

MINISTRY OF LABOUR AND SOCIAL INSURANCE

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Civil Engineering	P. Chakrabarti

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

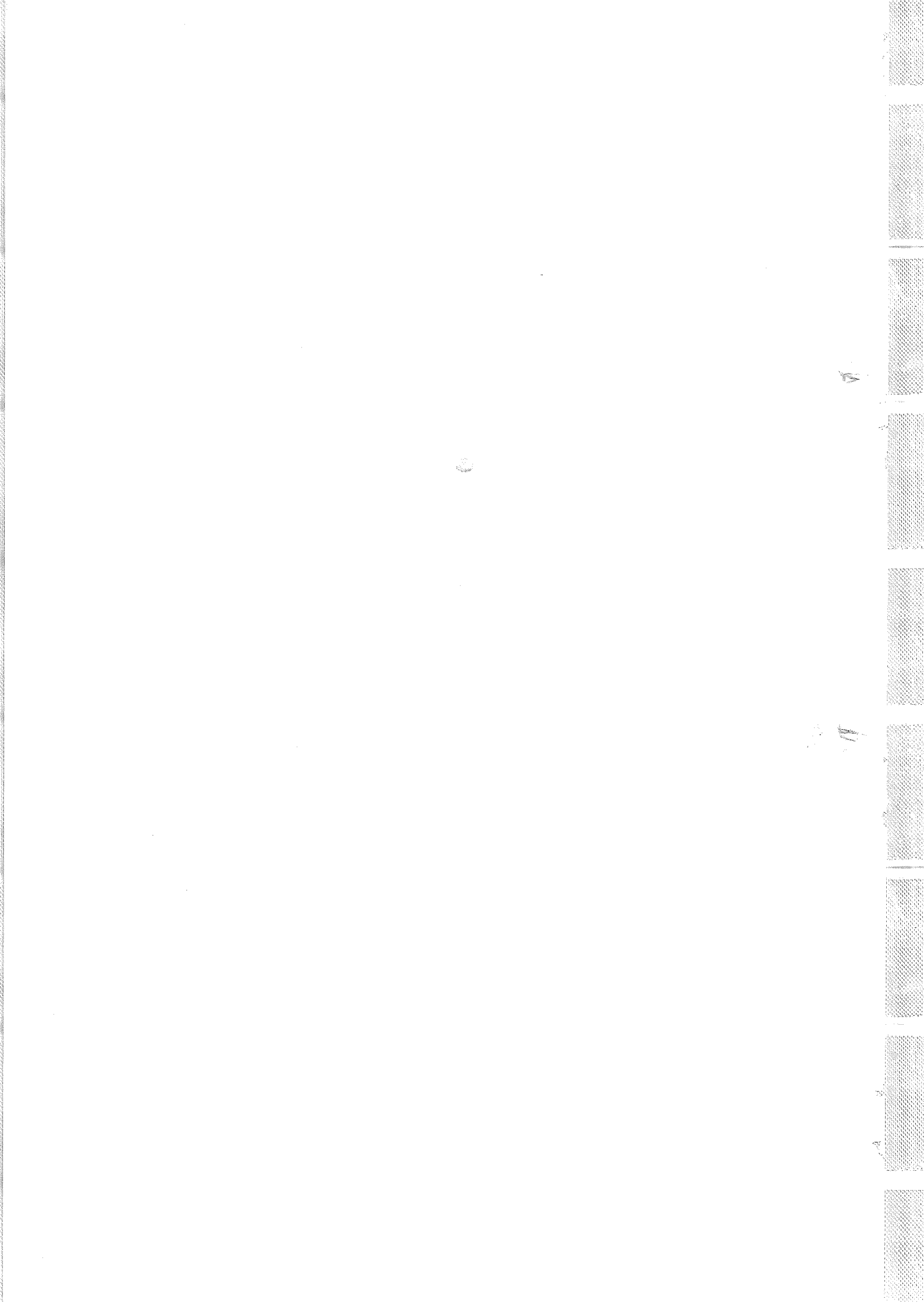
DECEMBER, 1968

A. L A W S

1. Accidents and Occupational Diseases Law, Cap. 176
2. Annual Holidays with Pay Law, 8 of 1967 and 28 of 1968
3. Apprenticeship Law, 13 of 1966
4. Bakeries (Night Work) Law, Cap. 177
5. Breweries Law, Cap. 129
6. Catering Establishments Employees (Conditions of Service) Law, 1968
7. Children Law, Cap. 352
8. Children and Young Persons (Employment) Law, Cap. 178, 61 of 1964 and 18 of 1968
9. Domestic Servants Law, Cap. 179 and 41 of 1961
10. Employment of Women (During the Night) Law, Cap. 180
11. Employment of Women (In Mines) Law, Cap. 181
12. Factories Law, Cap. 134 and 43 of 1964
13. Hours of Employment Law, Cap. 182 and 15 of 1967
14. Minimum Wage Law, Cap. 183
15. Pneumoconiosis (Compensation) Law, 1960 and 58 of 1966
16. Port Workers Law, Cap. 184 and 5 of 1960
17. Shop Assistants Law, Cap. 185
18. Social Insurance Law, 2 of 1964, 3 of 1966 and 28 of 1968
19. Summer Afternoon Recess Law, Cap. 186
20. Termination of Employment Law, 24 of 1967 and 17 of 1968
21. Trade Disputes (Consiliation, Arbitration and Inquiry) Law, Cap. 187
22. Trade Union Law, 31 of 1965

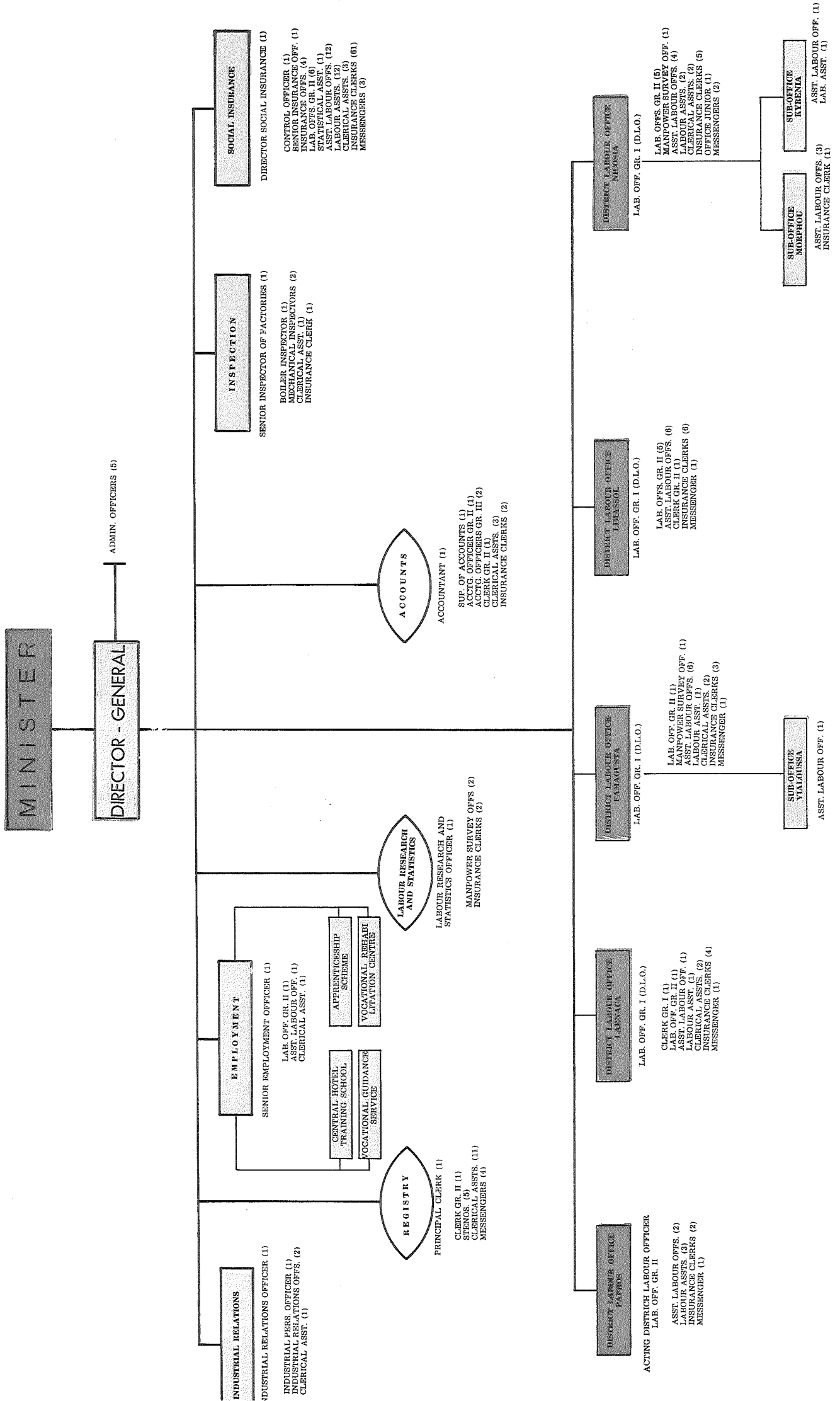
B. R E G U L A T I O N S

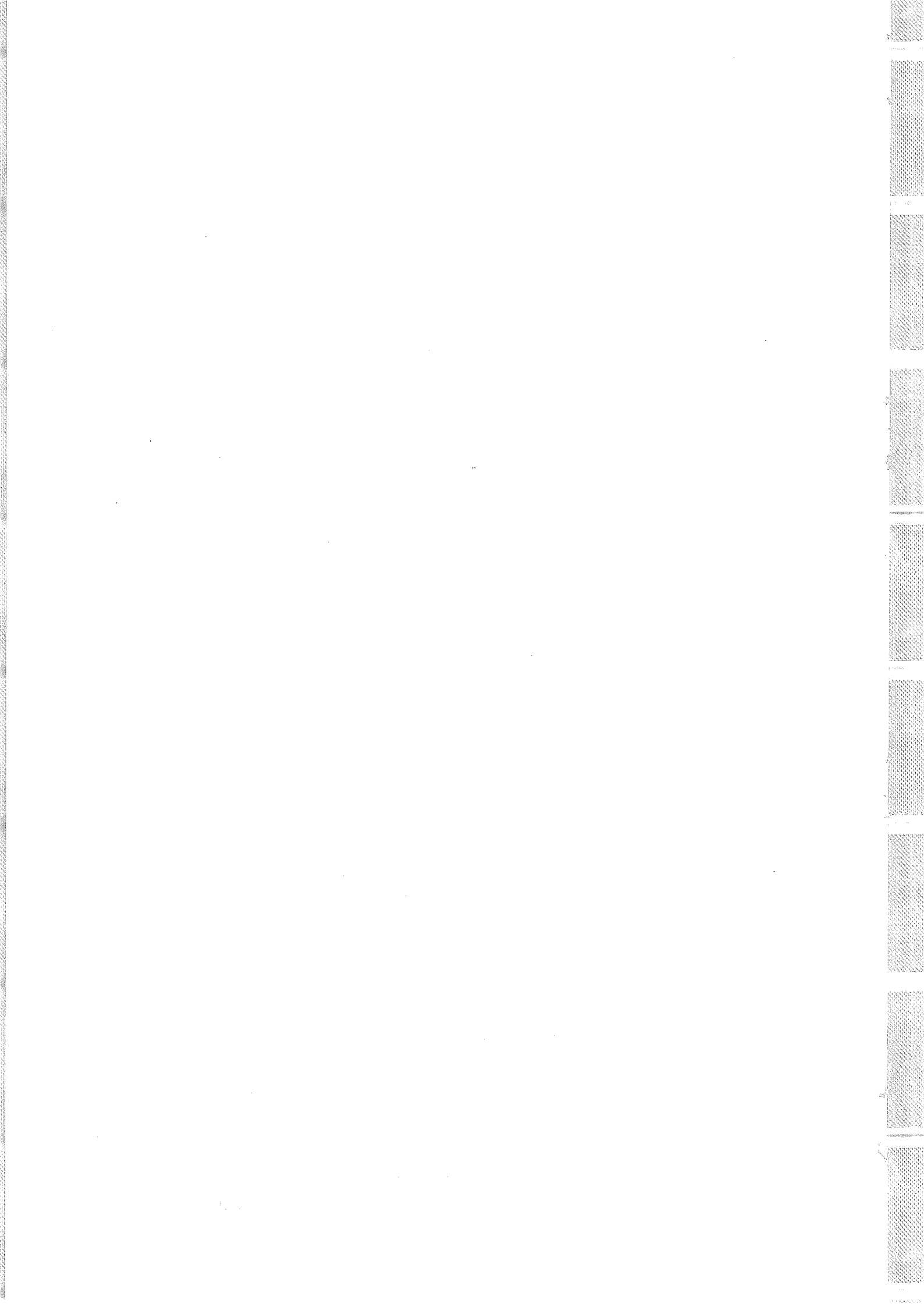
23. Aliens and Immigration Regulations, 1949
24. Annual Holidays with Pay Regulations, 1967 and 1968
25. Arbitration Tribunal Regulations and Rules of Procedure, 1968
26. Building (Safety, Health and Welfare) Regulations, 1965
27. Defence Regulations, 79A and 79B
28. Domestic Servants (Employment of Children and Young Persons) Regulations,
No. 32 of 1952
29. Hotels (Conditions of Service) Regulations, 1965 and 1966
30. Pneumoconiosis (Compensation) Regulations, 1960
31. Port Workers Regulations, 1952 and 1960
32. Safety (Mines and Quarries) Regulations, 1963.



MINISTRY OF LABOUR AND SOCIAL INSURANCE

(Organizational Chart, 1968)





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I. INTRODUCTION

I. EVALUATION OF POLICY AND OBJECTIVES

1. By the time the Government of the Republic announced its SECOND Five-Year Plan of Economic and Social Development in 1967, the fundamental interests, rights and basic freedoms of the Cypriot worker had been attained and safeguarded, either through normal trade union action or through legislation. These included: (i) conditions of full employment; (ii) a comprehensive Social Insurance Scheme covering every working male and female citizen of the Republic, and their dependants; (iii) Freedom of Association and the Right to Collective Bargain; (iv) Protection against arbitrary and unjustifiable dismissal; (v) Safety, health and welfare at work; and (vi) Industrial peace and tripartite cooperation in the formulation and implementation of labour policies and objectives.

