPLIANCES & SUPPLIES				
(a) Electricians and craftsmen, apprentices	9	0.040	1.760	44
38. MANUFACTURE OF TRANSPORT EQUIPMENT				
4. REPAIR OF MOTOR VEHICLES				
(a) Mechanics-craftsmen, apprentices	153	0.057	2.450	43
(b) Other, apprentices	49	0.064	2.815	44
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Craftsmen, apprentices	11	0.048	2.065	43
40. CONSTRUCTION				
(a) Masons, apprentices	26	0.104	4.575	44
(b) Carpenters, apprentices	38	0.067	2.680	40
(c) Painters, apprentices	2	0.098	4.310	44
(d) Electricians, apprentices	46	0.067	2.950	44
(e) Plumbers, apprentices	8	0.049	2.155	44
(f) Labourers	10	0.108	4.750	44
51. ELECTRICITY, GAS & STEAM				
1. ELECTRIC LIGHT & POWER				
(a) Labourers	2	0.056	2.130	38
61. WHOLESALE & RETAIL TRADE				
(a) Office boys	11	0.091	4.005	44
81. GOVERNMENT SERVICES				
(a) Craftsmen, apprentices	45	0.088	3.415	38
(b) Labourers	29	0.104	4.310	41

TABLE NO. 35

(Reference paragraph 218 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK

GIRLS

The data refer to the week ended 21st October, 1967.

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
		£	£	
20. FOOD				
(a) Labourers	14	0.062	2.730	44
21. BEVERAGE INDUSTRY				
(a) Labourers	4	0.085	3.740	44
23. MANUFACTURE OF TEXTILES				
(a) Weavers	13	0.070	3.220	46
(b) Sewers	4	0.070	3.220	46
(c) Labourers	8	0.070	3.220	46
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers	4	0.067	2.950	44
(b) Machinists	8	0.071	3.125	44
(c) Finishers	4	0.076	3.345	44
(d) Labourers	11	0.075	3.300	44
3. MANUFACTURE OF WEARING APPAREL EXCEPT FOOTWEAR				
(a) Seamstresses	96	0.064	2.910	45
(b) Shirt-makers	34	0.070	2.800	40
(c) Hat-makers	7	0.063	2.770	44
27. MANUFACTURE OF PAPER AND PAPER PRODUCTS				
(a) Labourers	3	0.077	3.155	41
27. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Labourers	9	0.069	3.035	44
29. MANUFACTURE OF LEATHER & LEATHER & FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL				
(a) Labourers	7	0.064	3.105	47
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Labourers	9	0.111	5.050	45
61. WHOLESALE & RETAIL TRADE				
(a) Sales-girls	4	0.061	2.775	45

TABLE NO. 36

(Reference paragraph 218 of the Report)

AVERAGE MONTHLY SALARIES (INCLUDING ALLOWANCES) IN CERTAIN ECONOMIC ACTIVITIES

The data refer to the month of October, 1967.

Activity	Men	Women
	£	£
0. AGRICULTURE		
(a) Clerks	75	37
(b) Mechanics	64	-
(c) Foremen	62	-
(d) Drivers	47	-
(e) Watchmen	45	-
(f) Shepherds	27	-
(g) Labourers	34	-
1. MINING AND QUARRYING		
(a) Clerks	66	41
(b) Typists	-	42
(c) Store-keepers	58	-
(d) Foremen	76	-
(e) Mechanical & Electrical fitters	60	-
(f) Drivers	53	-
(g) Craftsmen	53	-
(h) Messengers	47	-
(i) Watchmen	49	-
2-3. MANUFACTURING		
20. FOOD		
(a) Accountants	60	-
(b) Clerks	59	30
(c) Store-keepers	60	-
(d) Salesmen	51	-
(e) Foremen	60	-
(f) Mechanics	59	-
(g) Confectioners	52	-
(h) Drivers	45	-
(i) Other craftsmen	46	-
(j) Labourers	36	24
(k) Watchmen	38	-
21. BEVERAGE INDUSTRIES		
(a) Accountants	78	37
(b) Cashiers	78	-
(c) Clerks	72	37
(d) Typists	-	38
(e) Store-Keepers	53	-
(f) Salesmen	58	-
(g) Foremen	65	-
(h) Messengers	42	-
(i) Mechanics	63	-
(j) Distillers	56	-
(k) Wine-makers	67	-
(l) Burners	55	-
(m) Coopers	61	-
(n) Carpenters	60	-
(o) Drivers	50	-
(p) Other craftsmen	63	-
(q) Labourers	48	-
(r) Watchmen	46	

Activity	Men	Women
	£	£
22. TOBACCO MANUFACTURES		
(a) Clerks	67	29
(b) Salesmen	47	-
(c) Mechanics	58	-
(d) Blenders & Cutters	67	-
23. TEXTILES MANUFACTURE AND KNITTING MILLS		
(a) Clerks	46	26
(b) Mechanics	48	-
(c) Other Craftsmen	53	-
(d) Foremen	57	-
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS		
(a) Clerks	49	26
(b) Foremen	56	-
(c) Saleswomen	-	17
(d) Craftsmen	50	-
25. MANUFACTURE OF CORK AND WOOD PRODUCTS		
(a) Clerks	50	-
(b) Foremen	65	-
26. MANUFACTURE OF FURNITURE AND FIXTURES		
(a) Clerks	33	-
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES		
(a) Accountants	65	-
(b) Clerks	52	25
(c) Journalists	74	-
31. MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS		
(a) Accountants	58	-
(b) Clerks	49	-
(c) Mechanics	52	-
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM & COAL		
(a) Clerks	67	-
(b) Foremen	55	-
(c) Mechanics	56	-
(d) Burners	50	-
35. MANUFACTURE OF METAL PRODUCTS 37. AND MACHINERY		
(a) Clerks	49	26
(b) Foremen	69	-
(c) Craftsmen	57	-

Activity	Men	Women
	£	£
38. MANUFACTURE OF TRANSPORT EQUIPMENT		
(a) Clerks	52	21
(b) Store-keepers	54	-
(c) Foremen	57	-
(d) Mechanics	51	-
(e) Other craftsmen	52	-
(f) Watchmen	36	-
4. CONSTRUCTION		
(a) Accountants	82	-
(b) Clerks	48	31
(c) Foremen	61	-
(d) Craftsmen	48	-
5. ELECTRICITY, GAS, WATER AND SANITARY SERVICES		
51. ELECTRICITY		
(a) Engineers and Assistant Engineers	122	-
(b) Technical Assistants	64	-
(c) Head of Department	113	-
(d) Foremen	63	-
(e) Clerks	65	45
(f) Shorthand-typists and Typists	-	80
(g) Meter Readers	43	-
(h) Drivers	47	-
(i) Messengers	40	-
(j) Cleaners	-	16
52. WATER AND SANITARY SERVICES		
1. WATER SUPPLY		
(a) Clerks	66	-
(b) Collectors	47	-
(c) Foremen	63	-
(d) Plumbers	52	-
(e) Messengers	40	-
6. COMMERCE		
61. WHOLESALE AND RETAIL TRADE		
(a) Accountants	61	31
(b) Cashiers	50	27
(c) Clerks	55	28
(d) Typists	-	31
(e) Store-keepers	50	-
(f) Salesmen	47	20
(g) Drivers	39	-
(h) Porters	33	-
(i) Messengers	28	-
(j) Office boys	16	-
62. BANKS & OTHER FINANCIAL INSTITUTIONS		
(a) Managers & Heads of Departments	151	-
(b) Accountants and Book-keepers	95	-
(c) Cashiers	92	-
(d) Clerks	73	43
(e) Typists	-	48
(f) Accounting Machine Operators	-	48
(g) Telephonists	-	38
(h) Messengers	49	-
(i) Drivers	50	-
(j) Watchmen	43	-

Activity	Men	Women
	£	£
63. INSURANCE		
(a) Accountants	60	-
(b) Clerks	54	3I
(c) Typists	-	25
7. TRANSPORT AND COMMUNICATION		
(a) Accountants	67	-
(b) Clerks	52	27
(c) Typists	-	35
(d) Foremen	50	-
(e) Drivers	42	-
(f) Messengers	34	-
8. SERVICES		
8I. GOVERNMENT SERVICES		
II. MUNICIPALITIES		
(a) Weighers	54	-
(b) Health Labourers	40	-
(c) Drivers	49	-
(d) Town and other clerks	7I	40
(e) Inspectors and Assistant Inspectors	65	-
(f) Technical Assistants	68	-
(g) Cashiers and Collectors	64	-
(h) Foremen	65	-
(i) Craftsmen	50	-
(j) Labourers	3I	22
(k) Messengers	47	-
82. COMMUNITY SERVICES		
II. MEDICAL AND OTHER HEALTH SERVICES		
(a) Nurses	-	26
(b) Cleaners	-	24
83. BUSINESS SERVICES		
(a) Clerks	42	-
(b) Typists	-	27
84. RECREATION SERVICES		
(a) Clerks	33	-
(b) Collectors	-	I9
(c) Mechanics	30	-
85. PERSONAL SERVICES		
3. HOTELS		
(a) Cooks	47	-
(b) Waiters	35	-
(c) Barmen	37	-
(d) Chambermaids	-	26
(e) Laundresses	-	25

TABLE No. 37

(Reference Paragraph 224 of the Report)

THE GROWTH OF TRADE UNION MOVEMENT IN CYPRUS 1932 - 1967

YEAR	OLD TRADE UNIONS		NEW TRADE UNIONS		TURKISH TRADE UNIONS		FEDERATION OF INDEPENDENT TRADE UNIONS		DEMOCRATIC LABOUR FEDERATION (D.E.O.K.)		OTHER (INCLUDING CIVIL SERVICE UNIONS)		TOTAL	
	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	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.)		OTHER (INCLUDING CIVIL SERVICE UNIONS)		TOTAL	
	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	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	1386	98	13566
1951	39	10281	54	2270	6	130	–	–	–	–	10	2027	89	14708
1952	42	12540	56	2762	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

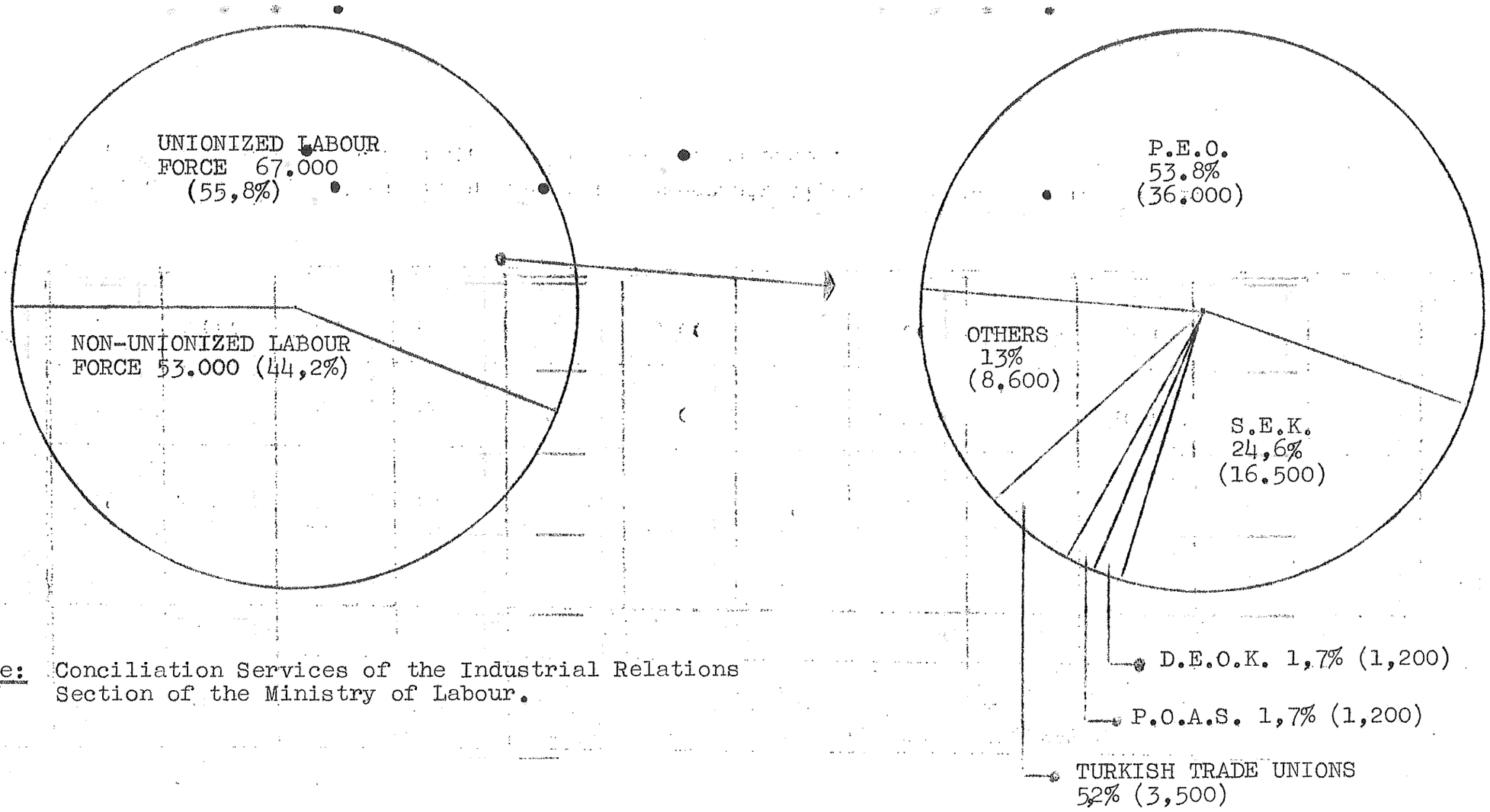
YEAR	OLD TRADE UNIONS		NEW TRADE UNIONS		TURKISH TRADE UNIONS		FEDERATION OF INDEPENDENT TRADE UNIONS		DEMOCRATIC LABOUR FEDERATION (DEOK)		OTHER (INCLUDING CIVIL SERVICE UNIONS)		T O T A L	
	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS	UNIONS	MEMBERS
1964	18	36190	48	13179	48	3733	10	1360	19	1606	18	5895	161	61963
1965	19	36055	46	13179	48	2784	9	1277	25	1666	19	6500	166	61461
1966	18	35847	42	15388	36	3702	7	1233	23	1674	26	8558	152	66402
1967*	18	36000	44	16500	22	3500	7	1200	15	1200	24	8600	130	67000

(*) Figures is an estimate as no accurate membership figures could be obtained from the Registrar of Trade Unions by the end of February.