2. In re-appraising its labour policy for the Second Five-Year Plan Government felt that, since the basic freedoms and fundamental interests and rights of the workers had been attained and safeguarded, thenceforward the primary objective in as far as the Ministry of Labour & Social Insurance was concerned, should be the improvement of the living standards, the pursuit of an even more equitable distribution of national wealth, and the economic and social well-being of the population as a whole.

3. The guiding principles in pursuing this objective therefore, were set to be:

- (a) The further development of the Social Insurance Scheme, in particular towards the implementation of a "wage related" scheme, either in addition or in substitution (integration) of the existing flat rate basis scheme.
- (b) The financing of improved social insurance benefits by the work and the contribution of both employers and employees, without any subsidization by the State.
- (c) The growth of the national income as a pre-requisite for the implementation of additional social benefits or grants.
- (d) The mobilization and utilization of our manpower through training and upgrading of skills.
- (e) The formulation and pursuance of such policies as would promote (and on instances impose) conditions ensuring higher productivity in all fields of industry so as to finance improved social and economic benefits.
- (f) The achievement of "most productive employment" and not merely "full employment", and the full and most productive utilization of manpower, through training, upgrading and manpower planning.

4. The underlying philosophy of this policy has been that Government shall assume the responsibility to ensure an equitable distribution of the increasing national wealth, indirectly, as a rule, through collective bargaining and more directly through legislation, in instances where there exist flagrant and otherwise unsolved inequities in the enjoyment of the fruits of labour, either in isolated industries or segments of the economy. In the area of social legislation the philosophy has been that the granting by legislation of additional social and economic benefits to the working population should come out of an increase of the national product; 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 the isolated concern between an individual employer or class of employers vis-a-vis their employees and vice versa but should, rather, be considered as a collective concern of the entire class of employers vis-a-vis the entire class of employees—the conviction being that this method will facilitate the achievement of an equitable distribution of the national income, ease the economic impact on the economy and blunt and dilute such impact by distributing it on a wider basis.

5. The implications of this new policy impose upon the Ministry a new role and a new responsibility. It implies that the Ministry can no longer confine itself only in the continuous effort of setting of labour standards, by persuasion preferably, and by legislation if necessary, towards the protection and improvement of basic rights and fundamental freedoms in the field of labour and the equitable distribution of the National Wealth. It implies that the Ministry must, during the Second 5 Year Plan, shift substantially its role and interests towards Vocational Training and Up-grading and Retraining of the labour force as a primary means towards the increase of the National Wealth and the provision of improved living standards for all.

6. Thus, beginning with 1967 the Ministry has been developing policies, machinery and institutions which will take it beyond its traditional role of standard setting into the un-chartered domain of integrated manpower assessment and development.

7. This brief introduction focuses attention on the highlights of the Ministry's new policy for the Second 5-Year Plan and provides some insight into the ways and means by which the Ministry proceeded in 1968 to implement its new policy.

II. THE EMPLOYMENT SITUATION

8. Conditions of over-full employment prevailed, for the 4th year in succession. In 1968 persons registered for employment accounted for 1.2% of the economically active population. The figures for the rest of the period are: 1.14% in 1967, 1.4% in 1966, 1.6% in 1965. This is a record unmatched in the history of the Island, and one that stands fair comparison with any of the more progressive and stable economies of the West.

9. Of the total registered unemployed (3,174) 40% are women; 66% come from the country-side, presumably underemployed farmers and farm workers seeking seasonal alternative employment; 20% are young graduates from high schools; and 25% are unskilled workers.

10. For a number of professions and occupations demand exceeded the supply. These are: Engineers, (Civil, hydraulic, electronic, mining), Production Managers, Chartered Accountants, Economists, Chemists, Nurses, and Printing Technicians.

11. There are signs that the prejudice against manual work and the technical professions is gradually but steadily breaking down. Over four hundred graduates of Secondary Schools, more than half from classical gymnasia applied for registration with the Higher Technical Institute, out of which eighty were accepted. High School graduates are now to be found in manual jobs, including unskilled work in construction, in Government, and in the services.

III. VOCATIONAL TRAINING

12. In accordance with the new policy orientations of the Ministry in the domain of manpower development, the Ministry has in 1968 made significant progress in assuming greater responsibility for training and upgrading through the following training institutions:-

(a) Higher Technical Institute.

13. The Institute, the highest educational and training institution in the Island, started work only a month behind schedule with an initial enrolment of 85 students in the disciplines of civil, mechanical and electrical engineering.

14. The Institute, presently and temporarily housed at the Nicosia Technical School, is acquiring its own premises at Athalassa forest. Plans for the erection of modern classrooms, laboratories, workshops, and administration offices are ready, tenders for the construction of the premises have been invited, and actual work will begin early in 1969. Meanwhile UNESCO equipment arrived and continues to arrive.

15. Staff, foreign and local, have been recruited, excepting the local Director whose post is currently advertised to be filled by the Public Service Commission.

(b) Apprenticeship

16. The Apprenticeship Scheme, which made a modest beginning in 1963, has developed into an island-wide institution which has demonstrated that its results are practical and useful.

17. The Scheme accepts industry-based trainees between the ages of 14 - 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.

18. Between 1963 - 1967 the Scheme gave to industry 152 finished skilled workmen in the following fields:-

Course	
Welders	18
Auto-mechanics	19
Electricians	40
Cabinet makers	28
Plumbers	10
Builders	13
General technicians	24
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	152

19. In 1968 the Scheme offered courses of training in all major towns of the Island to a total of 549 apprentices.

20. The demand for training is rising too rapidly in comparison to the availability of instructors, equipment and premises for training.

(c) **Training for the Disabled**

21. A new vocational training institution came into being in 1968. The Centre for the Rehabilitation of the Disabled initiated its first course for 8 female trainees in the field of weaving and knitting.

22. The Centre's Workshops and Administrative Wing is completed; plant has been installed; staff has been recruited, including a Medical Rehabilitation Officer; and the Centre will become fully operational in 1969.

(d) **Re-training of Redundant Employees**

23. The experiment to train clerical workers for technical occupations undertaken jointly in 1967 by this Ministry and the U.K. Military Authorities in Dhekelia has been a definite success. The Scheme provided training to 38 trainees as follows:-

Course	No. of trainees	Duration	Completion date
1. Heavy Vehicle Mechanics	12	18 months	10/5/69
2. Sheet Metal Workers, Plumbers, Blacksmiths	9	12 months	24/12/69
3. Welders/Repairers of Agricultural Machinery	9	12 months	11/1/69
4. Precision Instrument Technicians	8	12 months	11/1/69

24. It is very significant to note that all trainees of this Scheme have found highly remunerative and secured employment at technicians, within days of their graduation.

25. A more ambitious scheme is being undertaken for 1969 as a result of this success. Very much on the same basis, the Work-shops at Dhekelia, will train 60 high school graduates in the trades of heavy vehicle mechanics, sheet-metal work, agricultural implement repair and general electricians work; and apprentices between the ages of 16 and 18 in similar technical occupations which are needed by our expanding industry.

(e) **Hotel Institute**

26. Yet another new vocational training institution is quietly taking shape in the Island to serve the needs of our expanding Hotel, Catering and Tourist Industries.

27. The Hotel and Catering Institute, a joint Government—I.L.O. project, will offer:

- (a) training,
- (b) advisory and consultancy services, and
- (c) research, information and documentation in the fields of
 - managerial systems,
 - hotel organisation and structure,
 - hotel, cost accounting and analysis,
 - staff management and labour planning,
 - public relations and sales promotion,
 - tourist traffic and tour planning, and
 - budgeting and control.

28. The Institute has already offered its first course in Front Office Work. A number of foreign experts are here. Preliminary plans for the erection of a model Institute and Hotel have been completed, and once the Plan of Operation is signed early in 1969 the Hotel Institute will be extending its roots firmly into the ground.

(f) **Central Hotel Training School**

29. Meanwhile the school has been offering, and will continue to offer, ab initio training to new recruits and up-grading courses to industry-based employees.

30. The school awarded diplomas to 22 graduates (9 cooks and 13 waiters) in 1968 and operated with a total enrolment of 64 trainees. The up-grading courses covered the entire island and its other activities included preparation of teaching and guiding manuals in the hotel and catering trades, educational visits locally and abroad and preparation of text-books.

IV. MANAGEMENT DEVELOPMENT

31. The Cyprus Productivity Centre, a Government/I.L.O. joint project established in 1963, continues to be the only Management Development Institute in the island.

32. The Centre offers assistance in the fields of: Industrial Training, Sales and Marketing, Management Accounting, and General Management by such methods as training courses, in-plant training and follow-up and consultancy.

33. In 1968 the Centre applied for and succeeded in obtaining further assistance from the U.N.D.P. This assistance will enable the extension of the original agreement for another two years and will increase the U.N. contribution by a total of \$480,365. The Productivity Centre issues annually its own separate report.

V. INDUSTRIAL RELATIONS

34. Industrial peace, the predominant characteristic of the industrial relations scene in the last ten years, has been seriously disturbed.

35. A total of 42,000 mandays (the highest figure since Independence in 1960) has been lost in strikes or lock-outs, and industrial strife which did not break out in industrial action has been widespread.

36. The loss of mandays alone would give the Ministry no cause for alarm. What disturbs the Ministry seriously, however, is the tendency in certain trade union sectors, and worse still in essential service industries, to violate accepted and time-honoured policies, practices and procedures—like the sanctity of collective agreements, the machinery for negotiation, conciliation and grievance settlement, at times exhibiting a complete disregard for the public interest.

37. Unions dishonoured, admittedly in a few cases only, their signature to collective agreements, abused their strength to re-open negotiations before the expiration of their contract, insisted, without facts or argumentation, in maintaining untenable positions, and demanded, and won increases which if generalized would seriously undermine the economy by setting in motion the vicious cycle of wages-prices-wages increases inflation.

38. As a result there is mounting pressure by private industry and the public, and increasing concern from Government circles and from the industry, to legislate for regulatory procedures and practices, particularly in the essential services, to avoid strike action which is injurious to the public interest.

39. The establishment of the Prices and Incomes Board, together with other measures which this Ministry intends to propose in the field of collective bargaining during the course of the coming year, aim at stabilizing the situation and providing industry with the prerequisites for unhampered and continued progress towards a general increase of the living standards of all segments of society.

40. For the last eight years Industry, Trade Unions and Government have evolved an unwritten code of labour practices and procedures suited and emanating from the special conditions of Cyprus which though unwritten had been consistently followed by all parties concerned. The existence and observance of this code made any other legislative control or interference unnecessary. The disturbing factor in the 1968 developments is not so much the level and type of claims submitted but the fact that certain Unions tended to completely disregard and ignore this code. The disregard of the code may lead to its complete elimination and thus, in the absence of legislation for industrial relations a dangerous vacuum will be created.

VI. SAFETY, HEALTH AND WELFARE

41. To prevent accidents the Ministry moves into two directions:

- (a) it drafts legislation and encourages employers and workers and their organizations to participate actively in accident prevention, and
- (b) it consults industry and involves all interested parties in accident prevention through the Central Council for Safety and Health in Mines and Quarries and the Pancyprian Safety Council.

42. In 1968 special attention was given to the prevention of industrial diseases. In collaboration with the Government Analyst, the Senior Inspector of Factories carried out investigations and tests in factories where lead and its compounds were used, and offered advice for the installation of exhaust ventilation equipment to minimize the danger.

43. Prevention work has also been done by the Section in the matter of approval of plans of proposed factory buildings. The Section has ensured that plans conform to the provisions of the Factories Law and that premises are erected to protect workers against health and safety hazards.

44. Finally draft regulations for wood-working machinery have been prepared and will be submitted to the Pancyprian Safety Council for discussion before they are submitted further to Council and the House of Representatives for enactment into Law. The Section was, as usually, instrumental in organizing in 1968 the Annual Safety Week during which through lectures, demonstrations, exhibitions and other activities it is attempted to generate and strengthen the safety consciousness of the people.

VII. SOCIAL INSURANCE

45. The Social Insurance Law, as amended in 1964 and 1966, provides the widest possible coverage. It includes approximately 210,000 gainfully employed persons i.e. employers, employees (including agricultural workers) and self-employed persons (including farmers) as well as their dependants amounting to approximately 315,000. 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 ratio between contributions and benefits as well as the "conditions for entitlement" to benefits. It lends itself to favourable comparison with some of the more advanced, economically and socially, countries in the world.

46. The Fund has a deficit amount of £343,326.000 mils. During 1968 it collected £2,485,008.000 mils from contributions, interests, rents and fines and paid out £2,828,538.000 mils in benefits and management and administration expenses.

VIII. NEW SOCIAL SECURITY SCHEMES

(a) Annual Holidays Scheme

47. The Annual Holidays Scheme, which came into operation on 3rd March, 1967 will benefit a total of 115,862 employees employed by 11,489 registered employers and another 41,679 employees employed by 1,820 employers who enjoy benefits more favourable than those provided by the Scheme.

48. During the year a total of £415,630.000 mils were collected by the Fund and the Fund paid out a total of £302,635.000 mils in annual holiday payments and management and administration expenses.

49. Inspections are being intensified and concentrated in 1969 for a universal application of the Law in Cyprus Industry.

(b) Termination of Employment Scheme

50. The Termination of Employment Scheme, which came into operation on 27th March, 1967 has had an annual income in 1968 of £160,000.

51. The Scheme has paid out in redundancy payments a total of £8,804.000 mils.

52. The number of persons who claimed redundancy payment during the year was 396 of which 192 were allowed, 141 disallowed, and 63 were still pending at the end of the year. The total cost of the claims allowed amounted to £9,889.

53. A great number of employers have failed to comply with the provisions of the Law. By the end of the year a total of 7,000 were not up-to-date with the payment of their contributions for periods ranging from 1—11 months.

54. Orders have been issued to the inspectors of the Ministry to enforce with the utmost severity the provisions of the Law and to prosecute without any further notice employers who are in arrears or who have failed to register with the Scheme.

IX. STAFF COMPLEMENT

55. The tasks of the Ministry are performed within very strict staff limitations. The total establishment of the Ministry including the Productivity Centre, the Higher Technical Institute and Hotel Training School, was 308 monthly paid employees and 99 persons employed on daily wages. Twenty three (23) of these posts or approximately 7.5% of the total monthly-paid employees are being blocked by Turks who have not reported for work since December, 1963. Fifty eight (58) posts were vacant at the end of the year.

56. Thus, the work involved in the activities which are outlined in this Report has been carried out by the Minister and the 227 monthly paid (226 Greeks and 1 Turk) and the 99 employees on daily wages posted at the Headquarters of the Ministry, the Productivity Centre, the Central Hotel Training School, the Higher Technical Institute, 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.

X. INTERNATIONAL RELATIONS

57. Despite the absence of a specialized branch for International Relations 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.

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

59. During the year under review the Ministry co-operated with I.L.O. experts and received technical assistance in such fields as productivity, hotel and catering training, technical teaching, works inspection, management developments, vocational training and statistics.

60. In June of 1968 Cyprus sent to the International Labour Conference in Geneva a Tripartite delegation which as usual contributed actively and constructively to the work of the Conference.

61. A revised chart of the organizational structure of the Ministry is reproduced in the next page.

II. REPORT ON THE LABOUR RESEARCH AND STATISTICS SECTION

POLICY AND OBJECTIVES

1. The policy of the Section is to promote, in co-operation with the Statistics Services of other Ministries, 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 surveys, research and collection of data 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 Section is responsible for the collection, tabulation, classification and analysis of labour statistics; the organization and conduct 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 organizations.

SCOPE OF ACTIVITIES

(A) Employment Service Statistics

3. 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.

TABLES
Nos 1-20

4. For detailed information on Registered Unemployed, Vacancies Notified and Filled, School leavers, Port Workers and Special Cases, refer to Tables Nos. 1-20.

(B) Manpower Assessment Programme

5. Realizing the importance of a proper manpower assessment programme to the economic and social progress of the Island, the 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 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 and 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.

6. 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.

(C) Surveys and Special Studies

7. During the year under review the following surveys and studies were undertaken:

(i) Third Island-wide Manpower Survey—April, 1968.

8. The Third Island-wide Manpower Survey was conducted in April, 1968. It followed a series of establishment surveys conducted by this Section over the past six years, and covering limited areas or industries.

9. 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 and sex, and on manpower requirements; and (b) to obtain information regarding training 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.

10. The information collected has made available data on the employment situation in the country and is intended to serve as a basis for a continuous manpower assessment pro-

gramme and the study of labour supply/demand relationships, seasonal variations in employment, and short and long-term manpower trends in the various sectors of economic activity.

11. Agriculture was not covered 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 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.

12. 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 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 Industrial Classification of All Economic Activities (I.S.I.C.E.A.) 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.

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

14. The 1,313 establishments covered by this survey employed 68,278 persons at 31st March, 1968, which accounts for approximately 43% of all those estimated to be engaged in non-agricultural activities. More than half (55.3%) of the total number of persons employed were recorded in Nicosia District; Limassol District followed with 21.1%, Famagusta District with 11.7%, Limassol District with 7.7%, Paphos District with 3.2% and Kyrenia District with 1.0% of the total.

15. Of the 68,278 persons covered, 51,102 (74.8%) were males and 17,176 (25.2%) were females.

16. Analysis by branch of economic activity shows that 20,981 (30.8%) of the total employment covered were in Service activities, 14,500 (21.3%) were in Manufacturing, 9,979 (14.6%) were in Construction, 8,603 (12.6%) were in Commerce and Banking, and Transport, Storage and Communication came next with 5,354 (7.8%), followed by Mining and Quarrying with 4,648 (6.8%), Electricity, Gas, Water and Sanitary Services with 3,635 (5.3%) and Forestry and Fishing with 578 (0.8%).

17. The craftsmen and production-process workers covered numbered 39,881 or 58.3% of those employed in the establishments surveyed, of whom 1,920 (2.8%) were Foremen and Leading Hands, 19,735 (28.9%) Skilled Workers, 5,291 (7.7%) Semiskilled Workers, 10,961 (16.0%) Unskilled Workers, and 1,974 (2.9%) were Apprentices and Learners. Technical Personnel of intermediate and higher level numbered 10,592 (15.5%) of whom 227 (0.3%) were Engineers, and 1,374 (2.0%) Technicians and Draughtsmen.

18. The remaining 17,805 persons covered by the survey (26.2%) were divided into: 1,349 Working Proprietors, 1,134 Administrative and Managerial Workers, 9,196 Clerical Workers, 1,652 Sales Workers and 4,474 Service Workers.

19. Over the period March, 1967, to March, 1968 employment increased by 554 persons, or 0.8% in the establishments covered by the two Surveys, as compared with an increase of 5,499 persons or 8.8% between March, 1966 and March, 1967. Numerically, the greatest growth was recorded by the Manufacturing industries which showed a gain of 1,024 persons (7.6%) over the March, 1967, figure followed by Construction with an increase of 882 persons (9.7%); Electricity, Gas, Water and Sanitary Services with an increase of 295 persons (8.8%), and Mining and Quarrying with an increase of 94 persons (2.1%). Decreases were recorded in Forestry and Fishing, of 49 persons, Commerce and Banking 1,271 persons, Transport, Storage and Communication 23 persons, and in Services 398 persons.

20. Over the 12 months following the date of the survey a total demand of 8,644 persons (12.6% of current employment) was reported. Establishments dealing with the packing and export of agricultural products expressed a seasonal demand for 3,780 persons; requirements in Manufacturing amounted to 1,871 in Construction to 1,188 and in Services to 1,169.

21. By occupational categories the reported labour requirements were as follows: Professional and Technical, 390 persons (4.5% of the total); Administrative, Executive and Managerial, 72 (0.8%); Clerical Workers, 217 (2.5%); Sales Workers, 64 (0.7%); Farmers, Fishermen and Loggers, 20 (0.2%); Miners and Quarrymen, 136 (1.6%); Workers in Transport and Communication Occupations, 115 (1.3%); Craftsmen, Production-Process Workers and Labourers not elsewhere classified 7,099 (81.9%); and Service, Sport and Recreation Workers 551 persons (6.5%).

22. The employers covered by the survey reported training needs for 2,156 employees or 3.2% 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 695 persons or 4.8% of those employed in this sector, followed by the Service industries with 610 or 2.9% of covered employment.

23. For further information on the findings of the Third Island-wide Manpower Survey, April, 1968, please refer to the publication "Manpower Research Series No. VII (5)", which was issued in English as well as in Greek.

(ii) **Monthly Returns from Employers.**

24. The lack of a continuous 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 and to study their manpower implications.

25. 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 has therefore, been continued.

(iii) **Review of Labour Market Developments during the period December, 1966 through December, 1967.**

26. On the basis of the data which is obtained monthly from the co-operating large establishments a study entitled "Review of Labour Market Developments during the period December, 1966, through December, 1967", was prepared and published in 1968.

27. According to the findings of this study, during 1967 both employment and un-employment showed satisfactory developments. Employment rose by 6.2% between the end of December, 1966 and the end of December, 1967, and recorded a 14.8% increase in May, 1967, while unemployment showed a 26% drop during the same period and was at the very low level of 1.1% of the Economically Active Population of the Island. The lowest unemployment figure was recorded at the end of November, 1967, when 1,983 persons or 0.8% of the Economically Active Population were registered as unemployed.

28. 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.

29. For further information on labour market developments during the period December, 1966 through December, 1967, please refer to the publication "Manpower Research Series No. V (b) 3", which was issued in English as well as in Greek.

(iv) **Survey of Demobilized National Guardsmen.**

30. 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 special questionnaire two months before their release.

31. It is noteworthy that at the end of the year under review the number of ex-National Guardsmen registered as unemployed was down to 243 or 8% of total registered un-employment.

TABLE
No. 20

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

(v) **Emigration.**

33. During the year under review a total of 2,676 persons emigrated from the Island, or 0.4% of the estimated 1968 mid-year population of the Island.

(D) **Vacancies Statistics.**

(a) **Local Office Statistics.**

34. The District Labour Officers 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 each 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 each month is reported separately.

TABLES
Nos 11-16

35. For further details regarding Vacancies Statistics from Local Offices refer to Tables Nos. 11-16.

(b) Press Vacancies.

36. 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 has provided useful information and assists in our attempts to study the demand for labour from as many aspects as possible. For details please refer to publication entitled "Manpower Research Series No. II (5)".

(E) School-leavers Statistics.

(a) Local Office Statistics.

TABLE
No. 17

37. 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 attended.

38. At the request of the Ministry of Education, arrangements were made during the year for the analysis of unemployed school-leavers, according to the type of course completed (Classical, Practical, Commercial, Technical etc.).

39. For further details on School Leavers statistics see Table No. 17.

(b) Third Survey of the Output from Technical and Vocational Schools in Cyprus for the years 1968 - 1969.

40. In June, 1968, a Survey was carried out, in co-operation with the Ministry of Education, of the capacity, enrolment, planned expansion and anticipated output from technical and vocational schools (both public and private) in Cyprus for the years 1968/69.

TABLE
No. 22

41. For details on the findings of this Survey see Table No. 22. (For further details please refer to publication entitled "Manpower Research Series No. VIII (2)").

(F) "Special Cases" Statistics.

42. At the end of each month, all District Labour Offices prepare and submit to 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, number of placements effected, and the type of employer with whom placements were effected.

TABLE
No. 19

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

(G) Port Labour Statistics.

44. 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 and quay porters) and for registered and unregistered port workers.

45. As from July, 1967, at the request of the Planning Bureau, arrangements have been made so that similar data is now collected for all the ports of the Island.

TABLE
No. 18

46. For details on Port Labour statistics see Table No. 18.

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

47. 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.

48. 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.

49. 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.

50. During 1968, a 5% sample of the 1966/67 Social Insurance Cards was exploited by the Department of Statistics and Research of the Ministry of Finance.

III. REPORT OF THE EMPLOYMENT SECTION

POLICY AND OBJECTIVES

51. 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 and productive employment; and to advise on the introduction of suitable and necessary legislation covering the various aspects of employment.

52. The main duties of the Employment Service are to help job seekers to find suitable employment and employers to find qualified employees; 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.

53. A very significant shift in the policy directives of this Section occurred during 1968. After almost four 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 is no longer satisfied in finding a "job" for each available working person, but aims at finding the most suitable, the "most productive" employment for each such person. In accordance with this policy is the designation, to this Section, of responsibility for almost all of the Vocational and Training activities of the Ministry. This requires a strengthening of the placement and skill-evaluation Services of the Ministry as well as those of Vocational Guidance.

RE-ORGANISATION

54. 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.

55. To better co-ordinate and extend the vocational training activities of the Ministry to cover the overall 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.

56. The request has been approved and the Plan of Operation is expected to be signed early in 1969. As a result an Industrial Training Section will be established in the Ministry to coordinate all vocational training activities. Amongst other benefits this arrangement will allow the Employment Section to concentrate its efforts towards the improvement of its more traditional services described under the heading "Policy and Objectives", to this Report.

EMPLOYMENT BY BRANCH OF ECONOMIC ACTIVITY

57. 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 1.2% of the economically active population.

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

Agriculture, Fishing and Forestry	97,200
Mining and Quarrying	5,100
Manufacturing	33,500
Construction	24,800
Electricity, Gas, Water and Sanitary Services	1,400
Commerce	22,900
Transport, Storage and Communications	10,900
Entertainment and Recreation Services	8,100
Government and Communal Institutions	20,100
British Military Authorities	6,700
Other	28,100
TOTAL	<u>258,800</u>

59. It is significant to note that the share of agricultural employment in relation to the total labour force has been steadily declining. The percentage of those employed in Agriculture, Forestry and Fishing declined from 47.5% in 1946, to 40.3% in 1960 and was reduced further to 37.6% of the economically active population of the Island in 1968.

60. The following table summarises relevant developments:-

Economically Active Population 1946—1968

Branch of Economic Activity	1946		1960		1965		1968	
	Thousand	%	Thousand	%	Thousand	%	Thousand	%
1. Agriculture, Fishing & Forestry	76.0	47.5	94.8	40.3	97.0	39.6	97.2	37.6
2. All Other Activities	84.0	52.5	140.5	59.7	148.0	60.4	161.6	62.4
Total Econ. Active Population	160.0	100	235.3	100	245.0	100	258.8	100

61. Government remains the largest single employer in the Island. The following figures show the number of persons on the Government payrolls in December, 1968, with comparative figures for December, 1967.

	December, 1968	December, 1967
Industrial Workers	8,862	5,565
Civil Servants & Elementary and Secondary School Teachers	8,386	7,879
Police	2,400	2,402
Prison Staff	146	151
Fire Service Staff	179	168
TOTAL	19,973	16,165

TABLE No. 21 62. The number of industrial workers employed by Government Departments in 1968 was 8,475, as compared with 5,565 in 1967, 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 63. There was a further decrease in the number of Cypriots directly employed by the British Military Authorities. Thus, the average number of 5,046 employed in 1963, decreased to 4,243 in 1964, 4,099 in 1965, 3,912 in 1966, 3,461 in 1967 and 2,876 in 1968. (For further details see Table No. 21).

EMPLOYMENT SERVICE STATISTICS

64. Information on registered job-seekers, vacancies notified, placements, part 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.

65. The number of those registered as unemployed in 1968 remained more or less the same as that in 1967. Thus the registered as unemployed in 1968 accounted for 1.2% of the economically active population as against 1.14% in 1967, 1.4% in 1966, 1.6% in 1965, 2.3% in 1964, 2.2% in 1963, 2.3% in 1962 and 3.0% in 1961.

TABLES Nos. 6 & 7 66. An analysis of the figures given in Tables Nos 6 and 7 indicates that out of a total of 3,174 registered as unemployed 1,284 (40%) were women. It is also noteworthy that 2,133 (66%) of those registered as unemployed came from the countryside; they were in effect underemployed farmers looking for additional work in order to supplement their comparatively low incomes. In 1967 they represented 68% of the total number of registered unemployed, in 1966 71% and in 1965 73%.