TABLE No. 38

(Reference Paragraph 225 of the Report)

CHARTS SHOWING THE CYPRUS LABOUR FORCE DIVIDED INTO UNIONIZED AND NON-UNIONIZED, AND TRADE UNION MEMBERSHIP, IN PERCENTAGES, FOR 1967



Source: Conciliation Services of the Industrial Relations Section of the Ministry of Labour.

TABLE NO. 39

(Reference Paragraph 226 of the Report)

ASSOCIATIONS OF EMPLOYERS REGISTERED UNDER THE TRADE UNIONS LAW OF 1965

NO.	ASSOCIATION OF EMPLOYERS	MEMBERSHIP	
		ACTUAL 31/12/66	ESTIMATE 31/12/67
1.	Clothing Manufacturers' Association	30	30
2.	Cyprus Bankers Employers' Association	6	6
3.	Cyprus Licensed Electrical - Constractors Association.....	20	-
4.	Cyprus Shipping Association	24	25
5.	Famagusta Clearing Forwarding Agents' Association	20	20
6.	Greek Owners of Newspapers and Periodicals Association	13	13
7.	Heavy Agricultural Machinery Employers'-Owners' Association	15	15
8.	Motor Cars, Tractors, and Agricultural Machinery Importers' Association ...	35	35
9.	Nicosia District Engineering Employers' Association	53	55
10.	Nicosia Petroleum Dealers' Association	33	35
11.	Pancyprian Master Printers' Association	12	12
12.	Cyprus Building Contractors' Association	118	120
13.	Cyprus Cinematographists Association	71	80
14.	Limassol Building Enterprises Contractors' Association	57	60
15.	Pancyprian Hotel-keepers' Association	90	100
	TOTAL	597	606

* Dissolved in 1967.

TABLE No. 40

(Reference Paragraph 227 of the Report)

TABLE SHOWING THE NUMBER OF PUBLIC CONTRACTS REPORTED THROUGH THE DISTRICT LABOUR OFFICES BY INDUSTRY IN 1 9 6 7

DISTRICT	NUMBER OF PUBLIC CONTRACTS		NUMBER OF EMPLOYEES COVERED *
	TOTAL	COVERED BY EMPLOYEES	
NICOSIA	157	144	510
LIMASSOL	107	14	59
FAMAGUSTA	47	47	215
LARNACA	36	36	102
PAPHOS	74	73	495
TOTAL	421	314	1381

(*) Figures in this column are estimates.

TABLE NO.41.

(Reference paragraph 276 of the Report)

ACCIDENTS NOTIFIED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE DURING 1967

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	
AGRICULTURE								
Growing of field crops	3	2	1	-	3	-	3	Others (working environment)
	3	3	-	-	3	-	3	Flying fragments
	1	-	1	-	1	-	1	Tractors
	1	-	1	-	1	-	1	Live animals
	7	5	2	-	7	-	7	Hand tools
	1	1	-	-	1	-	1	Chemicals not elsewhere classified
	1	1	-	-	1	-	1	Other Causes n.e.c.
	1	1	-	-	1	-	1	Others (wood working machinery)
	1	1	-	-	1	-	1	Falling objects
	2	2	-	-	2	-	2	Traffic and working surfaces
	2	2	-	-	-	2	2	Threshers
	2	-	2	-	2	-	2	Others (working environment indoor)
	1	1	-	-	1	-	1	Others (agricultural machines)
Growing of fruits and nuts	1	-	1	-	1	-	1	Others (transport)
	2	1	1	-	2	-	2	Transmission belts, etc.
	1	-	1	-	1	-	1	Enviromental factors
	1	-	1	-	1	-	1	Animal-drawn vehicles
	2	2	-	-	2	-	2	Others (cement mixers)
	3	-	3	-	3	-	3	Ladders
Growing of lowers and seeds	1	1	-	-	1	-	1	Traffic and working surfaces
Farming	1	1	-	-	1	-	1	Live animals
	2	2	-	-	2	-	2	Tractors
	16	1	15	-	16	-	16	Chemicals n.e.c.
	1	1	-	-	1	-	1	Tractors

Industry	No. of persons affected	Sex		Age		Degree of injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
Farming (Contd.)	2	1	1	-	2	-	2	Other materials and substances n.e.c.
	1	1	-	-	1	-	1	Lorries
Paultry	1	1	-	-	1	-	1	Other Causes
Agricultural Services								
Pruning, Picking and Packing, seed picking etc.	11	8	3	-	11	-	11	Traffic and working surfaces
	1	1	-	-	1	-	1	Other equipment etc.
	4	4	-	-	4	-	4	Other traffic and working surfaces
	1	1	-	-	1	-	1	Transmission belts etc.
	3	-	3	-	3	-	3	Floors
	3	2	1	1	2	-	3	Other causes
	28	3	25	1	27	-	28	Ladders
	20	11	9	1	19	-	20	Falling objects
	1	1	-	-	1	-	1	Tractors
	2	2	-	-	2	-	2	Lorries
	3	1	2	1	2	-	3	Others (dusts, liquids etc.)
FORESTRY AND LOGGING								
Forestry	4	2	2	-	4	-	4	Others (working environment outdoor)
	1	1	-	-	1	-	1	Flying fragments
	3	3	-	2	1	-	3	Falling objects
	2	2	-	-	2	-	2	Other causes
	1	1	-	-	1	-	1	Hand tools
	1	1	-	-	1	-	1	Causes n.e.c.
	2	2	-	-	2	-	2	Other traffic and working surfaces
	2	2	-	-		-	2	Floors
	1	1	-	-	1	-	1	Tractors
	2	2	-	-	2	-	2	Others (dusts, liquids etc.)
Transportation of logs	1	1	-	-	1	-	1	Other materials and substances n.e.c.

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	
MINING AND QUARRYING								
Sand and gravel extraction and collection	1	1	-	-	1	-	1	Traffic and working surfaces
Stone crushing and washing plant	2	2	-	-	2	-	2	Traffic and working surfaces
	1	1	-	-	1	-	1	Lorries
MANUFACTURING								
Food Manufacturing industries	1	1	-	-	1	-	1	Stairs
	1	1	-	-	1	-	1	Hand-drawn vehicles
	1	1	-	-	1	-	1	Other Causes
Manufacture of dairy products	1	-	1	1	-	-	1	Others (working environment indoor)
	1	1	-	-	1	-	1	Floors
Manufacture of Ice-cream and ices	1	-	1	-	1	-	1	Floors
Pasteurising and bottling of milk	1	1	-	-	1	-	1	Other Causes
Canning of fruits and vegetables	1	-	1	-	1	-	1	Liquids
Manufacture of grain mill products								
Flour manufacturing	1	1	-	-	1	-	1	Falling objects
	3	3	-	-	3	-	3	Milling machines
	1	1	-	-	1	-	1	Other Causes
	1	1	-	-	1	-	1	Others (cement mixers)
	2	2	-	-	2	-	2	Transmission belts etc.
	1	1	-	-	1	-	1	Dusts
	1	1	-	-	1	-	1	Other causes n.e.c.
	1	1	-	-	1	-	1	Lorries
	1	1	-	-	1	-	1	Chemicals n.e.c.
Manufacture of bakery prod.								
Manufacture of bread	1	1	-	-	1	-	1	Other causes
	3	2	1	-	3	-	3	Machine for the manufacture of foodstuffs and beverages
	1	1	-	-	1	-	1	Cases, vapours, fumes

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
Manufacture of sugar confectionery	1	-	1	-	1	-	1	Others (e.g. cement mixers)
	1	1	-	-	1	-	1	Machines for the manufacture of foodstuffs and beverages
Manufacture of olive-oil	4	4	-	-	4	-	4	Falling objects
	1	1	-	-	1	-	1	Cranes
	1	1	-	-	1	-	1	Refining furnaces
	1	1	-	-	1	-	1	Lifts and elevators
Carob kibbling	1	1	-	-	1	-	1	Falling objects
	1	1	-	-	1	-	1	Other equipment
	2	2	-	-	2	-	2	Transmission belts etc.
	1	1	-	-	1	-	1	Cranes
Manufacture of macaroni and similar products	1	1	-	-	1	-	1	Traffic and working surfaces,
Manufacture of baking powder	1	1	-	-	1	-	1	Hand Tools
	1	-	1	-	1	-	1	Traffic and working surfaces
Manufacture of fodder	2	2	-	-	2	-	2	Falling objects
	1	-	1	-	1	-	1	Others (working environment indoor)
BEVERAGE INDUSTRIES								
Manufacture of alcoholic liquors and wines	2	2	-	-	2	-	2	Machines for the manufacture of foodstuffs and beverages
	1	-	1	-	1	-	1	Other traffic and working surfaces
	1	1	-	-	1	-	1	Hand tools
	2	2	-	-	2	-	2	Flying fragments
	3	2	1	-	3	-	3	Traffic and working surfaces
	2	1	1	-	2	-	2	Falling objects
	2	1	1	-	2	-	2	Other causes
	1	1	-	-	1	-	1	Others (wood working machinery
	2	2	-	-	2	-	2	Others (transmission machinery
	1	1	-	-	1	-	1	Others (Dusts liquids etc.)
	1	-	1	-	1	-	1	Others (machines)
	1	1	-	-	1	-	1	Cases, vapours, fumes
	1	1	-	-	1	-	1	Trucks

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
BEVERAGE INDUSTRIES (Contd.)								
Manufacture of aerated waters and soft drinks	1	1	-	-	1	-	1	Motor cycles and scooters
	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Other materials and Substances n.e.c.
	1	1	-	-	1	-	1	Other Causes
	1	1	-	-	1	-	1	Others (Machines)
	1	1	-	-	1	-	1	Other traffic and working surfaces
	1	1	-	-	1	-	1	Ladders
	2	2	-	-	2	-	2	Falling objects
	2	1	1	-	2	-	2	Other materials and Substances n.e.c.
	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Others (working environment indoor)
Manufacture of cigarettes	1	-	1	-	1	-	1	Others (Dusts, cases, liquids etc.
	1	-	1	-	1	-	1	Other Causes
	1	-	-	1	-	-	1	Others (e.g. cement mixers)
	1	1	-	-	1	-	1	Lathes
	1	-	1	-	1	-	1	Lorries
	1	1	-	-	1	-	1	Floors
MANUFACTURE OF TEXTILES								
Manufacture of underwear	1	-	1	-	1	-	1	Spinning, weaving and other textiles machines
Knitting mills								
Manufacture of other knitted fabrics	1	-	1	-	1	-	1	Boilers
	1	-	1	-	1	-	1	Spinning, weaving and other textile machines
	1	-	1	-	1	-	1	Falling objects
MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS								
Manufacture of footwear	1	1	-	-	1	-	1	Power presses

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS (Contd.)								
	1	1	-	-	1	-	1	Others (Metalworking machines)
	1	1	-	-	1	-	1	Other saws
	1	1	-	-	1	-	1	Other materials and substances n.e.c.
Manufacture of wearing apparel except footwear								
Tailoring (Men's)	1	-	1	-	1	-	1	Others (Pressure vessels)
Ready made dresses	1	-	1	1	-	-	1	Others (working environment indoor)
MANUFACTURE OF WOOD								
Sawmills and planning mills	8	8	-	1	7	-	8	Falling objects
	1	1	-	-	1	-	1	Hand tools
	6	5	1	-	6	-	6	Circular saws
	7	7	-	-	7	-	7	Other saws
	2	2	-	-	2	-	2	Traffic and working surfaces
	1	1	-	-	1	-	1	Other materials and substances n.e.c.
	1	1	-	-	1	-	1	Other equipment
	1	1	-	-	1	-	1	Others (working environment outdoor)
MANUFACTURE OF FURNITURE AND FIXTURES								
Manufacture of furniture and fixtures (wooden)	1	1	-	-	1	-	1	Lorries
	3	3	-	1	2	-	3	Hand tools
	13	13	-	5	8	-	13	Overhand planes
	6	6	-	1	5	-	6	Moulding machines
	4	4	-	-	4	-	4	Others (wood working machines)
	5	5	-	3	2	-	5	Circular saws
	2	2	-	-	2	-	2	Other saws
	2	2	-	-	2	-	2	Falling objects
Manufacture of furniture (metal)	1	1	-	-	1	-	1	Other materials & substances n.e.c.

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
MANUFACTURE OF FURNITURE AND FIXTURES (Contd.)								
	1	1	-	1	-	-	1	Other causes
	2	2	-	1	1	-	2	Falling objects
	1	1	-	-	1	-	1	Hand tools
	1	1	-	-	1	-	1	Overhand planes
	1	1	-	-	1	-	1	Traffic and working surfaces
Manufacture of chairs	2	2	-	-	2	-	2	Overhand planes
Manufacture of bee-hives	1	1	-	-	1	-	1	Others (wood & assimilated machines)
MANUFACTURE OF PAPER AND PAPER PRODUCTS								
Manufacture of toilet paper	1	-	1	-	1	-	1	Machines for the manufacture of paper
PRINTING, PUBLISHING AND ALLIED INDUSTRIES								
Printing	5	5	-	1	4	-	5	Printing machines
	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Other traffic and working surfaces
Engraving (including photo engraving)	1	1	-	-	1	-	1	Printing machines
MANUFACTURE OF LEATHER AND LEATHER AND FUR PRODUCTS								
Hides and skins drying	1	-	1	-	1	-	1	Floors
Manufacture of hand bags and school bags	1	1	-	-	1	-	1	Hand tools
	1	-	1	-	1	-	1	Others (other machines)
	1	-	1	1	-	-	1	Falling objects
MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS								
Manufacture of paints	1	1	-	-	1	-	1	Other materials and substances n.e.c.

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS (Contd.)								
Manufacture of pharmaceutical preparations	1	1	-	-	1	-	1	Stairs
	1	-	1	-	1	-	1	Floors
Manufacture of soap	2	-	2	-	2	-	2	Power presses
Manufacture of candles	1	1	-	-	1	-	1	Other saws
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS								
Manufacture of bricks and tiles (clay)	1	1	-	-	1	-	1	Traffic and working surfaces
	2	-	2	-	2	-	2	Falling objects
	2	1	1	-	2	-	2	Transmission belts etc.
	2	1	1	-	2	-	2	Other materials and substances n.e.c.
	1	1	-	-	1	-	1	Other traffic and working surfaces
	1	1	-	-	1	-	1	Others (working environment outdoor)
Manufacture of mosaic tiles, glazed or unglazed	1	-	1	-	1	-	1	Others (working environment indoor)
	1	1	-	-	1	-	1	Others (machines)
	5	5	-	-	5	-	5	Falling objects
	1	-	1	-	1	-	1	Other traffic and working surfaces
	4	4	-	-	4	-	4	Floors
	1	-	1	-	1	-	1	Others (transport)
Manufacture of blocks, bricks, and tiles (cement)	1	1	-	-	1	-	1	Power-driven hand tools, except electric hand tools
	3	3	-	-	3	-	3	Falling objects
	1	1	-	-	1	-	1	Others (machines)
	1	1	-	-	1	-	1	Flying fragments

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
BASIC METAL INDUSTRIES								
Manufacture of aluminium products	1	1	-	-	1	-	1	Traffic and working surfaces
	1	1	-	-	1	-	1	Conductors
	1	1	-	-	1	-	1	Falling objects
	1	1	-	-	1	-	1	Rolling-mills
	2	2	-	-	2	-	2	Mechanical shears
	1	1	-	-	1	-	1	Power-driven hand tools
MANUFACTURE OF METAL PROD.								
Blacksmith and welding shops	1	1	-	-	1	-	1	Lifts and elevators
	1	1	-	-	1	-	1	Lathes
	2	2	-	-	2	-	2	Flying fragments
	2	2	-	1	1	-	2	Scaffolding
	4	4	-	1	3	-	4	Others (working environment indoor)
	1	1	-	-	1	-	1	Motors cycles and scooters
	8	8	-	4	4	-	8	Falling objects
	3	3	-	1	2	-	3	Hand tools
	1	1	-	1	-	-	1	Power presses
	1	1	-	-	1	-	1	Other materials and substances n.e.c.
	1	1	-	-	1	-	1	Other traffic and working surfaces
	1	1	-	1	-	-	1	Others (machines)
	2	2	-	-	2	-	2	Floors
Tinsmith shop	1	-	1	-	1	-	1	Power driven Hand tools
	1	-	1	-	1	-	1	Others (machines)
Manufacture of nails bolts and nuts	1	1	-	-	1	-	1	Flying Fragments
MANUFACTURE OF MACHINERY, EXCEPT ELECTRICAL MACHINERY								
Machine shops	7	7	-	-	7	-	7	Falling objects
	1	1	-	-	1	-	1	Other equipment
	3	3	-	1	2	-	3	Hand tools not power driven

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
MANUFACTURE OF MACHINERY, EXCEPT ELECTRICAL MACHINERY (Contd.)								
	1	-	1	-	1	-	1	Others (transport)
	1	1	-	1	-	-	1	Transmission shafts
	1	1	-	-	1	-	1	Power presses
	1	1	-	-	1	-	1	Liquids
	1	1	-	-	1	-	1	Power driven hand tools
	1	1	-	-	1	-	1	Others (Agricult.machines)
Manufacture of agricultural and industrial tractors and conveyors	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Traffic and working surfaces
MANUFACTURE OF TRANSPORT EQUIPMENT								
Ship and boat building and repairing	1	1	-	-	1	-	1	Other causes
Repair of motor vehicles	1	1	-	-	1	-	1	Other materials and substances n.e.c.
	1	1	-	-	1	-	1	Lorries
	1	1	-	-	1	-	1	Pulley blocks
	1	1	-	-	1	-	1	Power-driven hand tools
	1	1	-	1	-	-	1	Others (machines)
	1	1	-	1	-	-	1	Internal combusion engines
	5	5	-	1	4	-	5	Hand tools not power driven
	6	6	-	1	5	-	6	Falling objects
	1	1	-	-	1	-	1	Tractors
	1	1	-	-	1	-	1	Liquids
	1	1	-	1	-	-	1	Electric hand tools
	1	1	-	-	1	-	1	Tractors
	1	1	-	-	1	-	1	Others (transport
	3	3	-	-	3	-	3	Flying Fragments
	1	1	-	1	-	-	1	Ladders
	1	1	-	1	-	-	1	Winches
	3	3	-	-	3	-	3	Motor vehicles, n.e.c.
Manufacture of motor-car cabinets	1	1	-	1	-	-	1	Abrasive wheel
	1	1	-	-	1	-	1	Trucks

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
MISCELLANEOUS MANUFACTURING INDUSTRIES								
Manufacture of artificial flowers and garlands (all kinds)	1	1	-	-	1	-	1	Other causes
Manufacture of plastic articles	2	2	-	-	2	-	2	Other saws
	1	1	-	-	1	-	1	Power presses
	1	-	1	-	1	-	1	Falling objects
Manufacture of brooms and brushes	1	-	1	-	1	-	1	Other causes n.e.c.
Sign writting	1	1	-	-	1	-	1	Other causes n.e.c.
	1	1	-	1	-	-	1	Other material and substances n.e.c.
Venitian blinds	1	1	-	-	1	-	1	Moulding machines
CONSTRUCTION								
Building	1	1	-	-	1	-	1	Earth moving machines
	1	1	-	-	1	-	1	Power-driven hand tools
	1	1	-	-	1	-	1	Motor vehicles n.e.c.
	2	2	-	-	2	-	2	Others (working environment underground)
	1	1	-	-	1	-	1	Other causes n.e.c.
	4	2	2	-	4	-	4	Other traffic and working surfaces
	4	3	1	-	4	-	4	Trucks
	9	9	-	-	9	-	9	Others (working environment outdoor)
	2	2	-	-	2	-	2	Others (working environment indoor)
	6	6	-	-	6	-	6	Hand tools not power-driven
	69	66	3	2	67	F	68	Falling objects
	6	6	-	2	4	-	6	Flying fragments
	15	14	1	1	14	-	15	Other causes n.e.c.
	12	11	1	1	11	-	12	Lifts & elevators
	1	1	-	-	1	-	1	Other saws
	3	3	-	-	3	-	3	Hand drawn vehicles

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	
CONSTRUCTION (Contd.)	2	2	-	-	2	-	2	Others (Pressure vessels)
	2	2	-	-	2	-	2	Abrasive wheels
	3	3	-	1	2	-	3	Confined quarters
	10	9	1	-	10	-	10	Traffic & working surfaces
	2	2	-	2	-	-	2	Others (wood working machin.)
	1	1	-	1	-	-	1	Winches
	1	1	-	-	1	-	1	Mobile ramps
	2	2	-	1	1	-	2	Others (means of transport)
	7	6	1	5	2	-	7	Floors
	8	8	-	-	8	-	8	Ladders
	1	1	-	-	1	-	1	Others (wheeled means of transportation)
	13	13	-	-	13	-	13	Other materials and substances n.e.c)
	32	32	-	10	22	-	32	Scaffolding
	8	8	-	2	6	-	8	Others (cement mixers)
	1	1	-	-	1	-	1	Motor vehicles n.e.c.
	1	1	-	-	1	-	1	Dusts
	1	1	-	-	1	-	1	Mechanical shears
	1	1	-	-	1	-	1	Others (Dusts, cases, liquids etc.)
	4	4	-	1	3	F	3	Floor opening and wall opening
	3	3	-	-	3	-	3	Cranes
	2	2	-	-	2	-	2	Other equipment n.e.c.
Road construction (Government)	1	1	-	-	1	-	1	Flying fragments
	3	3	-	-	3	-	3	Pressure vessels
	1	1	-	-	1	-	1	Other causes n.e.c.
	5	5	-	-	5	-	5	Other materials and substances n.e.c.
	4	3	1	-	4	-	4	Traffic and working surfaces
	1	1	-	-	1	-	1	Motor vehicles nec.
	1	1	-	-	1	-	1	Milling machines
	3	2	1	-	3	-	3	Scaffolding
	1	1	-	-	1	-	1	Weather

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
ONSTRUCTION (Contd.)	1	1	-	-	1	-	1	Hand tools not power-driven
	1	1	-	-	1	-	1	Others (cement mixers)
	8	7	1	-	8	-	8	Falling objects
	1	1	-	-	1	-	1	Internal combustion engines
	1	1	-	-	1	-	1	Hand-drawn vehicles
	2	2	-	-	2	-	2	Others
rrigation projects, govrnmt.	3	3	-	1	2	-	3	Hand tools not power-driven
	1	-	1	-	1	-	1	Other causes n.e.c.
	7	7	-	-	7	-	7	Falling objects
	1	1	-	-	1	-	1	Others (machinery)
	2	2	-	-	2	-	2	Flying fragments
	1	1	-	-	1	-	1	Others (Dusts, cases, liquids etc.)
	7	5	2	-	7	-	7	Traffic & working surfaces
	1	1	-	-	1	-	1	Causes n.e.c.
	1	1	-	-	1	-	1	Transport
	2	1	1	-	2	-	2	Other material & substances n.e.c.
	1	-	1	-	1	-	1	Working environment other
	1	1	-	-	1	-	1	Motor vehicles n.e.c.
ells boring	1	1	-	-	1	-	1	Traffic and working surfaces
	1	1	-	-	1	-	1	Transmission machinery
	4	4	-	-	4	-	4	Falling objects
	1	1	-	-	1	-	1	Other causes
	1	1	-	-	1	-	1	Others (cement mixers)
	1	1	-	-	1	-	1	Scaffolding
	1	1	-	-	1	-	1	Flying fragments
	1	1	-	-	1	-	1	Hand tools not power-driven
	2	2	-	-	2	-	2	Motor vehicles n.e.c.
arpenter shops	1	1	-	-	1	-	1	Other causes n.e.c.
	2	2	-	-	2	-	2	Other saws
	10	9	1	3	7	-	10	Overhand planes
	2	2	-	2	-	-	2	Scaffolds
	1	1	-	-	1	-	1	Moulding machines
	2	2	-	-	2	-	2	Falling objects