TABLE No. 9 67. The duration of registration is shown in Table No. 9. The figures indicate that in 1968, 2,352 (74%) of the registered as unemployed were on the live registers for more than 15 days, as against 74% in 1967, 73% in 1966, 70% in 1965 and 50% in 1964.

68. The inference is that these are secondary school graduates and persons who are interested only in certain specific types of work or in employment in or very near their villages.

TABLE No. 5 69. It will be observed from Table No. 5 that the highest number of unemployed are unskilled workers, clerical workers, new-comers to the labour force (i.e. secondary school graduates etc.) and drivers of motor vehicles.

TABLE No. 7 70. Table No. 7 shows those registered as unemployed by months, district and sex.

TABLE No. 17 71. Table No. 17 shows the number of secondary school graduates who registered for employment during the year.

TABLES Nos. 11-16 72. A total of 11,519 vacancies were notified to the local employment exchanges, compared to 14,769 in 1967 and 15,944 in 1966. At the same time, 9,914 placements were effected. (Further details on Vacancies Notified and Placements Effected are given in Tables Nos 11 - 16).

73. The percentage of placements with private employers compared to that for Government and semi-government employing departments is still low.

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

- (i) public prejudice against the Employment Exchanges, arising from the erroneous impression that they are places for paying money to the unemployed and that only incompetent persons have the need to, and therefore, register with the Employment Exchanges;
- (ii) inadequate service by the Employment Exchange due to staff inadequacies, especially unsatisfactory levels of interviewing and skill-evaluating of applicants;
- (iii) failure to establish and follow-up relations with employers; and
- (iv) the smallness of society makes it possible for recruitment and job-seeking to be done on a personal basis.

EMIGRATION

75. As a result of the full employment conditions prevailing in the Island, the emigration figures have decreased considerably. Thus, in 1961 the emigrants were 13,489, whilst in 1968 dropped to 2,676.

PORT LABOUR

76. At each of the three main ports of the Island (Limassol, Famagusta and Larnaca) a branch of the Employment Services 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.

77. 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.

TABLE
No. 18

For details on the number of registered and unregistered port workers please see Table No. 18.

SPECIAL CASES

TABLE
No. 19

78. A total of 132 "Special Cases" were placed in employment with Government and private employers. "Special Cases" are job seekers who are mentally or physically handicapped and are accorded special treatment. (Table No. 19 refers).

CHARACTERISTICS OF REGISTERED UNEMPLOYMENT

79. During 1968 conditions of over-full employment continued prevailing in the Republic. Most of those who register as unemployed are not regular wage-earners, but generally underemployed farmers seeking additional work in order to supplement their income, or persons already in employment, seeking a better or different employment than the one they have. 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.

80. 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 income.

81. 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 conditions of full employment prevailing in the Island during the last few years have made this distinction unnecessary.

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

83. The low unemployment level in Cyprus shows seasonal variations. Thus, during the months of December, January and February the unemployment level is higher, because activities in agriculture and construction, decrease considerably; because surface mining of asbestos at the Amiandos mountain region closes down and the tourist trade is at a low ebb. Activity is revived in March, reaches its peak in the summer months of June, July and August, and tapers off in November. Increased economic activity is mainly due to the collection 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 the economy the labour market is often faced with shortage of both skilled and unskilled labour.

84. 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

85. 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, mining engineers, production managers, chartered accountants, economists, chemists, trained sales managers, secretaries, S.R.N. nurses, 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

86. 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 on a district level. A Central Register is, however, kept at Headquarters and contact is kept with both students and people with professional qualifications living abroad. In particular close contacts are maintained with the Cultural Section of the Cyprus High Commission in London, which acts as a liaison between this Ministry and Cypriot students or graduates of higher educational institutions in the United Kingdom. As a result, in the year under review, placement services were extended to them and job vacancies for Cypriots were also advertised through the Cyprus High Commission.

87. The Employment Section, in its efforts to promote and raise the prestige of the service to professional and executive job seekers, has issued a pamphlet named "The Professional and Executive Register". Copies of this pamphlet have already been distributed to almost 1200 large employers, to other organisations and unions, as well as to Cypriot Embassies and Consulates abroad.

88. The total number of applicants registered in this category in 1968 was 89 of whom 31 were placed in employment through the District Labour Offices. Six vacancies received could not be filled. At the end of 1968 the number of applicants on the live register was 42. The existing difference of 16 persons is due either to the failure of some applicants to renew their application or to the fact that they have secured employment on their own. At the end of 1967 the number of applicants on the live register was 44. The majority of those who could not be placed into employment are those with a diploma in commerce, politics and generally in the field of humanities.

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

89. The problem of unemployment among secondary school graduates 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 percent of the registered unemployed during the year belong to this class.

90. 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.

91. 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 & Social Insurance among students and their parents through the press, and other media and to the fact that qualified craftsmen and technicians now receive better pay in industry than many "white-collar" workers.

92. The conscription into the National Guard of young school graduates has resulted in increased registrations by female school graduates. At the same time, it is significant that there are now increased demand and opportunities for females to enter the labour market.

93. 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 register for employment.

Unemployed School-leavers

	Total	Male	Female
July, 1964	885	415	470
July, 1965	724	174	550
July, 1966	864	183	681
July, 1967	728	89	631
July, 1968	785	144	641

94. The Ministry believes that the figure of unemployed school-leavers is in fact higher than what these figures indicate. It is now well known that the possibility of school-leavers finding clerical employment through the labour exchanges is very meagre; so many of them do not even bother to register as unemployed. Since, also, many of them have never, before graduation, been in employment and therefore have not been issued with a Social Insurance card they have no other reason or incentive, as in the case of other types of unemployed, to register. Finally when a school-leaver renews his registration for 6-9 months continually, but unfortunately, to no avail, he (or she) eventually loses hope and interest and ceases to register any longer. The Ministry is considering ways and means for checking statistically this assumption.

VOCATIONAL GUIDANCE

95. In an attempt to combat the prejudice of secondary school-leavers against technical and generally manual occupations, the campaign which was started by the Ministry in 1963, was repeated in 1968. Officers of the Ministry visited secondary schools and gave talks on employment prospects in industry. The Educational Authorities co-operated closely with the Ministry in this venture and press and radio gave it a wide coverage.

96. Another careers' leaflet was published this year covering the Construction Industry, making the total of these series to four. The leaflet was well received by industry.

97. The Ministry is now seriously contemplating the establishment of a proper vocational guidance service to cater not only to young persons and students, but to every person who seeks advice on employment or who wants to change his or her occupation.

ADVISORY COMMITTEES TO THE EMPLOYMENT OFFICES

98. An Advisory Committee is attached to each of the Employment Offices in the District 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 in their respective districts and other matters referred to them by the Minister, and to make recommendations on Employment Service policy.

99. Among the subjects discussed by these Committees were: training of Ex-National Guards; improvement and expansion of the Apprenticeship Schemes; rehabilitation of the disabled; vocational guidance; mobility of labour; establishment of a Practical Agricultural School in Famagusta; raising of the skill of shop-assistants; unemployment and under-employment and the Summer Afternoon Recess Law. The Nicosia District Committee, in particular, was very active, and many of its recommendations were useful, practical and constructive.

100. 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. The Senior Employment Officer attended a number of meetings of these Committees and discussed with them and explained to them the policy of the Ministry.

DEVELOPMENT OF SKILLS

101. In 1968 the Ministry operated a network of vocational training institutions of great complexity and scope.

102. Details of these training activities and of future prospects in vocational training are described briefly below:

(a) Higher Technical Institute.

103. Perhaps the most radical departure of the Ministry from its traditional activities has been the establishment of the Higher Technical Institute in Nicosia. The purpose of the Institute is to train technicians in the three fields of civil, mechanical and electrical engineering and for the training of technical teachers for secondary and vocational schools in order that the country may be provided with the technical personnel essential for its industrialization.

104. The Institute started functioning in October of 1968 with an initial enrolment of 80 students, graduates of technical schools and gymnasia.

105. The Institute is industry oriented, and has resisted all attempts to change its character to a purely academic institution. Its primary objective is to prepare no academicians but higher level technicians for middle management in our industry. To achieve this purpose every student of the Institute is required, as a prerequisite for receiving his diploma from the Institute, to work with industry for a minimum period of six months, during his three-year studies at the Institute.

106. The participating and executive agency is UNESCO and the co-operating Government agency is the Ministry of Labour and Social Insurance. The project is for an initial period of five years during which the Special Fund allocation will be U.S. \$980,500 and that of the Cyprus Government counterpart contribution U.S. \$773,578.

107. The Institute will have its own premises by the school-year 1970/71. The plans for the erection of the building have been submitted to tenders and construction is expected to begin early in 1969. For the school-year 1969/70 the Institute is housed at the Technical School, Nicosia, under a special arrangement made with the Ministry of Education.

108. The Institute is staffed by foreign experts and local counterparts in the three disciplines of electrical, mechanical and civil engineering which are included on its 1968/69 curriculum.

109. The main handicap for the smooth functioning of the Institute is the inability, in spite of determined efforts, to recruit a suitable local Director; initial administrative difficulties have been overcome and the Board of Governors of the Institute has already met a number of times to determine policy and to launch the Institute successfully on its career.

110. A more detailed Report of the Higher Technical Institute appears as Appendix I to the Ministry's Report.

(b) Apprenticeship.

111. 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 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.

112. The Scheme is supervised by an Apprenticeship Board consisting of Employers', Workers' and Government representatives. The Board advises the Minister of Labour and Social Insurance on all matters concerning apprenticeship training. The Board appoints 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 inspectors 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. Seventeen inspectors have so far been appointed.

113. The Apprenticeship Board appoints the Joint Apprenticeship Committees which are responsible for preparing the relevant syllabus for each trade and for 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 syllabi of the City and Guilds of London Institute, adapted to the requirements of Cyprus industry). The inspectors assist also the supervisors in industry in the implementation of the approved syllabi.

114. The number of apprentices at the end of 1968 was 549 in the following occupations:

	No. of Trainees
Nicosia	
Welders	23
Electricians	40
Goldsmiths	12
Auto-mechanics	70
Furniture-makers	53
Plumbers	28
Builders	74
Repairers of domestic appliances	9
Repairers of Radio/Television sets	29
Fitters-turners	10
Limassol	
Furniture-makers	14
Welders-Plumbers	37
Auto-mechanics	27
Famagusta	
Welders-Plumbers	21
Auto-mechanics	21
Builders	21
Repairers of Radio/Television sets	9
Furniture-makers	18
Electricians	23
Xeros	
Fitters-Turners	10
Total	549

115. 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, as indicated by the manpower assessment surveys carried out by the Ministry, and (b) the availability of suitable resources and training facilities, i.e. Technical Schools, instructors, equipment and suitable employers.

116. The Apprenticeship Board has studied and offered advice, inter alia, on the following issues:- (a) the training programme for the School year 1968-69, (b) training of instructors, (c) Accelerated Training Scheme for the demobilized National Guardsmen, (d) improvement of the inspectorate service and improvement of practical and theoretical training, (e) selection procedures for the apprentices, (f) re-training scheme for redundants at the 48 REME workshops, (Dhekelia), (g) establishment of a National Industrial Training Board, (h) ways and means to enlighten the public on the role and objectives of the Apprenticeship Scheme and (i) the shortage of qualified instructors, both at Technical Schools and in industry.

117. The Board studied thoroughly the Apprentices Law, 1966 and submitted to the Minister a comprehensive study and extensive recommendations on ways and means to improve it for more effective implementation.

118. This study will be taken up by the Industrial Training Section of the Ministry, which is being set up in 1969, as a basis for apprenticeship training, and will eventually be intergrated in the overall National Industrial Training Program of the Ministry.

(c) **Central Hotel Training School.**

119. The Central Hotel Training School, established in 1965, has now reached maximum capacity by the enrolment of 64 students in Waiting and Cookery.

120. The aim of the School is twofold:-

- (i) to offer ab initio training to new recruits into the Hotel and Catering Industry in the skills of Waiting and Cookery, and
- (ii) to up-grade and re-train industry-based hotel and catering employees.

1. Ab initio training.

121. In 1968, 64 trainees were enrolled for full-time courses in Cookery and Waiting. The trainees reside in the School and work under real industrial conditions. During summer holidays they are placed with suitable hotels for their practical training.

122. The main ancillary studies are: foreign languages, food hygiene, professional ethics, dietics, tourist history, geography and folklore.

123. A total of 22 graduates received their diploma in 1968, (9 cooks and 13 waiters) and they were immediately absorbed by industry.

2. Up-grading courses.

124. The main objectives of the up-grading courses are to acquaint industry-based employees with new techniques and methods in the Hotel and Catering Industry, to develop fuller and better utilization of local foodstuffs and to improve the local kitchen. In 1968 the School organized on the spot up-grading courses in Waiting, Floor Service and Cookery and a full-time one week course in Waiting for middle grade personnel in which 14 employees participated.

125. Employers provide industry-based employees, who attend these courses, free time and full remuneration for the duration of the course/s.

3. Other activities.

126. Apart from the teaching of foreign languages, knowledge of merchandise, food hygiene, good manners, professional ethics, dietics, mathematics, tourist history and geography, folklore and general culture, understanding of the arts and ancillary lessons, the School has organized visits to monuments, monasteries, places of importance and theatrical shows.

127. Regular visits were organised to the Foreign Cultural Centres and libraries and importance has been given to the students' culture, personal appearance and good manners.

128. For the first time the second year students (waiters and cooks) accompanied by the Director and permanent instructors of the School visited the Island of Rhodes for eight days as guests of the Rhodes Tourist Professions School on an educational excursion. The School plans to make such visits elsewhere so as to enrich the knowledge of its students.

129. The library of the School has been enriched by donations from individuals, United States Information Service, British Council and the French Cultural Center, and it now functions fully.

130. A film on professional orientation for secondary school students was purchased for the recruitment of students. This is a 16 mm., 800 ft., colour film entitled "A Career in a Hotel or Restaurant" and it has already been projected in schools, public gatherings and youth forums.

131. The equipment for both theoretical and practical training classes has been considerably improved and enriched through Government Funds.

132. The second text-book which will be illustrated prepared by the School since its establishment "The Waiter" is in the advanced stage of preparation and will be ready in the first quarter of 1969.

(d) Hotel and Catering Institute, Nicosia.

133. The Central Hotel Training School has not only come into its own but has created the possibilities for the establishment of a Hotel and Catering Institute to complete the cycle of training in the hotel and catering industry.

134. The purpose of the project, the duration of which is four years, is to assist the Government of Cyprus in the establishment of a Hotel and Catering Institute in Nicosia. The Institute will be administered by a Director and a Board of Directors composed of representatives of Ministries, employers' associations and trade unions directly concerned with the hotel and catering industries. Its functions will be:

- (a) training,
- (b) advisory and consultancy services, and
- (c) research, information and documentation.

135. 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 organization and structure
- hotel cost-accounting and analysis
- staff management and labour planning
- public relations and sales promotion
- propaganda and publicity
- tourist traffic and tour planning
- budgeting and control.

136. Plans for the construction of a model Institute and model Hotel are being made and a number of courses have already started with the assistance of foreign experts under the Plan of Operations, which is due to be signed in the near future.

137. Meanwhile the Institute launched its activities with an initial course in Front Office work. A Selection Committee appointed by the Minister in November, 1968, selected 15 students for the course which is expected to start in early January, 1969.

138. The International Labour Office commissioned Dr. E. Galeotti, well known Ita-

lian architect, engineer and landscape designer, to prepare the preliminary plans for the Institute. Mr. Galeotti visited Cyprus twice during the summer of 1968 and finished his task by the end of the year. I.L.O. has now initiated the appropriate procedure for the selection of a suitable firm of architects which will prepare construction plans to be submitted for international bidding during the last quarter of 1969.. Meawhile Government has obtained suitable land for the erection of the Institute near the Hilton Hotel, Nicosia. The intention is to make this Institute and its premises a model for this region in the world and also to establish it as an international model Centre for Hotel, Catering and Tourist Training.

(e) **Re-training of Redundant Employees.**

139. On the advice of the Apprenticeship Board, the Ministry, in co-operation with the British Sovereign Base Area Authorities at Dhekelia, implemented late in 1967 a Training Scheme designed to prepare redundant Cypriot Sovereign Base Area employees for employment in the local market.

140. The Scheme provides for the training in technical skills of 38 redundant clerical employees with a reasonable good 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:-

Course	No. of trainees	Duration	Completion date
1. Heavy Vehicle Mechanics	12	18 months	10/5/69
2. Sheet Metal Workers, Plumbers, Blacksmiths	9	12 months	24/12/69
3. Welders/Repairers of Agricultural Machinery	9	12 months	11/ 1/69
4. Precision Instrument Technicians	8	12 months	11/ 1/69

141. Under this arrangement the British Military Authorities provide instructors, equipment and training materials, whilst the Cyprus Government, through the Ministry of Labour, gives trainees an allowance of £6 per week.

142. This is a novel activity in Cyprus since it will be the first time in Cyprus when trainees, with no previous technical background and with many years of experience in a clerical career will be subjected to an intensive and accelerated technical training. The Ministry considers this project as an experimental one and embarks upon it with great hopes, that the experience to be gained through its operations and results will prove invaluable in making a decision for the adoption of the method of accelerated technical training, for secondary school-leavers, as a permanent feature of the policies of the Ministry in the future in the field of vocational training.

143. Deep and sincere gratitude is therefore due and publicly expressed to the British Military Forces Authorities in Dhekelia and the British High Commission in Cyprus for Co-operating with Government in this ambitious venture which may well prove to be a turning point in the field of mobilization and productive utilization of our manpower.

144. It is certain that no difficulties will be encountered in finding suitable employment for the graduates of these courses. Already the Ministry is in touch with prospective employers and some of the trainees are already working with employers on a part-time basis until their graduation.

145. The success thus far achieved in this novel experiment has encouraged the Cyprus Government and the U.K. authorities in Dhekelia to extend re-training along two new lines:-

- (1) Re-training of high school graduates (who are on our Register of "permanently" unemployed and unemployable) in the occupations of :- (a) heavy vehicle mechanics, (b) sheet metal work, (c) agricultural implement repair, and (d) general electricians work.
- (2) Training of new apprentices between the ages of 16 and 18 in the occupations of:- (a) electric repairs, (b) carpentry, (c) joinery, (d) textile repairs, (e) fitting and assembly work, (f) electroplating, (g) body painting (vehicles).

146. It is expected that a total of 60 trainees will be covered by the new programme.

(f) **Rehabilitation of the Disabled.**

147. Following a number of I.L.O. studies and a special survey on the Island's disabled, the Ministry of Labour established a Centre for the Rehabilitation of the Disabled in Nicosia.

148. The Centre was completed late in 1968 at approximately £10,000 and became operational immediately after. It has been equipped with machinery and fittings worth approximately £4,000.

149. The initial objective of the Centre is to offer training to the Island's disabled in two fields:

- (i) weaving and knitting, for females, and
- (ii) machine and brush making, for males.

150. The Centre is now fully staffed. It is administered by a Labour Officer 1st Grade and has attached to it a Medical Rehabilitation Officer and an I.L.O. Expert. It also has the necessary clerical and administrative staff.

151. Courses, which began in December, 1968 cater to eight female trainees. Eighteen suitable male applicants have also been selected but their training is delayed pending the arrival of the brush-making machinery from the United Kingdom.

152. By the end of the year the Minister appointed a Central Advisory Board for the Rehabilitation of the Disabled consisting of representatives of industry, the disabled, and private institutions interested in the rehabilitation of the disabled to advise him on policy and the overall administration of the Centre. The Board established a Management Committee to assist in the day to day routine of administering the Centre.

153. Meanwhile to break down prejudices and to cultivate the climate for the training and the rehabilitation of the disabled a special training programme for all District Labour Officers and Employment Officers of the Ministry was organized at Headquarters. The training course dealt with techniques for registration and placement of the disabled and analysed the main difficulties that might be encountered in this venture.

154. The initial reaction of the disabled themselves to the establishment of the Centre has been disappointing. They have come forth with reluctance to participate in the Scheme and to apply for training in the Centre. It is the Ministry's impression that this lukewarm response is the result of both physical and institutional difficulties—namely: severe disabilities preventing disabled persons from attending training; lack of prosthetic appliances; lack of means of transportation; as well as social prejudice against the employment of disabled and the feeling of inferiority of the disabled themselves when they compare themselves to able-bodied citizens in the employment market.

VOCATIONAL EDUCATION

155. 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 specialization 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 1968 was 5,271, as against 4,554 in the previous year. In 1968 evening classes for working adults functioned in technical fields such as electricity, building, welding, auto-mobile repairing, fitting and turning, book-binding and pottery. Adults have also attended evening classes for City and Guilds, (full technological course) Telecommunication Technicians Course and Building and Quantity Surveyors Courses.

IV. REPORT ON THE INDUSTRIAL RELATIONS SECTION

POLICY AND OBJECTIVES

156. 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 international 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 interests 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.

157. 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. Such legislation was drafted in the year under review to cover the conditions of employment of catering employees. More details on this matter can be seen under the heading “Principal Activities of the Section”.

THE INDUSTRIAL RELATIONS SCENE IN 1968

158. The industrial scene in the island was not as peaceful as in the last few years. Mainly because of a strike by some 1500 telecommunications employees which lasted for 17 days the number of man-days lost soared to over 42,000. The previous highest figure was in 1960 (27,000).

159. Also, the total number of strikes (26) exceeded the annual average for the last 19 years (1949—1967) which is about 20.

160. The background to this industrial unrest was:-

(a) The devaluation of the pound in November and the abrupt increase of certain items of popular consumption with a consequent rise in the retail Price Index of about 4%.

(b) The general increase of the salaries of civil servants by about 18% with retrospective effect to the 1st January 1968—the first such increase since 1956. It was purely coincidental that this salary revision came about at the same time as the devaluation of the pound, but this fact was lost in the minds of many Union leaders who chose to take the 18% as a guide-line for “reasonable increases” following the devaluation.

(c) The fact that employees of other concerns, mainly public utilities, whose salaries generally followed Government, now saw their opportunity to follow suit.

(d) A fundamental change in the social attitudes of the people and especially of certain classes, such as artisans and junior executives, who wish to have a bigger share in the increasing national wealth and to elevate their standard of living to a higher bracket than the one they have been living until now. In order to achieve this they demand a rapid and substantial improvement of their emoluments encouraged by the great demand for their skills and qualifications.

(e) The official termination by the Minister of Labour and Social Insurance of the limited restraint on wage claims so far exercised by unions at the request of Government or of their own free will. This termination of the restraint was announced by the Minister in public speeches late in 1967 and early in 1968. The widespread submission of general claims that followed, which coincided with the expiration of a number of collective agreements, apparently caught many employers unprepared. It shocked them, too, largely because of the unprecedented height of the claims both as a result of the competitive spirit developed by unions and the fact of the restraint which had prevailed over 1964—1967.

(f) The full-employment situation which prevailed in the island in the years 1967—1968.

(g) The draft.

(h) Inability or unwillingness of certain Trade Union leaders to evaluate correctly the effect of some of their claims on the economy of the island.

161. As a whole, however, the situation did not get out of hand. Employers behaved understandingly—and generously—in most cases and the number of strikes was well within sight of the average.

162. The principal arguments brought forward by unions in support of this pattern of high claims were:-

- (a) The rising cost-of-living.
- (b) The accumulated national product which was not shared equitably between capital and labour during the years of restraint.
- (c) The pattern set by Government in granting increases to civil servants.
- (d) The restraint shown in previous years.

163. The employers on the other hand advanced the following arguments:-

- (a) The statistics and the reviewed cost of living index (its composition and weight having been agreed to by Unions, Employers and Government) showed an increase of only 4%, six months after devaluation and thereafter it was stabilized.
- (b) The share of labour in the national product was fair, since out of a total increase of about 40% in the national product, wage increases absorbed 21% and a substantial part of the remainder was used in order to finance improved social grants, such as increased pensions and social insurance benefits, better medical services and education and subsidies.
- (c) Government gave salary increases to its employees in order to catch-up (not to exceed) the private sector which admittedly had been paying better emoluments for the same qualifications and skills; also Government normally revises its salaries every ten years whilst Unions claim and get revisions every 2—3 years.
- (d) The much publicised "restraint" between the years 1964—1967 is largely a myth since, in spite of the restraint, in most instances organized workers claimed and gained annual increases ranging from 3—4%.

164. The Ministry has tried to conciliate the opposing views. Obviously this was a tall order calling for scientific studies and tabulation and verification of statistical data. In order to make this possible and in order to ensure wide acceptance of any findings of such a study the Ministry suggested to the two sides to form a top-level joint committee to study the situation and evolve guidelines for the submission and satisfaction of claims. The Unions responded but wished the exercise to be expanded that it might also cover a study of profits incomes, and prices. Following exchanges of this issue with the two sides the Ministry decided (a) that there was scope and usefulness for the setting-up of a National Wages and Incomes Board, which, naturally, exceeded the narrower field of jurisdiction of the Ministry of Labour and (b) that such a body should emanate from a Government decision as a matter of general policy. As a result an appropriate proposal was submitted to the Council of Ministers.

165. Towards the end of the year a Prices and Incomes Advisory Board was set up under the chairmanship of the Minister of Finance and comprising Government, Employers and Workers' representatives for the purpose of formulating a public wage policy to be followed by all concerned. The Minister of Labour is a member of the Board and so is the Minister of Commerce and Industry. By the end of the year some measure of agreement was reached on the desirability of relating wage increases to overall productivity; it was also generally felt that extensive price control by Government was neither feasible nor desirable for the time being.

ORGANISATION AND TRAINING

166. The Section is headed by a Senior Industrial Relations Officer. The post, which had been vacant for three years, was filled during the year by the officer who had been performing the duties on a temporary basis. This officer returned from Minneapolis, Minnesota (U.S.A.) earlier in the year, where he had completed a course leading to the degree of M.A. (Major: Industrial Relations, Minor: Psychology).

167. 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, which normally consisted of 3 persons, was urgently increased during the year to cope with the extra volume of the work which fell on the Section. Thus, two university graduates were engaged on a temporary basis while two senior officers of the Ministry were posted to the Section for a period of 3 months to help with mediation and other duties. The Director-General of the Ministry and the Minister himself are personally assisting in several disputes of national importance.

168. 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 is usually ad hoc. The Senior Industrial Relations Officer and the District Labour Officers are the principal trainers.

169. Two "appreciation" courses were conducted by the Ministry during the year aiming at acquainting junior as well as more senior members of the staff with the policies, the procedures and the work of the Ministry in industrial relations, among other subjects and in exchanging information. The Senior Industrial Relations Officer, along with other Section Officers, taught in both courses for a total period of 3 hours in each course. Participants included Assistant Labour Officers and Labour Officers 2nd Grade, from all over Cyprus.

170. Conciliation work by Headquarters staff is mainly confined to disputes in semi-Government concerns, 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.

171. Since 1962 the Personnel Officer for Government Industrial Workers who was appointed in that year, has been attached to the Industrial Relations Section, so that uniformity of policies and practices could be better ensured. 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 temporary appointment.

PRINCIPAL ACTIVITIES OF THE SECTION

172. The year under review is characterized by the renewal of collective agreements in all public utilities (telecommunications, electricity, water supply) and in the building industry. Though by the end of the year no collective agreement had been signed in any of the above cases, negotiations were at a very advanced stage and the signing of long term agreements was expected.

173. The total number of employees involved in collective agreements signed through the services of the Section was 6042. In all, 28 such collective agreements were signed during 1968.

173a. In addition to mediation the Section was instrumental in the enactment of the Catering Employees (Conditions of Service) Law and Regulations, which was enacted into Law in full.

This law gave effect and legal force to a collective agreement reached between the owners of catering establishments and trade unions with the assistance of the Ministry.

The Regulations provided among other things, a 10% service charge on all payments made by customers, for the possession of booklets by each employee showing his qualifications and past service in the industry, for a 9-hour work day, for 9-13 days' annual paid leave and 10-18 days' sick leave.