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
CONSTRUCTION (Contd.)	7	7	-	1	6	-	7	Circular saws
	1	1	-	-	1	-	1	Flying fragments
Electrical installation shops	1	1	-	1	-	-	1	Traffic & working surfaces
	1	1	-	1	-	-	1	Others (working environment outdoor)
	1	1	-	-	1	-	1	Hand tools not power-driven
Painters	1	1	-	-	1	-	1	Traffic & working surfaces
	1	1	-	-	1	-	1	Gas cylinders
	1	1	-	-	1	-	1	Flying fragments
	1	1	-	-	1	-	1	Ladders
	1	1	-	-	1	-	1	Dusts
	1	1	-	-	1	-	1	Others (working environment indoor)
ELECTRICITY, GAS, WATER AND SANITARY SERVICES								
Generation, transmission & distribution of electric energy	2	2	-	-	2	-	2	Hand tools not power-driven
	12	12	-	-	12	-	12	Falling objects
	7	3	-	-	3	-	3	Traffic and working surfaces
	2	2	-	-	2	-	2	Other (electric installation)
	1	1	-	-	1	-	1	Others (transport)
	2	2	-	-	2	-	2	Others (working environment)
	1	1	-	-	1	-	1	Ladders
	1	1	-	-	1	-	1	Trucks
	1	1	-	-	1	-	1	Other materials and substances n.e.c.
	1	1	-	-	1	-	1	Live animals
	1	1	-	-	1	-	1	Motor vehicles n.e.c.
	1	1	-	-	1	-	1	Electric hand tools
	2	2	-	-	2	-	2	Floors
	1	1	-	-	1	-	1	Lorries
	1	1	-	-	1	-	1	Flying fragmemts
Gas manufacture and distribution	1	1	-	-	1	-	1	Falling objects

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
WATER & SANITARY SERVICES								
Collection, purification & distribution of water to domestic and industrial consumers	6	6	-	-	6	-	6	Falling objects
	1	1	-	-	1	-	1	Transmission belts etc.
Sanitary Services	2	2	-	-	2	-	2	Traffic & working surfaces
	1	1	-	-	1	-	1	Motor cycles and scooters
	2	2	-	-	2	-	2	Trucks
	1	1	-	-	1	-	1	Lorries
COMMERCE								
WHOLESALE & RETAIL TRADE								
Re-sale of goods to business units and to institutions and government	1	1	-	-	1	-	1	Lorries
	2	2	-	-	2	-	2	Falling objects
	1	1	-	-	1	-	1	Other causes n.e.c.
	1	1	-	-	1	-	1	Lifts and elevators
Importers and exporters,	2	2	-	1	1	-	2	Falling objects
Importers wholesale	1	-	1	-	1	-	1	Other causes n.e.c.
	1	1	-	-	1	-	1	Live animals
Manufacturers' sales offices and agents	2	2	-	-	2	-	2	Falling objects
	1	1	-	-	1	-	1	Pulley blocks
Commission merchants and commodity brokers	1	1	-	-	1	-	1	Dusts
Wholesale trade, other	2	2	-	-	2	-	2	Others (working environment outdoor)
	3	2	1	1	2	-	3	Other causes n.e.c.
	1	1	-	-	1	-	1	Lifts and elevators
	4	4	-	-	4	-	4	Falling objects
	1	1	-	-	1	-	1	Causes n.e.c.
RETAIL TRADE								
Retail selling of goods for personal or household consumption or utilization	1	1	-	-	1	-	1	Floors

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
COMMERCE (Contd.)								
RETAIL TRADE								
	1	1	-	-	1	-	1	Motor vehicles n.e.c.
	5	5	-	-	5	-	5	Other causes n.e.c.
	6	6	-	-	6	-	6	Falling objects
	1	1	-	-	1	-	1	Other equipment n.e.c.
Consumer co-operatives	1	1	-	-	1	-	1	Falling objects
REAL ESTATE								
Land and estate companies	1	-	1	-	1	-	1	Other causes n.e.c.
TRANSPORT								
Road passenger transport								
Taxi-cabs and other cabs	3	3	-	-	3	-	3	Motor vehicles n.e.c.
	2	2	-	-	2	-	2	Other materials and substances n.e.c.
	3	2	1	-	3	-	3	Falling objects
	2	2	-	-	2	-	2	Others (working environment outdoor)
	3	3	-	-	3	-	3	Lorries
	1	1	-	-	1	-	1	Motor cycles and scooters
Other passenger transport by road	1	1	-	-	1	-	1	Other traffic and working surfaces
Freight transport by road	4	4	-	-	4	-	4	Traffic and working surfaces
	1	1	-	-	1	-	1	Transmission belts etc.
	1	1	-	-	1	-	1	Others (electrical installation)
	2	2	-	-	2	-	2	Falling objects
	1	1	-	-	1	-	1	Trucks
	4	4	-	-	4	-	4	Motor vehicles n.e.c.
Water transport, except ocean transport								
Loading and discharging of vessels	24	24	-	-	24	-	24	Falling objects
	7	7	-	-	7	-	7	Other causes n.e.c.
	7	7	-	-	7	F	6	Winches
	1	1	-	-	1	-	1	Stairs

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
TRANSPORT (Contd.)								
Water transport, except ocean transport								
Loading and discharging of vessels	1	1	-	-	1	-	1	Water
	1	1	-	-	1	-	1	Weather
	1	1	-	-	1	-	1	Motorised means of water transportation
	2	2	-	-	2	-	2	Cranes
	2	2	-	-	2	-	2	Lifts and elevators
	3	3	-	-	3	-	3	Others (means of transportation)
	2	2	-	-	2	-	2	Floors
	1	1	-	-	1	-	1	Others(working environment indoor)
	1	1	-	-	1	-	1	Other materials and substances n.e.c.
	4	4	-	-	4	-	4	Traffic & working surfaces
Storage and warehousing								
Warehouses	2	2	-	-	2	-	2	Other causes n.e.c.
	4	4	-	-	4	-	4	Falling objects
	2	1	1	-	2	-	2	Others (cement mixers)
	2	2	-	-	2	-	2	Flying fragments
	1	1	-	-	1	-	1	Stairs
	2	2	-	-	2	-	2	Traffic and working surfaces
	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Motorised means of water transportation
COMMUNICATION								
Postal services, wire and radio communication services and telephone services	3	3	-	-	3	-	3	Motor Cycles and Scooters
	2	1	1	-	2	-	2	Other causes n.e.c.
	2	2	-	-	2	-	2	Ladders
	3	3	-	-	3	-	3	Falling objects
	1	1	-	-	1	-	1	Stairs
	1	1	-	-	1	-	1	Gas cylinders
	3	3	-	-	3	-	3	Traffic and working surfaces

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
COMMUNICATION (Contd.)								
Postal services, wire and radio communication services & telephone services	1	1	-	-	1	-	1	Overhand planes
	3	3	-	-	3	-	3	Hand tools not power driven
	2	2	-	-	2	-	2	Live animals
	1	1	-	-	1	-	1	Other materials and substances n.e.c.
	2	2	-	-	2	-	2	Others (working environment outdoor)
	1	1	-	-	1	-	1	Others (tools)
SERVICES								
Central Government	1	1	-	-	1	-	1	Others (working environment outdoor)
	1	1	-	-	1	-	1	Traffic and working surfaces)
Local Government	1	1	-	-	1	-	1	Winches
	1	1	-	-	1	-	1	Others (working environment outdoor)
	4	4	-	-	4	-	4	Traffic & working surfaces)
	1	1	-	-	1	-	1	Motor vehicles n.e.c.
	6	6	-	-	6	-	6	Other causes n.e.c.
	2	2	-	-	2	-	2	Others (machines)
	1	1	-	-	1	-	1	Causes n.e.c.
	1	1	-	-	1	-	1	Others (other wheeled means of transportation)
	2	2	-	-	2	-	2	Hand tools not power driven
	5	5	-	-	5	-	5	Falling objects
	1	1	-	-	1	-	1	Live animals
Armed Forces	1	1	-	-	1	-	1	Ladders
	1	1	-	-	1	-	1	Others (pressure vessels)
	1	-	1	-	1	-	1	Others (working environment indoor)
	2	2	-	-	2	-	2	Other materials and substances n.e.c.
	3	3	-	-	3	-	3	Floors
	1	1	-	-	1	-	1	Falling objects

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
SERVICES (Contd.)								
Foreign Armed Forces	18	18	-	-	18	-	18	Other causes n.e.c.
	2	1	1	-	2	-	2	Ladders
	1	1	-	-	1	-	1	Falling objects
	2	2	-	-	2	-	2	Liquids
	2	1	1	-	2	-	2	Floors
	1	-	1	-	1	-	1	Others (working environment indoor)
COMMUNITY SERVICES								
Education Services	1	1	-	-	1	-	1	Live animals
	1	1	-	-	1	-	1	Other causes n.e.c.
	1	-	1	-	1	-	1	Others (working environment indoor)
	1	-	1	-	1	-	1	Ladders
	1	1	-	-	1	-	1	Falling objects
Embassies	1	1	-	-	1	-	1	Floors
Medical & Other health services								
Medical services	2	1	1	-	2	-	2	Falling objects
	3	1	2	-	3	-	3	Traffic & working surfaces
	1	-	1	-	1	-	1	Environment factors
	1	-	1	-	1	-	1	Stairs
	1	1	-	-	1	-	1	Liquids
	1	1	-	-	1	-	1	Hand tools not power driven
	2	1	1	-	2	-	2	Floors
	1	1	-	-	1	-	1	Other causes n.e.c.
Hospitals sanatoria and nursing homes and other medical services	1	-	1	-	1	-	1	Traffic and working surfaces
	1	1	-	-	1	-	1	Stairs
	1	1	-	-	1	-	1	Floors
	1	-	1	-	1	-	1	Other materials and substances n.e.c.
Welfare institutions								
Legal aid societies	1	1	-	-	1	-	1	Stairs
	1	1	-	-	1	-	1	Motor cycles and scooters
	1	1	-	-	1	-	1	Motor vehicles n.e.c.
Labour organizations	1	1	-	-	1	-	1	Motor vehicles n.e.c.

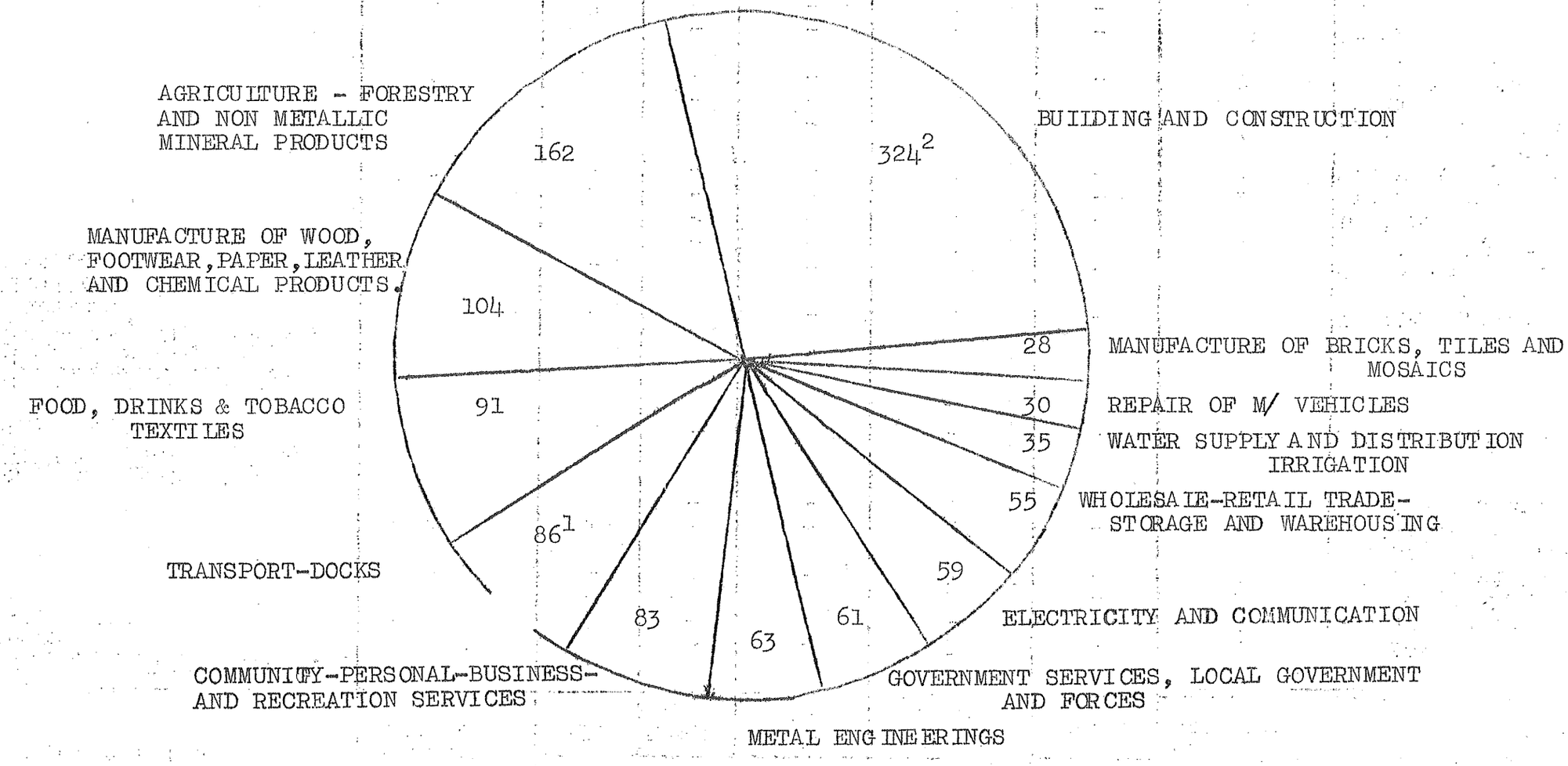
Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
RECREATION SERVICES								
Racetracks and relevant services	1	1	-	-	1	-	1	Falling objects
	1	1	-	-	1	-	1	Other causes n.e.c.
	5	5	-	1	4	-	5	Live animals
Dance halls & studios	1	1	-	-	1	-	1	Motor cycles and scooters
PERSONAL SERVICE								
Domestic service								
Domestic servants (households employing)	2	-	2	-	2	-	2	Floors
	1	-	1	-	1	-	1	Other traffic and working surfaces
	1	-	1	-	1	-	1	Hand tools not power driven
	1	-	1	-	1	-	1	Stairs
	2	-	2	-	2	-	2	Others (working environment indoor)
	2	-	2	-	2	-	2	Others (working environment outdoor)
	1	-	1	-	1	-	1	Falling objects
	1	-	1	-	1	-	1	Other causes n.e.c.
	1	-	1	-	1	-	1	Liquids
Restaurants, cafes, taverns, & other drinking and eating places								
Restaurants	1	1	-	-	1	-	1	Liquids
	1	1	-	-	1	-	1	Falling objects
	1	-	1	-	1	-	1	Floors
Bars & night-clubs	1	-	1	-	1	-	1	Falling objects
	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Mobile Ramps
Other drinking & eating places	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Falling objects
Hotels, rooming houses, camps and other lodging places								
Hotels	2	1	1	-	2	-	2	Floors
	2	-	2	-	2	-	2	Falling objects
	1	-	1	-	1	-	1	Others(working envir.indoor)
	1	1	-	-	1	-	1	Other causes n.e.c.

Industry	No. of persons affected	Sex		Age		Degree of Injury		Causation
		Male	Female	Under 18	18 and over	Fatal	Non Fatal	
PERSONAL SERVICE (Contd.)								
Laundry	1	1	-	-	1	-	1	Liquids
Dry-cleaning & pressing	1	1	-	1	-	-	1	Others (Presses)
	1	-	1	-	1	-	1	Others (machines)
	1	-	1	-	1	-	1	Other materials and substances n.e.c.
	1	1	-	-	1	-	1	Mobile Ramps
	1	1	-	-	1	-	1	Falling objects
Barber and beuty shops								
Ladies' hairdressing and beauty shops	1	1	-	1	-	-	1	Other traffic & working surfaces
Portrait and commercial Photographic studies								
Photography, film printing and developing	1	-	1	-	1	-	1	Falling objects
Activities not adequately described	1	-	1	-	1	-	1	Other causes n.e.c.
	1	1	-	-	1	-	1	Falling objects
	1	1	-	-	1	-	1	Ladders
	2	2	-	-	2	-	2	Other saws
	1	1	-	-	1	-	1	Others (wood & assimilated machines)
	1	1	-	-	1	-	1	Lifts and elevators
	1	1	-	-	1	-	1	Liquids
	2	2	-	-	2	-	2	Other traffic and working surfaces
	1	1	-	-	1	-	1	Stairs
	1	1	-	-	1	-	1	Floors
	1	1	-	-	1	-	1	Hand tools not power driven
	1	1	-	-	1	-	1	Others (working environment outdoor)

TABLE No 42.

(Reference Paragraph 277 of the Report)

DISTRIBUTION BY INDUSTRY OF REPORTED INDUSTRIAL ACCIDENTS, 1967



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

TABLE NO. 43.

(Reference paragraph 278 of the Report)

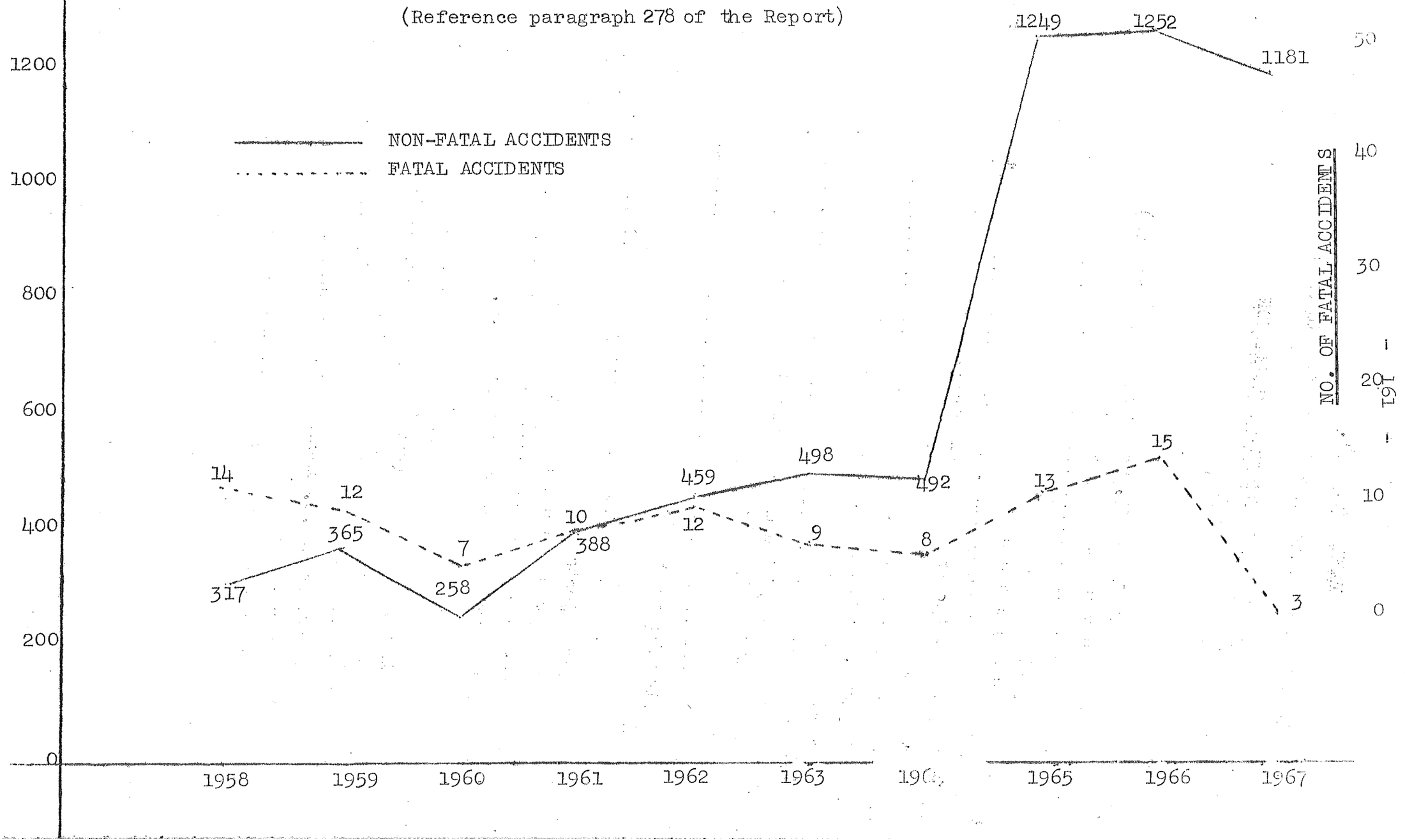


TABLE No. 44.

(reference paragraph 280 of the Report)

ANALYSIS OF ACCIDENTS BY CAUSATION
1967

%	
15.6	Machinery (metalworking, woodworking and others) * * * * * * * * * * * * * * * *
10.8	Transport * * * * * * * * * * *
5.4	Hand-tools (power and hand-driven) * * * * *
8.6	Ladders, Scaffolds, Mobile Ramps * * * * * * * * *
3.6	Dusts, Gases, Liquids & Chemicals excluding explosives * * *
2.4	Flying fragments * *
22.3	Falling objects *
3.8	Other materials and substances n.e.c. * * *
18.4	Working environments (outdoors, indoors, others) * * * * * * * * * * * * * * * * * *
9.1	Other causes n.e.c. including live animals * * * * * * * * * *

TABLE NO. 45

(Reference Paragraph 322 of the Report)

SELF-EMPLOYED PERSONS INSURED CLASSIFIED BY AGE GROUP

UP TO 31ST DECEMBER, 1967

AGE GROUP	TOTAL NUMBER OF PERSONS INSURED	DIED UPTO 31/12/67	NUMBER OF CARD HOLDERS
Prior to 1902	9236	336	8900
1902	1239	23	1216
1903	1057	25	1032
1904	1105	19	1086
1905	1009	18	991
1906	1084	21	1063
1907	975	16	959
1908	984	9	975
1909	917	10	907
1910	1059	12	1047
1911 - 1915	5261	32	5229
1916 - 1920	4869	15	4854
1921 - 1925	4630	21	4609
1926 - 1930	4571	11	4560
1931 - 1935	3931	9	3922
1936 - 1940	3230	1	3229
1941 - 1946	1838	1	1837
After 1946	240	1	239
TOTAL	47235	580	46655

TABLE NO. 45

(Reference Paragraph 326 of the Report)

SOCIAL INSURANCE FUND

RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31ST DECEMBER, 1967

1966 £		£	£
1,292,977	Employers' and Employees' contributions	1,351,924	
646,451	General Government Contribution ..	675,958	
1,939,428			2,027,882
224,725	Interest received		295,469
3,716	Rents received		3,716
567	Fines		1,931
2,168,436			2,328,998

1966 £		£	£
	Management and Administration		
56,750	Salaries and Allowances	70,830	
576	Rents	826	
3,781	Printing & Stationery	1,622	
1,170	Travelling	1,321	
440	Fees for Social Insurance Medical Board	430	
1,000	Audit Fees	1,000	
2,338	Sundries	5,119	
66,055			81,148
	BENEFITS		
	Benefits other than those for Accidents		
5,297	Marriage Grants	5,148	
23,999	Maternity Grants	24,835	
6,784	Maternity Allowance	6,251	
39,973	Sickness Benefits	40,613	
103,191	Unemployment Benefits	90,069	
125,516	Widows' Pensions	153,206	
1,018	Orphans' Benefits	2,615	
556,193	Old Age Pensions	784,736	
4,808	Death Grants	7,242	
866,779			1,114,715
	Benefits for Accidents		
29,120	Injury Benefits	27,746	
9,190	Disablement Grants	8,802	
3,920	Disablement Pensions	7,127	
5,047	Death Benefits	8,918	
4,761	Medical Fees for Employment Acc.	4,558	57,151
52,038			
1,183,564	Surplus for the Year		1,075,981
2,168,436			2,328,998

SOCIAL INSURANCE FUND

BALANCE SHEET AS AT 31ST DECEMBER, 1967

1966 £		£	£	1966 £		£	£
	Accumulated Fund:				Fixed Assets:		
4,292,042	Balance at 1.1.1967		5,474,570	92,546	Land and Buildings at cost		92,546
1,183,564	Surplus for the year	1,075,984		3,696	Additions and Improvements to Leasehold Properties	3,696	
1,036	Less: Depreciation written off	1,096		1,663	Less: Amount written off to Date	1,848	
1,182,528			1,074,888	2,033			1,848
				8,513	Office Equipment at Cost	9,112	
				5,956	Less: Depreciation to Date	6,867	
				2,557			2,245
					Deposits and Investments		
				6,109	Deposits at call with JCF	6,470	
				4,393,030	Treasury Bills	4,794,017	
				923,462	Local Loans	1,592,881	
				4,459	Cyprus Dev. Corpor. Ltd.	4,459	6,397,827
				5,327,060			
				50,374	Cash with Treasury		54,992
			6,549,458	5,474,570			6,549,458
5,474,570							

TABLE NO. 47

(Reference para. 326 of the Report)

SOCIAL INSURANCE FUND DEPOSITS AND INVESTMENTS

HELD AS AT 31ST DECEMBER, 1967

Particulars	Nominal Value	Book Value
	£ Mils	£ Mils
TREASURY BILLS		
91 days Cyprus Teasury Bills (5%)*	4,854,000.000	4,794,016.926
DEPOSITS		
At Call:		
Joint Consolidated Fund	6,469.547	6,469.547
Fixed:		
Loan Commissioners (5%)	280,000.000	280,000.000
Board of Trustees of Mitsis Lemythou Commercial School (6%)	91,432.307	91,432.307
Nicosia Town School Committee for Greek Schools (6%)	100,000.000	100,000.000
Cyprus Civil Service Co-Operative Building Society Ltd (5½%)(£50,000)	13,103.985	13,103.985
Cyprus Civil Service Co-Operative Building Society Ltd (5½%)(£40,000)	27,945.157	27,945.157
	512,481.449	512,481.449
Stocks and Shares in Cyprus:		
Telecommunication Authority Stock - 6% 1964/68 1st Issue	100,000.000	100,000.000
Cyprus Development Corporation Ltd- Shares	4,459.500	4,459.500
Cyprus 5¾% Development Stock 1973/75	980,400.000	980,400.000
	1,084,859.500	1,084,859.500
TOTAL	6,457,810.496	6,397,827.422

* 91 days' Treasury Bills are valued at issue price of £987.690 mils per £1,000 nominal.