The interpretation and proper application of the Regulations are entrusted to a tripartite Committee under the Chairmanship of the Director-General of the Ministry of Labour or his deputy.

One of the first tasks of the Committee (which is now presided over by the Senior Industrial Relations Officer) was to name some 100 catering establishments all over the island which would have to charge and distribute to employees the 10% service charge provided by the Regulations (the Committee has power to exempt any establishment from the duty to impose this charge).

The main reasons for the enactment of this Law and the Regulations are firstly that catering employees are finding it difficult to protect their conditions of employment largely because of the scattered nature and small size of the establishments, and, secondly, that Government considers that well-trained and satisfied catering employees would greatly contribute to the development of the tourist industry.

ANALYSIS OF, AND ISSUES INVOLVED IN TRADE DISPUTES

174. The number of disputes referred to the Ministry for conciliation in 1968 was 126. This figure compared with that of 1967 (78) shows an increase of 48 disputes. The continued referral to the Ministry of disputes reflects 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. However, the Section actively discourages the precocious reference to it for mediation of any disputes unless the possibility of direct settlement is first exhausted.

175. The Table below shows the frequency of general economic claims in disputes reported to the Ministry.

176. The Table on page 23 shows the number and type of grievances handled by the Section.

177. The Table on page 24 shows the number of disputes (strikes and non-strikes) reported each month from 1964 to 1968. 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.

**FREQUENCY OF GENERAL OR ECONOMIC CLAIMS IN DISPUTES
REPORTED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE
DURING 1968**

I S S U E S	F R E Q U E N C Y
Wages & Salaries	81
A. General Claims	64
B. Method of payment	4
C. Incentive Schemes	1
D. 13th or 14th salary & 53rd or 54th week	12
Hours of Work	34
A. General	30
B. Weekly Rest	1
C. Definition of day and night	3
Leave and Public Holidays	50
A. Annual Leave & Public Holidays	48
B. Educational Leave	1
C. Union Leave	1
Premiums & Allowances	92
A. Overtime	23
B. Allowances*	68
C. Other special compensation (Inclement weather)	1
Provident Fund	43
Gratuities	6
Pensions	1
Termination of Employment	6
Job Classification	3
Establishment or Employee Complement	5
Trade Union Recognition	2
Loans to employees	2
Probationary Period	3
Procedures for settling grievances	2
Work Assignment	1
Combined Establishment	1
Uniforms	4
Other Issues	8

* 30 cases concerned cost of living allowance.

NOTE: The above data include five cases of submission of economic claims by the union during the life of a collective agreement.

**TYPE OF GRIEVANCES (DISPUTES OVER RIGHTS)
REPORTED TO THE MINISTRY FOR MEDIATION AND ANALYSIS
OF ISSUES INVOLVED**

T Y P E O F G R I E V A N C E S A N D A N A L Y S I S O F I S S U E S	F R E Q U E N C Y
1. Cases of Violation of part or the whole of an existing Agreement by the Employers	
Wages/Salaries	3
Annual Leave	1
Provident Fund	6
Allowances	2
Others	2
2. Cases of Interpretation of Agreement (Excluding Dismissals)	
Wages/Salaries	10
Annual Leave	3
Overtime	4
Hours of Work	2
Provident Fund	2
Allowances	2
Promotions	5
Job Classifications	3
Others	8
3. Dismissals	9
4. Other Grievances Arising During the Life of the Agreement	
Wages/Salaries	3
Annual Leave and Public Holidays	11
Allowances	1
Others	8
T O T A L	85

**NUMBER OF DISPUTES (STRIKES AND NON-STRIKES)
REPORTED TO THE MINISTRY, BY MONTH, FOR THE
YEARS 1963 - 1968**

MONTH	YEAR					TOTAL
	1964	1965	1966	1967	1968	
January	1	5	12	9	4	31
February	2	10	5	3	4	24
March	2	9	13	8	15	47
April	3	7	4	8	6	28
May	4	5	5	7	16	37
June	2	13	9	6	8	38
July	5	5	9	5	21	45
August	2	8	6	7	7	30
September	3	7	4	7	10	31
October	9	7	8	3	8	35
November	7	8	12	7	19	53
December	3	10	7	8	8	36
TOTAL	43	94	94	78	126	435

178. Out of a total of 126 disputes reported to the Ministry during 1968, 67.4% (85) were settled by the Ministry's mediation services without interruption of work and 12.7% (16) after work stoppages. The remaining 19.9% (25) were still pending at the end of the year.

179. Fifteen disputes out of 16, which were pending at the end of 1967, were settled during 1968.

180. The total number of man-days lost during the year was 42,598. The number of workers involved was 15,019. These figures show a considerable increase of man-days lost over the previous years.

181. The next two tables show:-

- (a) The man-days lost over the last 10 years.
- (b) The number of man-days lost in 8 countries of the world (including Cyprus) since 1960.

NUMBER OF MAN-DAYS LOST FOR THE YEARS 1959 - 1968

YEAR	MAN-DAYS LOST
1959	6261
1960	27005
1961	21267
1962	21268
1963	6099
1964	2347
1965	1073
1966	2708
1967	19180
1968	42598

COUNTRY	ECONOMICALLY ACTIVE POPULATION	SALARIED EMPLOYEES AND WAGE EARNERS	MAN-DAYS LOST (1966)	MAN-DAYS LOST AS A PERCENTAGE OF MAN-DAYS WORKED+
CYPRUS	258800	128000 ⁺⁺	2708	0,0070%
PUERTO RICO	793800	476424	136151	0,0952%
ISRAEL	948400	633200	155975	0,0821%
UNITED KINGDOM	24616620	21868049	2398000	0,0365%
ITALY	19653000	12619000	14473551	0,3823%
MALTA	97364	75974	11599	0,0508%
SWEDEN	3449900	2701798	350500	0,0432%
FRANCE	20269000	14136860	2523488	0,0595%

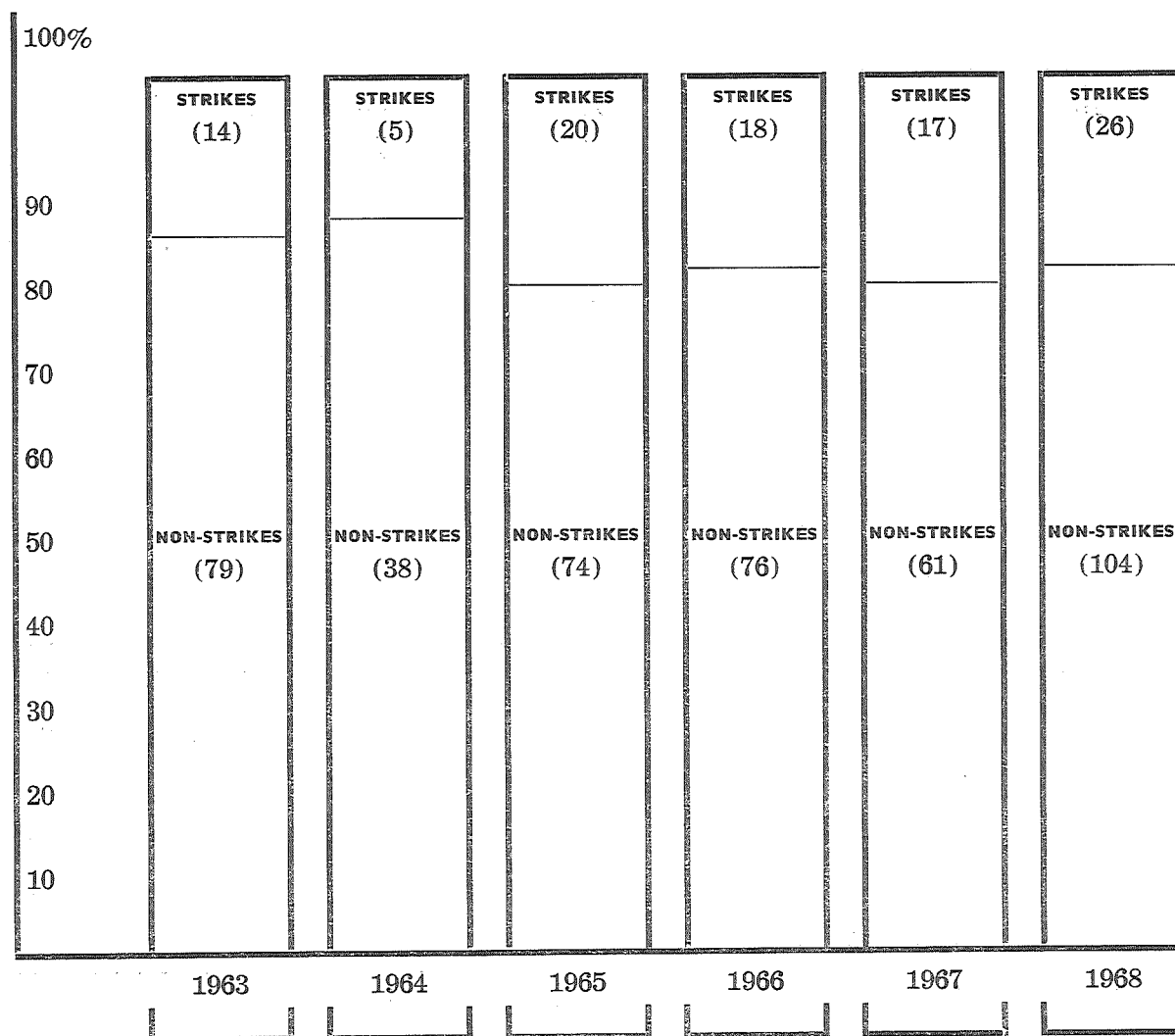
⁺⁺ Estimate.

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

Note: Man-days lost as a percentage of man-days worked in Cyprus for the year 1968 was 0,1109%.

182. 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 DISPUTES OR LOCK-OUTS ON THE TOTAL NUMBER OF DISPUTES REPORTED OVER THE LAST SIX YEARS



183. Four 15-minute sympathy strikes were declared in 4 undertakings (public utilities) in support of CYTA employees. These strikes were not taken into consideration in the above chart as they involved no actual dispute.

TABLE No. 23

184. Table No. 23, classifies reported disputes by the 9 major divisions of industry giving details of man-days lost per division and a comparison for the last five years.

185. The main conclusions one can draw from these Tables are that there is a comparatively steady situation in all sectors except Agriculture and Communications where, especially in the latter, relative peace was replaced by serious unrest.

186. The Table below shows the number of man-days lost, classified by cause of dispute during the last five years. As can be seen disputes over "rights" were responsible for but a small fraction of the total number of man-days lost due to strikes in 1968. Dismissals were no longer a serious cause of strike in Cyprus. This can be attributed to the successful operation of the Arbitration Tribunal which applies the Termination of Employment Law.

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

YEAR	CATEGORY OF DISPUTES			TOTAL
	GENERAL CLAIMS (Interests Disputes)	GRIEVANCES (Rights Disputes)	SYMPATHY STRIKES	
1964	1952	395	—	2347
1965	817	256	—	1073
1966	1457	1251	—	2708
1967	17499	1683	—	19180
1968	40948	1626	24	42598
TOTAL	62671	5213	24	67906
AVERAGE	12534	1043	5	13581

187. The meaning of the headings used in the above Tables is as follows:-

(a) **Interests:**

Involves the negotiation or amendment of a collective agreement,

(b) **Rights (Grievances):**

Involves the application or interpretation of an existing collective agreement or any other grievances, including dismissals.

188. It will be seen from the above analysis that the Basic Agreement of 1962, which laid down procedures adopted by both sides of industry for the peaceful negotiation of collective agreements and the handling of grievances continued to be complied with by the Unions though some erosion of its provisions was observed for the first time since 1962.

189. Thus, in spite of existing collective agreements the Telecommunications Unions (EPOET & EPET) which are both affiliated to SEK submitted general wage claims supporting them with strike action.

190. The Banking Employees Union also asked for a 20% increase of salaries (in the form of "Bonus") during the life of their collective agreement with Banks and threatened strike. Strike was eventually averted by the grant of a 16% increase by the Banks in two stages (10% 1968 and 6% 1970).

191. Of the 126 disputes settled through the conciliation services of the Ministry, 65 were dealt with by Headquarters staff, and the rest by the District Offices. A detailed analysis is given below.

**TRADE DISPUTES SETTLED THROUGH THE CONCILIATION
SERVICES OF THE MINISTRY DURING 1968**

IND. CODE	INDUSTRY	NUMBER OF DISPUTES	
		HEAD-QUARTERS	DISTRICTS
0.	Agriculture, Forestry Hunting & Fishing	3	6
1.	Mining and Quarrying	1	1
2 - 3.	Manufacturing	14	23
4.	Construction	10	2
5.	Electricity, Gas Water and Sanitary Services	5	2
6.	Commerce	12	7
7.	Transport, Storage and Communications	9	—
8.	Services	10	5
9.	Activities not adequately described	1	—
	TOTAL	65	53

TABLES
No. 24 & 25 192. Table and Graph No. 24 and 25 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 (1949 - 1968).

INDUSTRIES INVOLVED IN TRADE DISPUTES

TABLE
No. 26

193. Table No. 26 presents a breakdown of the disputes reported to the Ministry during the years 1967 and 1968. It will be seen that the bulk of disputes involved again manufacturing. Commerce rose to second place, from fifth, while transport and services receded to third and fifth place respectively. Construction continues to occupy fourth place.

194. Though manufacturing still occupies the first place in the disputes reported to the Ministry for mediation there has been no marked increase in recent years comparative to other sectors, notably agriculture, commerce and transport/communications.

ARBITRATION

195. During 1968 two cases were referred to voluntary arbitration under the provisions of the Basic Agreement.

196. "Voluntary" arbitration in Cyprus is envisaged by legislation (the Trade Disputes Law) and the Basic Agreement. In the latter the parties pledged themselves to resort to arbitration in disputes over rights (grievances) if no solution acceptable to both parties can be suggested by the conciliation services of the Ministry.

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

JOINT MACHINERY FOR NEGOTIATIONS

198. Since 1959 the Industrial Relations Section has reviewed existing machinery for negotiation in industry 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.

199. The Section was instrumental in drafting rules for joint negotiating and consultative machinery in the Nicosia Municipality, which was styled "Joint staff Committee for Nicosia Municipality".

200. The rules governing the establishment and functioning of this committee were approved at a meeting held at the Ministry of Labour between representatives of the Municipality and the Unions and under the chairmanship of the Director-General.

201. The functions of the Committee are:

1. To negotiate salary scales and conditions of employment of the staff.
2. To discuss, by way of consultation, such issues as the organic structure, promotions, the safety and welfare, and any other subject related to the efficient functioning of the services of the Municipality.
3. To settle personal grievances or grievances arising out of the application of the collective agreement or other conditions of employment.

202. The Committee which is permanent consists of:-

A. Management side:-

1. Town clerk (Chairman)
2. Two other persons appointed by the Municipal Council.

B. Staff side:-

Two members from each Union (There are two Unions).

203. The Committee meets regularly on the first week of every other month.

204. All unanimous decisions are subject to the formal approval of the general meeting of the staff and the approval of the Municipal Council.

GRIEVANCE MACHINERY

205. Grievance machinery has been practically unknown to Cyprus industry prior to 1959. Formal machinery has since been established in commerce, mines, government, and manufacturing generally. The Basic Agreement served as a guide for the drafting of regulations governing the functioning of this machinery.

COLLECTIVE AGREEMENTS

206. 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.

207. 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.

208. 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.

209. The collection, compilation, indexing and analysing of collective agreements is of extreme importance for the success of the policy and objectives of the Section and of great interest to employers and workers. Owing to shortage of 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. 27-32

210. Tables Nos. 27 - 32 show the Normal Hourly 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" survey carried out by the Statistics and Research Department of the Ministry of Finance.

211. 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 adjustment in accordance with the movements of the official retail price index.

212. Retail Price Index. Senior Industrial Relations Officer will write something about Retail Price Index.

GROWTH OF TRADE UNIONS AND EMPLOYERS ASSOCIATIONS

(Note: Figures for 1968 are estimates)

213. 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 1968 the total number of workers organized in Trade Unions was 67,000. The total number of employers' associations was 15 with a total membership of 619.

214. There are six main 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 Cyprus Turkish Trade Union Federation) are Federations:-

- (i) The left wing Trade Unions, are affiliated to the "Pancyprian Federation of Labour" (P.E.O.) and are popularly known as the "Old" Trade Unions. This is the most numerous group. P.E.O. is affiliated to the World Federation of Trade Unions. Actual membership at the end of 1967 was 35,325 and its estimated membership at the end of 1968 was 35,500.
- (ii) The right wing Trade Unions are affiliated to the "Cyprus Workers Confederations" (S.E.K.). They are also known as the Free Labour Syndicates, or "New Trade Unions". S.E.K. is affiliated to the International Confederation of Free Trade Unions and the Greek Confederation of Labour. Actual membership at the end of 1967 was 16,901 and its estimated membership at the end of 1968 was 17,000.
- (iii) The Democratic Labour Federation of Cyprus (D.E.O.K.) with actual membership of 1,181 at the end of 1967 and estimated membership at the end of 1968 of 1,000.
- (iv) The Pancyprian Federation of Independent Trade Unions with an actual membership at the end of 1967 of 1,030 and an estimated membership of 1,000 at the end of 1968.
- (v) The Turkish Trade Unions Federation whose membership is restricted to members of the Turkish Community and which is affiliated to the International Confederation of Free Trade Unions. According to information submitted to the Official Receiver and Registrar by the General-Secretary of the Turkish Union Mr. Tashkin, the actual membership of the Union, at the end of 1967 was 3,771 and the estimated membership at the end of 1968 was 3,500.
- (vi) Other Trade Unions (including civil service) with an actual membership of 8,942 at the end of 1967 and an estimated membership of 9,000 at the end of 1968.

215. Most of the employers' associations referred to in paragraph 213 are members of the Cyprus Employers' Consultative Association, an island-wide organization with 232 "direct" members and 10 Trade Associations consisting of 454 members. The number of persons employed by the above members is 25,013 (18,530 by "direct" members and 6,483 by Trade Associations).

TABLE
No. 33

216. Table No. 33 shows the strength of the employers' association at present.

TABLE
No. 34

217. Table No. 34 shows the growth of the Trade Unions movement from 1932 to 1968 by Trade Union Federations.

GOVERNMENT PERSONNEL SERVICE

218. 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.

219. 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.

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

221. During the year 1968 the Joint Labour Committee has had six meetings during which decisions were taken on a considerable number of issues effecting the wages and conditions of employment of Government Industrial employees. Prominent among these were:

- (a) The revision of the schedules of Government wage Rates. It was decided to increase by twenty (20) mils the minimum and maximum of all wage scales. The new Wage Rates came into effect on the 1st of April, 1968.
- (b) The re-classification of workers of the Medical Department. The new classification took effect on the 1st of April 1968.
- (c) The decision to give a special allowance of twenty five (25) mils per hour for the duties of the aircraft cleaners of the department of Civil Aviation.
- (d) The decision that all Government daily paid manual employees should become hourly paid as from the 1st of January 1969 and so be governed by the same rules as all other Government manual workers.
- (e) The employment of fire-watchmen by the Forest Department. A new agreement concerning the wages and conditions of employment of the above workers was reached.
- (f) The improvement of the function of the Joint Labour Committee. It was decided to form a new standing Sub-Committee under the chairmanship of the Personnel Officer for the purpose of examining all outstanding disputes and grievances of government employees. Since its formation the sub-committee has had five meetings and dealt with about thirty (30) disputes.

221a. At the end of the year the Joint Labour Committee was considering a new claim by the Unions for an increase in wages, an increase of the subsistence allowance of itinerant workers, and an increase of the Government's contribution to the Provident Fund.

222. Government, as employer, grants to its industrial employees, in addition to wages and cost of living allowance, the following fringe benefits: (1) family allowances 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 annual 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.

223. Government regular workers (including their dependants) 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.

224. The number of contributors to the Scheme at the end of 1968 was 4,411 as against 3,767 in 1967 and 3,421 in 1966. Contributors include the Government regular employees and the employees of Cyprus Grain Commission, Cyprus Telecommunications Authority, Electricity Authority of Cyprus, and the Water Boards of Nicosia, Famagusta and Limassol.

225. The number of dependants of the 3,316 Government regular employees who are members of the Scheme was at the end of 1968 7,114 as against 5,834 in 1967 and 5,693 in 1966. The number of dependants of the 1,095 non-Government regular workers was 2,586 as against 2,435 in 1967 and 2,411 in 1966.

Table showing the number of days granted and number of days paid to regular employees in respect of sick leave for the year 1968 and comparative figures for the year 1967.

EMPLOYMENT	Total No. of days granted		No. of days without pay		No. of days with full pay	
	1967	1968	1967	1968	1967	1968
Government Regular Workers	8840	10717	921	1197	7919	9520
Cyprus Grain Commission	254	584	30	56	224	528
Cyprus Telecommunication Authority	467	579	65	73	402	506
Electricity Authority of Cyprus	3413	3623	497	509	2916	3114
Nicosia Water Board	146	225	12	24	134	201
Famagusta Water Board	2	8	1	1	1	7
Limassol Water Board	102	166	14	23	88	143
Larnaca Water Board	—	59	—	7	—	52
C.B.C.	—	24	—	2	—	22
T O T A L S	13224	15985	1540	1892	11684	14093

Source:

Medical Department, Ministry of Health.

226. 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 1968 are shown in the Table below:

MONTH	TOTAL No. OF WORKERS	CASUAL WORKERS	REGULAR WORKERS	TOTAL AMOUNT OF EXPENDITURE
JANUARY	7032	5395	1637	199.895
FEBRUARY	7542	5898	1644	194.169
MARCH	7688	5652	2036	216.611
APRIL	8120	6039	2081	211.543
MAY	8552	6196	2356	227.293
JUNE	8692	6279	2413	240.705
JULY	9111	6705	2406	260.329
AUGUST	9371	6588	2783	273.355
SEPTEMBER	8847	6252	2595	246.446
OCTOBER	8869	6256	2613	254.584
NOVEMBER	9025	6372	2653	240.947
DECEMBER	8862	6218	2644	249.773
AVERAGE	8475	6154	2321	2,815.650

Source:

Dept. of Statistics & Research, Ministry of Finance.

227. The Government's total industrial payroll for the year 1968 was £2,815.650 and the average number of industrial workers employed was 8,475 as compared with £1,748.445 and 5,556 respectively in 1967. These figures make Government the largest single employer of industrial labour in Cyprus.

228. The following Table shows the Present Schedule of Government Wage Rates for Government Employees.

C A T E G O R I E S	C L A S S I F I C A T I O N	H O U R L Y R A T E A T R . P . I . 1 1 4 — 1 1 6
I. UNSKILLED LABOURERS		
Apprentices	1	72 — 107 mils
Learners	2	97 — 113 "
Unskilled women	3	97 — 113 "
Unskilled women (Hospital Maids)	4	97 — 122 "
Unskilled Men	5	123 — 133 "
Semi-skilled men	6	133 — 144 "
II. SKILLED LABOURERS		
Skilled Labour Grade II	7	144 — 154 "
Skilled Labour Grade I	8	154 — 193 "
Special Grade	9	193 — 242 "
III. MISCELLANEOUS GRADES OF SKILLED LABOURERS		
Plant Operator Grade III	10	154 — 166 "
Plant Operator Grade II	11	166 — 193 "
Plant Operator Grade I	12	193 — 226 "
Plant Operator Special Grade	13	226 — 254 "
Cabinet and Pattern makers Grade I	14	154 — 208 "
Cabinet and Pattern makers Special Grade	15	208 — 252 "

Source: Joint Labour Committee.

V. REPORT OF THE INSPECTION OF FACTORIES SECTION

POLICY - OBJECTIVES

229. 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 public's compliance with the law and in the prevention of accidents, and
- (c) to advice 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 INMPLEMENTING THE POLICIES AND OBJECTIVES

(a) Tripartite Co-operation.

230. The Pancyprrian Safety Council, an advisory body, 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 commet 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. During the year the Section benefited from the advice and co-operation of the Pancyprrian Safety Council and its Sub-Committees.

231. The draft regulations for woodworking machinery prepared at the instigation of the Pancyprrian Safety Council were submitted to the Labour Advisory Board, which advises the Minister on Labour Legislation, and a technical sub-committee of the Board is currently studying the matter.

232. The annual "Safety Week" campaign organised by a P.S.C. sub-committee, with the Section's help and guidance, was held with success in September.

233. Since the 1968 "Safety Week" coincided with the Cyprus International Fair the opportunity was taken during this year's "Safety Campaign" to participate in it by a "Safety" pavilion which was open to the public for the whole duration of the Fair.

234. A number of safety equipment, either belonging to the Inspectorate or loaned to it, was exhibited, together with the safety posters, samples of unsuitable or dangerous tools and equipment and a series of photographs of dangerous occurrences.

235. During the 1968 "Safety Week" and for a week prior to this event, Mr. N. S. Mankiker, Regional Adviser on Safety, of the International Labour Office, was in Cyprus and gave lectures on safety to supervisory staff in the engineering and the building industry.

236. Mr. Mankiker was also the main speaker at a Safety Seminar organised by the Cyprus Employers Consultative Association for top management.

(b) Advice and technical assistance.

237. The Section, as usually, offered during the year technical advice and information on safe methods of operation and work, during inspection visits and, in several specialised cases, at the request of employers.

(c) Enforcement of Legislation.

238. In view of the relevant provision of the Factories Law for plans of proposed factory buildings to be submitted for the approval of 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 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 conform fully to the law and will be in many respects model factories.

239. 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 organized by inspectors in all districts throughout 1967. Details of the number of visits paid and the number of undertakings visited are given at para 249 of this Report.

240. Enlightenment and persuasion was 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.

241. Details of the cases brought before the court are given on page 35.

(d) **Training of personnel.**

242. 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; one of these courses was conducted by the I.L.O. adviser Mr. Mankiker.

243. The Boiler Inspector has also been on a six month scholarship on boiler inspections in U.K. since September 1968 and is currently in the United Kingdom.

SCOPE OF ACTIVITIES

244. 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 legislation, excepting Social Security legislation.

245. 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.

246. The arrangements with the Mines Department, concerning the inspection of mining installations and activities from the point of view of safety, welfare and hygiene, have much to be desired and the division of jurisdiction and responsibility between the two departments (Mines and Labour) is not very conducive to effectiveness and efficiency of inspections. During 1968 discussions were initiated and continued between the Ministries of Labour and Commerce, at Ministerial level, in an effort to devise the most practical and effective way for co-ordinating the activities of the two Ministries and for defining district fields of jurisdiction.

ORGANISATION OF THE INSPECTION SERVICE

247. The Inspection Service was composed in 1968 of the following officers:-

(i) 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.

(ii) The Boiler Inspector, responsible for the inspection and testing of boilers and other pressure vessels. The work of the Boiler Inspector who is now on scholarship is being carried out by a duly qualified person on temporary appointment.

(iii) The Mechanical Inspector, charged with the inspection and testing of cranes, lifts hoists and other equipment subject, under the Factories Law, to inspection and test. Due to the considerable increase of inspectable lifting equipment, an additional post of Mechanical Inspector has been assigned to the Section in 1968, the posts of "Mechanical Inspector" in the Section now being two.

(iv) 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 Officers who are in turn, responsible for the technical aspects of the work to the Senior Inspector of Factories.

ACTIVITIES OF THE INSPECTORATE

(a) **General Inspections.**

248. There were 5,664 registered undertakings subject to inspection under the Factories Law in 1968. A large number of other establishments were also subject to inspection 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	PAPHOS	TOTAL
Factories with power	1755	930	625	324	201	3835
Factories without power	276	485	105	87	116	1069
Agriculture	250	15	3	10	3	281
Docks and shipping	3	1	25	2	—	31
Building	480	150	75	11	44	760
Offices and Shops	5200	2115	380	755	98	8548
Transport	30	68	5	20	3	126
Personal Services	179	686	25	13	21	924
TOTAL	8173	4450	1243	1222	486	15574

249. During the past year, a total of 7077 inspections or visits to undertakings liable to inspection were carried out by the Factory Inspectors. Of these, 3483 were inspections of factories with power, and 3594 of factories without power or other inspectable premises. The Table below is an analysis of these inspections by class of undertaking and by district. The Table contains also a column with the 1967 data from which it can be seen that the number of inspections steadily increase.