TABLE No. 48

(Reference paragraph 327 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. 49

(Reference paragraph 327 of the Report)

RATE OF AMOUNT OF BENEFIT PAYABLE AT THE FULL AND REDUCED RATES

	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 for Benefit for -				
(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. 50

(Reference Paragraph 327 of the Report)

COMPARATIVE TABLE SHOWING CLAIMS RECEIVED BY MONTH FOR THE YEARS 1966 AND 1967

Month	Unemployment Benefit		Sickness Benefit		Maternity Grant		Maternity Allowance		Death Grant		Marriage Grant		Widows' Pension		Old Age Pension		Orphan's Benefit		Injury Benefit		Disablement Benefit		Death Benefit	
	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967
Jan.	3667	4319	367	425	526	470	50	54	41	70	49	43	25	45	214	751	_	1	94	103	23	20	1	3
Feb.	3947	3787	403	373	449	464	51	48	53	71	46	27	31	36	113	169	_	_	79	108	23	22	_	1
March	4386	3226	461	357	455	422	55	39	51	54	39	32	35	32	131	156	_	_	108	120	18	18	3	1
Apr.	2772	2586	455	353	404	387	54	37	40	68	20	28	20	39	157	149	1	1	61	103	16	23	_	_
May	2379	1888	483	515	588	432	51	36	57	59	44	34	36	35	152	137	_	1	118	94	15	25	4	1
June	1612	1115	272	338	434	414	58	37	50	52	39	48	33	30	91	163	1	1	103	130	22	12	_	1
July	2311	1436	344	372	454	423	46	55	39	44	47	46	27	22	80	82	2	1	105	97	24	13	1	1
Aug.	3367	2472	322	447	573	548	59	56	44	53	53	79	31	31	85	105	_	_	142	137	13	14	2	2
Sept.	2579	1982	373	418	475	443	43	47	54	59	55	63	31	27	77	382	_	3	87	108	15	20	3	5
Oct.	1930	2062	402	486	463	604	53	58	29	66	94	129	13	40	156	7428	_	_	83	112	16	16	2	3
Nov.	2264	1210	684	349	529	432	45	46	64	64	125	124	48	44	205	1209	1	_	148	136	16	10	1	2
Dec.	1682	1511	346	415	434	395	27	45	53	52	64	84	30	51	137	285	_	1	98	86	19	9	3	1
TOTAL	32896	27594	4912	4853	5784	5434	592	558	575	712	669	737	360	432	1598	11016	5	9	1226	1334	220	202	20	21

TABLE No. 51

(Reference Paragraph 327 of the Report)

COMPARATIVE MONTHLY STATEMENT SHOWING PAYMENTS OF INSURANCE BENEFITS FOR THE YEARS 1966 AND 1967.

Month	Unemployment Benefit		Sickness Benefit		Maternity Grant		Maternity Allowance		Death Grant		Marriage Grant		Widows' Pension		Old Age Pension		Orphan's Benefit		Injury Benefit		Disablement Benefit		Death Benefit	
	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Jan.	8035	8779	2587	2298	1690	1469	408	433	220	535	321	317	6147	7667	30752	37345	82	63	2455	2097	335	1297	378	886
Feb.	13013	12242	2661	2896	1799	1872	577	357	452	776	305	227	7888	7887	33249	43266	72	184	2344	2044	989	284	202	284
Mar.	14298	13312	3891	3279	2054	2006	420	423	495	602	416	221	8704	16509	40475	80584	142	244	2409	2369	1684	683	293	690
Apr.	9014	10147	2665	2470	1589	1601	483	501	412	618	136	262	10984	12304	47361	63556	156	120	2171	1950	1311	985	330	607
May	7575	7911	3311	3524	2445	2236	604	583	507	751	256	225	9938	14103	43931	69645	124	214	2411	2589	1245	1566	517	944
Jun.	5884	4585	3225	2737	1856	1564	497	561	323	527	350	318	11881	11071	49894	59247	32	144	2389	2497	818	1999	297	645
July	7406	3091	3070	4923	2001	2074	547	730	391	492	402	274	10681	11547	46623	66006	144	192	2374	2397	839	2268	281	711
Aug.	8905	6447	2777	2895	2187	2117	608	664	376	609	506	464	10258	12891	41882	62112	128	145	2204	2643	1408	1134	617	697
Sept.	8864	6486	3180	3219	2088	2207	759	475	492	496	458	403	10117	14070	46550	71527	118	209	2328	2278	815	756	378	967
Oct.	7033	5566	3028	4952	1997	1935	512	568	400	532	544	461	11409	14001	51944	66093	188	211	2360	2092	975	577	417	568
Nov.	5902	4704	3100	3196	2068	1996	682	481	299	665	812	[illegible]	11777	12735	56344	69248	96	582	2647	2197	1451	1665	520	581
Dec.	7262	6799	6458	6174	2245	3758	687	475	441	639	791	1190	15732	18421	67188	96107	227	307	3028	2593	1240	2515	817	1338
Total	103191	90069	39973	40613	23999	24835	6784	6251	4808	7242	5297	5148	125516	153206	556193	784736	1509	2615	29120	27746	13110	15929	5047	8918
																	* 491							
																	1018							

* Overpayment recovered during the year

TABLE NO. 52

(Reference Paragraph 327 of the Report)

PART I. RATE OR AMOUNT OF BENEFITS 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) widows' 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:-				
one parent	1.500	-	-	-
two parents	3.000	-	-	-

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

TABLE NO.53

(Reference Paragraph 349 of the Report)

COMPARATIVE TABLE SHOWING EMPLOYMENT ACCIDENTS CAUSING DISABILITY EXCEEDING THREE DAYS REPORTED TO THE SOCIAL INSURANCE OFFICE FOR COMPENSATION FOR THE YEARS 1966 AND 1967

DIVISIONS	INDUSTRY	Total accidents reported			Total days of incapacity		Total days paid		Amount paid (*)			
		1966	1967	% change	1966	1967	1966	1967	1966		1967	
									£	Mils	£	Mils
	TOTALS	1255	1304	+ 3.9	36823	38405	32883	33004	22041	599	20466	558
0.	AGRICULTURE, FORESTRY AND FISHING	122	169	+38.5	3758	4507	3352	4007	2079	800	1670	350
1.	MINING AND QUARRYING	110	98	-10.9	3216	2709	2830	1327	1999	500	1243	000
2-3.	MANUFACTURING	286	282	- 1.4	7725	7986	6768	7022	3780	835	3988	945
4.	CONSTRUCTION	420	414	- 1.4	12635	11869	11345	10704	8478	937	7059	560
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	43	50	+16.3	1152	1176	1053	1038	790	000	760	550
6.	COMMERCE	57	82	+43.9	1873	3086	1691	2767	1080	750	1770	750
7.	TRANSPORT, STORAGE AND COMMUNICATION	104	92	-11.5	2944	2652	2625	2363	1880	650	1715	700
8.	SERVICES	113	117	+ 3.5	3520	4420	3219	3776	1951	127	2257	703

(*) Payments refer to claims received during the year under reference.

TABLE NO. 54

(Reference Paragraph 349 of the Report)

EMPLOYMENT ACCIDENTS CAUSING DISABILITY EXCEEDING THREE DAYS REPORTED TO THE SOCIAL INSURANCE OFFICE FOR COMPENSATION DURING 1967

DIVS. & MAJOR GROUPS	Industry	Total accidents reported			Total cases settled	Total days of incapacity	Total days paid	Amount paid
		Total	Non-fatal	Fatal				£ Mils
	TOTALS	1304	1290	14	1231	38405	33004	20,466.558
0.	AGRICULTURE, FORESTRY & FISHING	169	169	-	165	4507	4007	1,670.350
01.	Agriculture	147	147	-	144	3915	3469	1,301.250
02.	Forestry & Logging	22	22	-	21	592	538	369.100
1.	MINING AND QUARRYING	98	96	2	88	2709	1327	1,243.000
12.	Metal mining	39	38	1	34	1131	899	304.450
14.	Stone quarrying	12	12	-	11	333	303	218.550
19	Other non-metallic mining & quarrying	47	46	1	43	1245	1125	720.000
2-3	MANUFACTURING	282	281	1	259	7986	7022	3,988.945
20.	Food manufacturing industries (except beverage industries)	45	45	-	37	1353	1245	850.150
21.	Beverage industries	20	20	-	20	802	714	412.896
22.	Tobacco manufacture	4	4	-	3	338	329	139.479
23.	Manufacture of textiles	4	4	-	3	59	59	23.750
24.	Manufacture of footwear, other wearing apparel and made-up textile goods	8	8	-	8	418	367	169.000
25.	Manufacture of wood and cork (except manufacture of furniture)	22	22	-	22	714	651	435.250
26.	Manufacture of furniture and fixtures	41	41	-	41	1089	969	488.450
27.	Manufacture of paper and paper products	1	1	-	1	8	-	-
28.	Printing & publishing	8	8	-	8	274	250	142.750
29.	Manufacture of leather and leather & fur products (except footwear & other wearing apparel)	6	6	-	6	187	169	8
30.	Manufacture of rubber products	-	-	-	-	-		

	Industry	Total accidents reported			Total cases settled	Total days of incapacity	Total days paid	Amount paid
		Total	Non-fatal	Fatal				£ Mils
31.	Manufacture of chemicals and chemical products	3	3	-	3	57	48	21.600
33.	Manufacture of non-metallic mineral products (except products of petroleum and coal)	40	40	-	35	961	760	487.600
34.	Manufacture of aluminium products	4	4	-	4	101	89	36.750
35.	Manufacture of metal products (except machinery and transport equipment)	25	25	-	23	414	315	134.370
36.	Manufacture of machinery (except electrical machinery)	14	14	-	13	318	279	15[illegible].300
37.	Manufacture of batteries	1	1	-	1	85	82	41.000
38.	Manuf. of Transport equip.	27	27	-	24	606	521	276.200
39.	Miscellaneous manufacturing	9	8	1	7	202	184	39.600
4.	CONSTRUCTION	414	409	5	393	11869	10704	7,059.560
400.1	Private construction	228	225	3	212	6569	5926	3,876.775
400.2	Government construction	57	55	2	55	1360	1210	847.350
400.3	Construction (Municipalities)	6	6	-	6	286	268	195.500
400.4	Government Irrigation Works	30	30	-	29	731	647	460.250
400.5	Water well drilling	7	7	-	7	395	377	294.400
400.6	Carpentry	43	43	-	42	1137	1011	569.835
400.7	Electrical installation	8	8	-	8	290	266	165.000
400.8	Plumbing	8	8	-	8	231	207	100.950
400.9	House painting	12	12	-	12	559	523	363.600
401.2	Excavation works	-	-	-	-	-	-	
401.3	Construction, British Military Authorities (Cypriot contractors)	12	12	-	11	151	118	87.150
401.4	Construction, British Military Authorities (Foreign contractors)	3	3	-	3	160	151	98.750
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	50	50	-	47	1176	1038	760.550
51.	Electricity and Gas	37	37	-	36	705	600	45[illegible].250
52.	Water and Sanitary Services	13	13	-	11	471	438	324.300
6.	COMMERCE	82	81	1	77	3086	2767	1,770.[illegible]
611	Wholesale trade	63	63	-	60	1932	1738	1,0[illegible]
612	Retail trade	17	16	1	15	1091	972	6[illegible]
620	Banks and other financial institutions	1	1	-	1	47	44	
630	Real Estate	1	1	-	1	16	13	

	Industry	Total accidents reported			Total cases settled	Total days of incapacity	Total days paid	Amount paid
		Total	Non-fatal	Fatal				£ Mils
7.	TRANSPORT, STORAGE AND COMMUNICATION	92	91	1	89	2652	2363	1,715.700
71.	Transport	78	77	1	75	2491	2241	1,639.600
72.	Storage and warehousing	3	3	-	3	41	32	21.450
73.	Communication	11	11	-	11	120	90	54.650
8.	SERVICES	117	113	4	113	4420	3776	2,257.703
81.	Government Services	44	41	3	42	1494	1055	685.837
82.	Community Services	24	23	1	24	781	708	476.750
83.	Business Services	1	1	-	1	102	99	19.[illegible]
84.	Recreation Services	14	14	-	14	714	675	378.740
85.	Personal Services	34	34	-	32	1329	1239	696.576

TABLE No. 55

(Reference Paragraph 349 of the Report)

EMPLOYMENT ACCIDENTS, ANALYSED BY INDUSTRIAL CATEGORIES AND CAUSE OF ACCIDENT

INDUSTRY		Total No. of accidents	Cause of Accident																		
			Transmission machinery	Metal-working machinery	Wood-working machinery	Agricultural machinery	Mining machinery	Other machines	Lifting machines & appliances	Hand tools	Struck by falling or flying objects	Falls of persons	Falls of ground	Stepping upon or striking against objects	Vehicles	Means of water transportation	Handling without machinery	Animals	Explosions	Electricity, fire, hot or corrosive substances	Miscellaneous causes
DIVS. & MAJ. GROUP	GRAND TOTAL	1304	13	13	74	8	8	57	44	53	260	343	8	55	174	7	23	10	1	37	116
0.	AGRICULTURE, FORESTRY AND FISHING	169	1	-	-	5	-	2	-	10	21	60	-	7	21	-	5	5	-	-	32
01.	Agriculture	147	1	-	-	4	-	2	-	7	14	54	-	5	20	-	3	5	-	-	32
02.	Forestry and Logging	22	-	-	-	1	-	-	-	3	7	6	-	2	1	-	2	-	-	-	-
1.	MINING AND QUARRYING	98	3	-	-	1	8	4	5	5	25	16	1	4	10	-	1	-	-	4	11
12.	Metal mining	39	1	-	-	1	4	1	2	-	7	9	1	1	5	-	1	-	-	2	4
14.	Stone quarrying, clay and sand pits	12	1	-	-	-	-	-	-	-	4	2	-	1	1	-	-	-	-	2	1
19.	Other non-metallic mining and quarrying	47	1	-	-	-	4	3	3	5	14	5	-	2	4	-	-	-	-	-	6
2-3.	MANUFACTURING	282	6	9	47	1	-	35	3	17	55	42	-	10	24	-	4	-	1	8	20
20.	Food manufacturing industries (except beverage industries)	45	5	-	-	-	-	11	2	-	[illegible]	[illegible]	-	-	[illegible]	-	-	-	-	-	-
21.	Beverage industries	20	-	-	-	-	-	1	-	-	[illegible]	1	-	2	3	-	2	-	-	-	-
22.	Tobacco manufactures	4	-	1	-	-	-	1	-	-	[illegible]	[illegible]	-	-	[illegible]	-	-	-	-	-	-

	INDUSTRY	Total No. of accidents	Cause of Accident: Transmission machinery	Metal-working machinery	Wood-working machinery	Agricultural machinery	Mining machinery	Other machines	Lifting machines &appliances	Hand tools	Struck by falling or flying objects	Falls of persons	Falls of ground	Stepping upon or striking against objects	Vehicles	Means of water transportation	Handling without machinery	Animals	Explosions	Electricity, fire, hot or corrosive substances	Miscellaneous causes
23.	Manufacture of textiles	4	-	-	-	-	-	2	-	-	I	-	-	-	I	-	-	-	-	-	-
24.	Manufacture of footwear, other wearing apparel and made-up textile goods	8	-	-	-	-	-	2	-	I	I	I	-	-	3	-	-	-	-	-	-
25.	Manufacture of wood and cork (except manufacture of furniture)	22	-	-	I3	-	-	-	-	2	3	3	-	I	-	-	-	-	-	-	-
26.	Manufacture of furniture and fixtures	4I	-	-	3I	-	-	-	-	5	3	-	-	-	I	-	I	-	-	-	-
27.	Manufacture of paper and paper products	I	-	-	-	-	-	I	-	-	-	-	-	-	-	-	-	-	-	-	-
28.	Printing and publishing	8	-	-	-	-	-	4	-	-	-	3	-	-	I	-	-	-	-	-	-
29.	Manufacture of leather and fur products (except footwear and other wearing apparel)	6	-	-	-	-	-	I	-	I	I	I	-	-	2	-	-	-	-	-	-
30.	Manufacture of rubber products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3I.	Manufacture of chemicals and chemical products	3	-	-	-	-	-	2	-	-	-	I	-	-	-	-	-	-	-	-	-
33.	Manufacture of non-metallic mineral products (except products of petroleum and coal)	40	I	-	-	-	-	4	I	2	I3	I3	-	3	-	-	-	-	-	-	-
34.	Manufacture of aluminium products	4	-	2	-	-	-	-	-	-	-	I	-	-	-	-	-	-	-	-	-

	INDUSTRY	Total No. of accidents	Transmission machinery	Metal-working machinery	Wood-working machinery	Agricultural machinery	Mining machinery	Other machines	Lifting machines and appliances	Hand tools	Struck by falling or flying objects	Falls of persons	Falls of ground	Stepping upon or striking against objects	Vehicles	Means of water transportation	Handling without machinery	Animals	Explosions	Electricity, fire, corrosive substances	Miscellaneous causes
35.	Manufacture of metal products (except machinery and transport equipment)	25	-	4	-	-	-	I	-	2	8	5	-	I	I	-	-	-	-	-	3
36.	Manufacture of machinery (except electrical machinery)	I4	-	I	-	-	-	2	-	I	5	I	-	2	-	-	-	-	-	I	I
37.	Manufacture of batteries	I	-	-	-	-	-	-	-	-	-	-	-	-	I	-	-	-	-	-	-
38.	Manufacture of transport equipment	27	-	I	-	I	-	-	-	3	7	4	-	I	4	-	-	-	I	2	3
39.	Miscellaneous manufacturing industries	9	-	-	3	-	-	3	-	-	I	-	-	-	I	-	I	-	-	-	-
4.	CONSTRUCTION	4I4	I	3	26	-	-	I3	22	I2	89	I28	7	2I	49	-	6	-	-	I4	23
400.I	Private construction	228	-	3	-	-	-	7	20	3	48	79	6	I5	26	-	2	-	-	7	I2
400.2	Government construction	57	-	-	-	-	-	I	I	2	I0	I6	-	3	I6	-	2	-	-	3	3
400.3	Construction (Municipalities)	6	-	-	-	-	-	-	-	-	3	I	-	-	I	-	-	-	-	-	I
400.4	Government Irrigation Works	30	I	-	-	-	-	2	-	2	I4	4	I	3	I	-	I	-	-	-	I
400.5	Water well drilling	7	-	-	-	-	-	I	-	-	I	2	-	-	I	-	I	-	-	I	-
400.6	Carpentry	43	-	-	26	-	-	-	-	I	4	9	-	-	I	-	-	-	-	I	-
400.7	Electrical installation	8	-	-	-	-	-	-	-	-	I	6	-	-	-	-	-	-	-	-	I
400.8	Plumbing	8	-	-	-	-	-	I	I	I	2	2	-	-	-	-	-	-	-	-	I
400.9	House painting	I2	-	-	-	-	-	-	-	-	3	5	-	-	I	-	-	-	-	I	2
400.2	Excavation works	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

	INDUSTRY	Total No. of accidents	Transmission machinery	Metal-working machinery	Wood-working machinery	Agricultural machinery	Mining machinery	Other machines	Lifting machines and appliances	Hand tools	Struck by falling or flying objects	Falls of persons	Falls of ground	Stepping upon or striking against objects	Vehicles	Means of water transportation	Handling without machinery	Animals	Explosions	Electricity, fire, hot or corrosive substances	Miscellaneous causes
		Cause of accident																			
401.3	Construction, British Military Authorities, (Cypriot contractors)	12	-	-	-	-	-	1	-	3	2	3	-	-	1	-	-	-	-	-	1
401.4	Construction, British Military Authorities (Foreign contractors)	3	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	50	-	-	-	-	-	-	-	3	12	15	-	3	9	-	-	-	-	-	8
51.	Electricity and Gas	37	-	-	-	-	-	-	-	3	9	11	-	1	6	-	-	-	-	-	7
52.	Water and Sanitary Services	13	-	-	-	-	-	-	-	-	3	4	-	2	3	-	-	-	-	-	1
6.	COMMERCE	82	2	-	-	-	-	1	3	1	24	23	-	3	17	-	3	-	-	-	5
611.	Wholesale trade	63	2	-	-	-	-	1	3	-	23	16	-	3	10	-	2	-	-	-	3
612.	Retail trade	17	-	-	-	-	-	-	-	1	-	6	-	-	7	-	1	-	-	-	2
620.	Banks and other financial institutions	1	-	-	-	-		-	-	-	-	1	-	-	-	-	-	-		-	-
[illegible]	[illegible] estat[illegible]	1		-				-	-	-		-	-	-	-	-				-	

	INDUSTRY	Total No. of accidents	Cause of accident: Transmission machinery	Metal-working machinery	Wood-working machinery	Agricultural machinery	Mining machinery	Other machines	Lifting machines and appliances	Hand tools	Struck by falling or flying objects	Falls of persons	Falls of ground	Stepping upon or striking against objects	Vehicles	Means of water transportation	Handling without machinery	Animals	Explosions	Electricity, fire, hot or corrosive substances	Miscellaneous causes
7.	TRANSPORT, STORAGE AND COMMUNICATION	92	-	-	-	-	-	-	11	4	25	14	-	3	19	6	2	-	-	-	8
71.	Transport	78	-	-	-	-	-	-	11	1	22	10	-	3	16	6	2	-	-	-	7
72.	Storage and warehousing	3	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-
73.	Communication	11	-	-	-	-	-	-	-	3	1	3	-	-	3	-	-	-	-	-	1
8.	SERVICES	117	-	1	1	1	-	2	-	1	9	45	-	4	25	1	2	5	-	11	9
81.	Government Services	44	-	1	1	1	-	-	-	-	6	13	-	2	8	1	1	-	-	5	5
82.	Community Services	24	-	-	-	-	-	-	-	-	1	11	-	-	7	-	1	1	-	2	1
83.	Business Services	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
84.	Recreation Services	14	-	-	-	-	-	-	-	-	1	5	-	-	4	-	-	4	-	-	-
85.	Personal Services	34	-	-	-	-	-	2	-	1	1	15	-	2	6	-	-	-	-	4	3

TABLE NO.56

(Reference Paragraph 349 of the Report)

EMPLOYMENT ACCIDENTS, ANALYSED BY INDUSTRIAL CATEGORIES AND NATURE OF INJURY

Div. & Maj. Groups	INDUSTRY	Total No. of injuries	Nature of Injury: Fractures	Dislocations	Sprains and strains	Concussions & other internal injuries	Amputations & enucleations	Other wounds	Superficial injuries	Contusions & crushings	Burns	Poisonings	Effects of electric current	Multiple injuries	Other injuries	Occupational diseases
	GRAND TOTALS	1304	446	11	107	35	38	298	37	225	47	23	-	37	-	-
0.	AGRICULTURE, FORESTRY AND FISHING	169	41	2	11	4	2	31	6	51	1	20	-	-	-	-
01.	Agriculture	147	36	2	11	4	1	23	3	46	1	20	-	-	-	-
02.	Forestry and Logging	22	5	-	-	-	1	8	3	5	-	-	-	-	-	-
1.	MINING AND QUARRYING	98	37	3	5	3	3	15	3	22	4	-	-	3	-	-
12.	Metal mining	39	15	1	-	2	1	6	-	11	2	-	-	1	-	-
14.	Stone quarrying, clay and sand pits	12	2	2	1	-	1	-	-	3	2	-	-	1	-	-
19.	Other non-metallic mining and quarrying	47	20	-	4	1	1	9	3	8	-	-	-	1	-	-
2-3.	MANUFACTURING	282	85	1	13	6	25	98	7	32	9	-	-	6	-	-
20.	Food manufacturing industries (except beverage industries)	45	18	-	3	1	5	9	1	4	4	-	-	-	-	-
21.	Beverage industries	20	5	-	-	1	1	7	2	3	-	-	-	1	-	-
22.	Tobacco manufactures	4	2	-	1	-	-	-	-	-	1	-	-	-	-	-
23.	Manufacture of textiles	4	-	-	-	-	-	2	-	2	-	-	-	-	-	-

	INDUSTRY	Total No. of injuries	Nature of injury: Fractures	Dislocations	Sprains and strains	Concussions & other internal injuries	Amputations & enucleations	Other wounds	Superficial injuries	Contusions & crushings	Burns	Poisonings	Effects of electric current	Multiple injuries	Other injuries	Occupational diseases
24.	Manufacture of footwear, other wearing apparel and made-up textile goods	8	1	-	-	-	-	3	1	-	1	-	-	2	-	-
25.	Manufacture of wood and cork (except manufacture of furniture)	22	6	-	-	-	2	13	-	1	-	-	-	-	-	-
26.	Manufacture of furniture and fixtures	41	6	-	1	-	5	27	-	2	-	-	-	-	1	-
27.	Manufacture of paper and paper products	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-
28.	Printing and publishing	8	5	-	-	1	1	-	-	1	-	-	-	-	-	-
29.	Manufacture of leather and leather and fur products (except footwear and other wearing apparel)	6	5	-	-	-	-	1	-	1	-	-	-	1	-	-
30.	Manufacture of rubber products	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
31.	Manufacture of chemicals and chemical products	3	1	-	-	-	1	1	-	-	-	-	-	-	-	-
33.	Manufacture of non-metallic mineral products (except products of petroleum and coal)	40	15	-	4	-	3	9	1	7	-	-	-	1	-	-
34.	Manufacture of aluminimum products	4	1	-	-	-	-	3	-	-	-	-	-	-	-	-

	INDUSTRY	Total No. of Injuries	Nature of Injury: Fractures	Dislocations	Strains and sprains	Concussions & other internal injuries	Amputations & enucleations	Other wounds	Superfisial injuries	Contusions & crushings	Burns	Poisonings	Effects of electric current	Multiple injuries	Other injuries	Occupational diseases
35.	Manufacture of metal products (except machinery and transport equipment)	25	6	-	-	1	3	10	1	3	-	-	-	1	-	-
36.	Manufacture of machinery (except electrical machinery)	14	2	-	1	1	2	3	1	3	1	-	-	-	-	-
37.	Manufacture of batteries	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
38.	Manufacture of transport equipment	27	9	1	2	1	1	7	-	4	2	-	-	-	-	-
39.	Miscellaneous manufacturing industries	9	4	-	1	-	-	3	-	1	-	-	-	-	-	-
4.	CONSTRUCTION	414	151	1	39	7	8	97	15	63	18	2	-	12	-	-
400.1	Private construction	228	86	1	22	5	1	43	6	41	11	2	-	10	-	-
400.2	Government construction	57	23	-	4	1	-	13	3	8	3	-	-	2	-	-
400.3	Construction (Municipalities)	6	4	-	-	-	-	2	-	-	-	-	-	-	-	-
400.4	Government Irrigation works	30	8	-	5	-	1	6	3	7	-	-	-	-	-	-
400.5	Water well drilling	7	2	-	-	-	-	3	-	1	1	-	-	-	-	-
400.6	Carpentry	43	11	-	2	-	5	21	1	2	1	-	-	-	-	-
400.7	Electrical installation	8	4	-	2	-	-	2	-	-	-	-	-	-	-	-
400.8	Plumbing	8	2	-	-	-	1	2	1	2	-	-	-	-	-	-
400.9	House painting	[illegible]	7	-	2	-	-	1	1	-	[illegible]	-	-	-	-	-
401.2	Excavation works	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
401.3	Construction, British Military Authorities (Cypriot constructors)	12	[illegible]	-	2	1	-	[illegible]	-	2	-	-	-	-	-	-

	INDUSTRY	Total No. of Injuries	Nature of Injury: Fractures	Dislocations	Sprains and strains	Concussions & other internal injuries	Amputations enucleations	Other wounds	Superficial injuries	Contusions & crushings	Burns	Poisonings	Effects of electric current	Multiple injuries	Other injuries	Occupational diseases
401.4	Construction, British Military Authorities (Foreign contractors)	3	2	-	-	-	-	1	-	-	-	-	-	-	-	-
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	50	15	-	8	2	-	10	1	12	2	-	-	-	-	-
51.	Electricity and Gas	37	6	-	6	22	-	10	1	10	2	-	-	-	-	-
52.	Water and Sanitary Services	13	9	-	2	-	-	-	-	2	-	-	-	-	-	-
6.	COMMERCE	82	38	-	6	2	-	20	1	11	-	-	-	4	-	-
611.	Wholesale trade	63	27	-	5	2	-	16	1	10	-	-	-	2	-	-
612.	Retail trade	17	10	-	1	-	-	4	-	-	-	-	-	2	-	-
620.	Banks and other financial institutions	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
640.	Real estate	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-
7.	TRANSPORT, STORAGE AND COMMUNICATION	92	31	-	13	4	-	15	1	25	-	-	-	3	-	-
71.	Transport	78	29	-	8	4	-	12	1	21	-	-	-	3	-	-
72.	Storage and warehousing	3	-	-	1	-	-	-	-	2	-	-	-	-	-	-
73.	Communication	11	2	-	4	-	-	3	-	2	-	-	-	-	-	-
8.	SERVICE	117	48	4	12	7	-	12	3	9	12	1	-	9	-	-
8[illegible]	Government Services	[illegible]	15	[illegible]	[illegible]	2	[illegible]	[illegible]	1	5	[illegible]	-	-	3	[illegible]	[illegible]
82.	Community Services	[illegible]	8	[illegible]	[illegible]	4	-	[illegible]	-	[illegible]	[illegible]	-	[illegible]	[illegible]	[illegible]	[illegible]

INDUSTRY		Total No. of injuries	Nature of Injury													
			Fractures	Dislocations	Sprains and strains	Concussions & other internal injuries	Amputations & enucleations	Other wounds	Superficial injuries	Contusions & crushings	Burns	Poisonings	Effects of electric current	Multiple injuries	Other injuries	Occupational diseases
83.	Business Services	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
84.	Recreation Services	14	6	-	2	1	-	1	1	1	-	-	-	2	-	-
85.	Personal Services	34	18	1	1	-	-	3	1	2	5	1	-	2	-	-

TABLE NO.57

(Reference Paragraph 349 of the Report)

EMPLOYMENT ACCIDENTS ANALYSED BY INDUSTRIAL CATEGORIES AND MAJOR OCCUPATIONAL GROUPS

Div.& Major Groups	INDUSTRY	Total No. of persons injured	Major Occupational Groups: Administrative Executive and Managerial Workers	Professional Technical and related workers	Clerical workers	Sales workers	Farmers, Fishermen, hoggers and related workers	Miners, Quarrymen and related workers	Workers in transport and communication occupations	Craftsmen and production process workers	Labourers n.e.c.	Service workers
	GRAND TOTALS	1304	1	6	15	22	172	65	52	731	162	78
0.	AGRICULTURE, FORESTRY AND FISHING	169	-		-	-	160	-	2	4	2	1
01.	Agriculture	147	-	-	-	-	139	-	2	3	2	1
02.	Forestry and Logging	22	-	-	-	-	21	-	-	1	-	-
1.	MINING AND QUARRYING	98	-	-	2	-	-	62	4	20	10	-
12.	Metal Mining	39	-	-	-	-	-	30	2	7	-	-
14.	Stone quarrying, clay and sand pits	12	-	-	-	-	-	2	-	4	6	-
19.	Other non-metallic mining and quarrying	47	-	-	2	-	-	30	2	9	4	-
2-3.	MANUFACTURING	282	1	1	-	5	8	1	3	214	46	3
20.	Food manufacturing industries (except beverage industries)	45	-	-	-	2	2	-	1	28	12	-
21.	Beverage industries	20	-	-	-	2	-	-	-	6	12	-
22.	Tobacco manufacturers	4	-	-	-	-	-	-	-	4	-	-
23.	Manufacture of textiles	4	-	-	-	-	-	-	-	4	-	-
24.	Manufacture of footwear, other wearing apparel and made up textile goods	8	-	-	-	-	-	-	-	6	-	2

	INDUSTRY	Total No. of persons injured	Major Occupational Groups									
			Administrative Executive and Managerial workers	Professional Technical and related workers	Clerical workers	Sales workers	Farmers, Fishermen, hoggers and related workers	Miners, Quarrymen and related workers	Workers in transport and communication occupations	Craftsmen and production process workers	Labourers n.e.c.	Service workers
25.	Manufacture of wood and cork (except manufacture of furniture)	22	-	-	-	-	6	-	1	15	-	-
26.	Manufacture of furniture and fixtures	41	-	-	-	-	-	-	-	41	-	-
27.	Manufacture of paper and paper products	1	-	-	-	-	-	-	-	1	-	-
28.	Printing and publishing	8	-	-	-	-	-	-	-	7	1	-
29.	Manufacture of leather and leather and fur products (except footwear and other wearing apparel)	6	-	-	-	-	-	-	-	6	-	-
30.	Manufacture of rubber products	-	-	-	-	-	-	-	-	-	-	-
31.	Manufacture of chemicals and chemical products	3	-	-	-	-	-	1	-	-	2	1
33.	Manufacture of non-metallic mineral products (except products of petroleum and coal)	40	-	1	-	-	-	-	-	24	15	-
34.	Manufacture of aluminium products	4	-	-	-	-	-	-	-	4	-	-
35.	Manufacture of metal products (except machinery and transport equipment)	25	-	-	-	-	-	1	-	21	3	-
36.	Manufacture of machinery (except electrical machinery)	14	1	-	-	-	-	-	-	12	1	-
37.	Manufacture of batteries	1	-	-	-	-	-	-	-	1	-	-
38.	Manufacture of transport equipment	27	-	-	-	1	-	-	-	26	-	-
39.	Miscellaneous manufacturing industries	9	-	-	-	-	-	-	1	[illegible]	[illegible]	[illegible]

	INDUSTRY	Total No. of persons injured	Major Occupational Groups									
			Administrative Executive and Managerial workers	Professional Technical and related workers	Clerical workers	Sales workers	Farmers, Fishermen, hoggers and related workers	Miners, Quarrymen and related workers	Workers in transport and communication occupations	Craftsmen and production-process workers	Labourers n.e.c.	Service workers
4.	CONSTRUCTION	414	-	-	2	-	-	2	5	403	2	-
400.1	Private construction	228	-	-	-	-	-	-	3	224	1	-
400.2	Government construction	57	-	-	1	-	-	-	2	53	1	-
400.3	Construction (Municipalities)	6	-	-	-	-	-	-	-	6	-	-
400.4	Government Irrigation Works	30	-	-	-	-	-	-	-	30	-	-
400.5	Water well drilling	7	-	-	-	-	-	2	-	5	-	-
400.6	Carpentry	43	-	-	-	-	-	-	-	43	-	-
400.7	Electrical installation	8	-	-	-	-	-	-	-	8	-	-
400.8	Plumbing	8	-	-	-	-	-	-	-	8	-	-
400.9	House painting	12	-	-	-	-	-	-	-	12	-	-
401.2	Excavation works	-	-	-	-	-	-	-	-	-	-	-
401.3	Construction, British Military Authorities (Cypriot contractors)	12	-	-	-	-	-	-	-	12	-	-
401.4	Construction, British Military Authorities (Foreign contractors)	3	-	-	1	-	-	-	-	2	-	-
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	50	-	-	-	1	-	-	2	14	31	2
51.	Electricity and Gas	37	-	-	-	1	-	-	2	14	18	2
52.	Water and Sanitary Services	13	-	-	-	-	-	-	-	-	13	-
6.	COMMERCE	82	-	-	6	16	-	-	9	9	41	1
611.	Wholesale trade	63	-	-	2	6	-	-	7	8	40	-
612.	Retail trade	17	-	-	3	10	-	-	1	1	1	1

	INDUSTRY	Total No. of persons injured	Major Occupational Groups									
			Administrative Executive and Managerial workers	Professional Technical and related workers	Clerical workers	Sales workers	Farmers, Fishermen, hoggers and related workers	Miners, Quarrymen and related workers	Workers in transport and communication occupations	Craftsmen and production process workers	Labourers n.e.c.	Service workers
620.	Banks and other financial institutions	1	-	-	1	-	-	-	-	-	-	-
640.	Real estate	1	-	-	-	-	-	-	1	-	-	1
7.	TRANSPORT, STORAGE AND COMMUNICATION	92	-	-	-	-	-	-	22	57	13	-
71.	Transport	78	-	-	-	-	-	-	20	52	6	-
72.	Storage and warehousing	3	-	-	-	-	-	-	-	2	1	-
73.	Communication	11	-	-	-	-	-	-	2	3	6	-
8.	SERVICES	117	-	5	5	-	4	-	5	10	17	71
81.	Government Services (Administration)	44	-	-	1	-	2	-	4	8	10	19
82.	Community Services	24	-	4	3	-	2	-	1	-	5	9
83.	Business Services	1	-	-	1	-	-	-	-	-	-	-
84.	Recreation Services	14	-	1	-	-	-	-	-	1	1	11
85.	Personal Services	34	-	-	-	-	-	-	-	1	1	32

TABLE NO.58

(Reference Paragraph 386 of the Report)

PNEUMOCONIOSIS COMPENSATION FUND - RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31ST DECEMBER, 1967

£ 1966		£	£
	Annual Contributions		
28,964	Mining Companies		28,964
	Monthly Contributions		
12,641	(i) Mining Companies	15,175	
441	(ii) Other Industries	345	15,520
648	Interest Received		1,331
42,694			45,815

£ 1966		£	£
	Compensation		
13,137	(i) Disablement	15,422	
2,719	(ii) Death	1,598	17,020
26,838	Surplus for the year		28,795
42,694			45,815

BALANCE SHEET

AS AT 31ST DECEMBER, 1967

£ 1966	LIABILITIES	£	£
	Accumulated Fund		
13,484	Balance at 1.1.67	40,322	
26,838	Surplus for the year	28,795	69,117
40,322			69,117

£ 1966	ASSETS	£	£
	Cash and Investments		
9,934	(i) Bank of Cyprus Ltd. 5½% 9.11.67 to 8.1.69	10,000	
	(ii) National Bank of Greece 6% 25.4.67 to 24.4.69	25,000	35,000
30,388	Cash at the Ottoman Bank		34,117
40,322			69,117

TABLE No.59

(Reference Paragraph 396 of the Report)

CENTRAL HOLIDAY FUND

Receipts and Payments for the period 1st August, 1967 to 31st December, 1967

	£		£
Employers' Contributions	70,344	Management and Administration	
Collections from the sale of Booklets and Guides	7,955	Salaries	2,854
		Printing of Holiday Stamps	1,051
		Stationery and Printing of Holiday Booklets and Guides	1,080
		Sundries	145
		Surplus for the Year	73,169
	78,299		78,299

Balance Sheet as at 31st December, 1967

	£		£
Surplus for the Year	73,169	Fixed Assets:	
		Office Equipment at Cost	231
		Deposits and Investments:	
		91 days' Treasury Bills	71,098
		Cash with Treasury	1,840
	73,169		73,169