CLASS OF UNDERTAKING	Inspections during 1967	INSPECTIONS DURING 1968					
		N/SIA	L/SGL	F/STA	L/CA	PAPHOS	TOTAL
Factories with power	3805	1208	1058	607	470	140	3483
Factories without power	684	167	39	88	128	25	447
Agriculture	37	—	5	1	2	14	22
Docks and Shipping	11	—	6	10	—	1	17
Building	831	564	461	255	114	246	1640
Offices and Shops	465	131	411	157	19	11	729
Transport	23	—	10	2	—	4	16
Personal Services	319	113	217	32	—	4	366
Visits other than to undertaking	822	40	44	148	124	1	357
TOTAL	6997	2223	2251	1300	857	446	7077

250. The total number of workers in inspectable undertakings was just over 55,000.

(b) **Inspections of Steam Vessels.**

251. The number of boilers and steam receivers known to be in use during the year under review was 314 and 161, respectively.

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

253. The Boiler Inspector carried out, during 1968, a total of 705 examinations of steam vessels operating in various establishments. (597 steam boilers and 108 steam receivers).

254. To ensure safety, the maximum working pressure of 19 steam boilers was reduced as a result of the detection of defects in the course of inspections.

255. Six hydrostatic tests of 6 Steam Boilers were carried out during the year. Six Steam Boilers and twenty two Steam Receivers were found to be unsuitable for further service and their use was thence prohibited and discontinued.

256. Due to the political situation it has still not been possible to inspect some Turkish-owned equipment in 1968.

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

257. The Table shown below indicates the types and number of machinery liable to inspection by the Mechanical Inspector. 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 1968	Maximum frequency of inspection	Section of Factories Law providing for frequency of inspections
Air receivers	811	26 months	42 (5)
Cranes, pulley blocks etc.	480	14 months	35 (2)
Hydraulic Lifts	183	12 months	33 (9) (c)
Hoists & Electric Lifts	212	6 months	33 (2)

258. During 1968 the Mechanical Inspector carried out 303 inspections of air-receivers, 412 of cranes and other lifting equipment liable to inspection under section 35(2), 162 of hydraulic lifts liable to inspection under section 33(9) (c) and 355 inspections of mobile hoists and electric lifts.

(d) **Prosecutions.**

259. Legal proceedings were taken in ninety-nine instances, against persons contravening the Labour Laws, and the fines imposed totalled £620,550 mls.

260. The Laws concerned and the cases taken to court are analytically as follows:

L A W	No. of cases	Total Fines
1. Factories Law, Cap. 134 incl. Building (Safety, Health and Welfare) Regs. 1965	67	£526.550
2. Accidents of Occupational Diseases (Notification) Law, Cap. 176	2	£ 6.000
3. Children and Young Persons (Employment) Law, Cap. 178	20	£ 54.500
4. Shop Assistants Law, Cap. 185	6	£ 22.000
5. Summer Afternoon Recess Law, Cap. 186	4	£ 11.500

ACCIDENTS PREVENTION AND ACCIDENT RECORDS

261. The past year continued to be a period of increased mechanisation in Cyprus industry. The Inspectorate had to deal with a number of machinery presenting dangers of various degrees, and co-operated with occupiers towards rendering the work safe. In several cases occupiers, who were thought to be unwilling to comply with the Law, were brought before the Court. Despite these efforts the number of accidents which occurred during the last year increased.

(a) Analysis of Accidents.

262. The details that follow reveal a total number of 1304 accidents including 11 fatal, at the place of work during 1968.

TABLE
No. 35

263. An analysis of the industrial accidents notified, by industry, sex, age, degree of injury and causation, is given in Table No. 35.

264. Table No. 36 shows the distribution by industry of the accidents which occurred during 1968. It can be seen that 393 non-fatal and 6 fatal accidents occurred in the building and construction industry, which 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 approximately 30% and 55% respectively. Manufacture of wood, footwear, paper, leather and chemical products takes the 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 (8% non-fatal).

TABLE
No. 37

265. Table No. 37 gives in graphical form the trend of fatal and non-fatal accidents for the 10 years of the period 1958 - 1968. This graph shows an apparent steep rise in the number of accidents from 1965 onwards, as compared with previous years. The rise is the artificial, but direct, consequence of the Social Insurance Law which was enforced as from 1965 and which provides for accident compensation to be paid out of the Social Insurance Fund, thus stimulating the incentive to report every accident.

TABLE
No. 38

266. Table No. 38 analyses the various accidents by causation. It is again obvious that falling objects is a serious cause of accidents, whilst the high number of accidents caused through persons falling, which was the highest in previous years, is hidden under such headings as working environment and scaffolds, ladders and ramps.

(b) Fatal Accidents.

267. The number of fatal accidents during 1968 due to industrial causes was, as previously stated, 11, 10 victims being male adults and 1 female. The Table below gives an analysis of these accidents by district, industry and causation.

DISTRICT	FATAL ACCIDENTS 1968		Cause of Accidents
	No. of persons involved	Industry	
NICOSIA	1	Carpenter Shops	Falling objects
	1	Operation of airports	Means of air transportation
	2	Construction Government	Falling objects
	1	Government	Traffic and working surfaces
	1	Building	Scaffolding
LIMASSOL	1	Local Govt. (administration)	Tractors
	1	Building	Falling objects
FAMAGUSTA	1	Blacksmith and Welding shops	Working surfaces
	1	Telephone Services	Working surfaces
	1	Building	Falling objects

(c) **Accident Causes.**

268. 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 certain types of these accidents to obtain an idea of the attitudes of factory occupiers and their employees towards safety at work.

(i) **Chemical hazards:**

269. Agricultural insecticides and pesticides presented some serious dangers during the past year both in their manufacture and in use.

270. Lack of efficient exhaust ventilation and personal protective equipment at the manufacturing stage and exceeded quantities and strength in the use of these insecticides have resulted in a few cases of mild poisoning of workers.

271. Steps have now been taken for the elimination of these dangers.

(ii) **Building Industry.**

272. Building operations and construction works caused accidents due to falls of persons or collapses of excavation walls, some of these accidents being fatal.

273. The causes of these accidents were either straight forward contraventions of the Law, in which case the offending occupiers were prosecuted and convicted, or lack of foresight on the part of the worker concerned; some cases were sheer bad luck and showed that safety requires everyone to be on the alert all the time.

(iii) **Machinery.**

Woodworking machinery.

274. Woodworking machinery caused many injuries again this year, overhand planers and spindle moulders claiming the greater number of victims, mainly due to the proper guards not being kept in position.

(iv) **Accidents in Docks.**

275. Docks claimed a number of accidents during the past year. There has been a marked improvement in the quality of lifting tackle used by portworkers but unsafe practices have continued to be the chief reason for accidents.

276. The introduction of the incentive scheme of remuneration of port workers in yet another port has stepped up the accident rate.

277. An ad hoc committee, appointed by the Labour Board of the port in question, and of which the Senior Inspector of Factories was invited to be a member, studied the conditions and methods of work and made several recommendations, one of which was the appointment of a suitably qualified officer in each port to supervise loading and unloading operations for the purpose of ensuring that safe practices are followed.

278. The recommendations were approved by the Board and steps are being taken to secure Government approval for the appointment of safety officers attached to the Factory Inspectorate.

HEALTH

279. Some cases of industrial dermatitis were reported during the past year and were traced to such causes as insecticides and cement.

280. The use of personal protective equipment would have eliminated these dangers but there is a tendency for the workers to disregard or avoid their use, especially during the summer months, as some discomfort is experienced due to the insulating properties of this kind of protective equipment.

281. The Section also carried out in collaboration with the Government Analyst, investigations and tests in two factories where lead and its compounds were used. The tests showed that the workers were not affected, and advice was given by the Inspectorate for the installation of exhaust ventilation equipment to minimize the danger even further.

WELFARE FACILITIES

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

283. Problem cases continue to be the 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.

284. The Inspectors make every effort to improve conditions within the limits of practicability in respect to very old factories; with new factories every precaution is taken that they fully conform to the law.

REPORT OF THE SOCIAL INSURANCE DEPARTMENT

INTRODUCTION

285. The Department administers four distinct, albeit interrelated, schemes: (a) the Social Insurance Scheme, (b) the Pneumoconiosis Scheme, (c) the Annual Holiday Scheme, and (d) the Termination of Employment Scheme. Each scheme has its own staff but it is inevitable that this staff should be interchangeable within the Department depending on the needs of the services as a whole, since there is an uneven distribution of work depending on extraneous factors and seasonal shifting of demand of services.

A. SOCIAL INSURANCE SCHEME.

POLICY AND OBJECTIVES.

286. The overall policy of the Department is a continuous effort to improve Social Security in Cyprus in accordance with I.L.O. instruments, particularly Convention No. 102 concerning Minimum Standards of Social Security as well as international practice on the subjects; and to provide residents of the Republic with the best Social Security benefits possible within the available means and future potentialities of the Cyprus economy and bearing in mind the level of contributions of insured persons. In line with this policy Government has now extended social insurance coverage to every gainfully occupied male or female resident in the Republic and to their dependants.

287. The Social Insurance Law covers every person gainfully occupied on the island, including agricultural workers, farmers and other self-employed persons. The Law establishes a scheme providing cash benefits for marriage, maternity, sickness, unemployment, widowhood, orphanhood, old-age and death. In addition, it provides cash benefits with free medical treatment for all employment accidents and occupational diseases. Self-employed persons enjoy cash benefits for marriage, widowhood, orphanhood, old-age and death.

LEGISLATIVE AMENDMENTS.

288. Although there were no changes in the rates of award of benefits under the Social Insurance Law, early in the year further amendments were effected to the Law. These amendments establish better treatment of the insured persons and relate to:-

- (a) the award of credits to every person called up for service in the National Guard; and
- (b) preserving the right of an insured person, who was injured under circumstances creating a legal liability to the employer or to a person, other than the employer, to institute legal proceedings to recover damages, as well as claim the benefit under the Law.

COVERAGE AND NUMBER OF CONTRIBUTORS

289. The total number of active contributors to the Scheme at the end of the year was 152,404 as against 149,667 at the end of 1967.

290. Since the Law was amended in October, 1964, when self-employed persons were covered compulsorily for the first time, 52,026 such persons were insured. Of these, 12,868 failed to exchange their insurance cards by the end of December, 1968, as required by Law.

TABLE
No. 39

291. Table No. 39 shows the number of self-employed persons insured since October, 1964, by age-group.

FINANCE OF THE SCHEME

292. 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 condition of the Fund. Contributions are fixed in accordance with actuarial findings.

293. 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.

294. 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 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

TABLE
No. 40

295. The total income of the Fund from Contributions, Interest, Rents and Fines during the year amounted to £2,485,008.000 mils and expenditure to £2,828,538.000 mils as against £2,328,998.000 mils and £1,253,014.000 mils respectively during 1967. The interest received from investments amounted to £316,430.000 mils as against £295,469.000 mils in 1967. For details relating to Receipts and Payments for the year under review see Table 40 and for Investments see Table 41.

TABLE
No. 41

ADMINISTRATION OF BENEFITS

TABLES
Nos. 42-46

296. The payment of benefits under the Scheme, other than benefits for employment accidents and orphan's benefits depends on certain contribution conditions, details of which are given in Table No. 42. Table No. 43 gives the rate or the amount of benefit, other than benefits for employment accidents, payable at the full and reduced rate. Table No. 44 gives the number of claims received by month during 1968 as compared with 1967. Table No. 45 gives, to the nearest pound, the amounts of benefits paid monthly as compared with the previous year. Table No. 46 gives the rates and amounts of benefits for employment accidents and occupational diseases.

297. Details of the claims received and amounts paid by benefit during 1968, for benefits other than benefits for employment accidents and occupational diseases, are given below:-

(1) Marriage Grant.

298. This grant is payable to female contributors at the same rate i.e. £10.000 mils. The number of claims received during the year were 628 as against 737 in 1967. Of the 628 claims received 527 were allowed, 126 disallowed as claimants did not satisfy the contribution conditions and 3 were still pending at the end of the year. The amount paid as marriage grants during the year was £4,989.000 mils as against £5,148.000 mils in 1967.

(2) Maternity Benefit.

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

(a) **Maternity Grant:** a grant of £5.000 mils payable to the mother, either on her insurance or on that of her husband's. The number of claims received during the year were 5,603. A sum of £24,845.000 mils was paid as against 5,434 claims and £24,835.000 mils paid in 1967.

(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 1968 was 644 and a sum of £8,148.000 mils paid as against 558 claims and a sum of £6,251.000 mils paid during 1967.

(3) Sickness Benefit.

300. 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 for two dependants and £1.500 mils per week for three or more dependants. The number of claims received during the year was 5,376 and an amount of £38,331.000 mils was paid as against 4,853 claims and £40,613.000 mils paid in 1967.

(4) Unemployment Benefit.

301. 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 31,837 and a sum of £101,492.000 mils was paid as against 27,594 claims and £90,069.000 mils paid in 1967. The number of persons who claimed this benefit during the year was 8,791 as against 7,824 in 1967. The average number of persons claiming this benefit per day was 1,192 as against 1,061 in 1967.

(5) Widow's Pension.

302. The rate of benefit is the same as for sickness benefit. The number of claims received during the year was 767, and 82 claims were pending from the previous year. Of these 849 claims, 708 were allowed and payments were made, 39 were disallowed and 102 were pending at the end of the year. The total number of widows to whom this pension was awarded since 1957 was 2,381. Of these 60 died and 21 re-married and benefit was discontinued. The number of widows in receipt of this pension at the end of the year was 2,300. The cost of this benefit for 1968 was £205,036.000 mils as against £153,206.000 mils in 1967.

303. 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 the 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							
			DECEASED		RE-MARRIAGE		OTHER		Num-ber	Monthly Payment
	Num-ber	Monthly Payment	Num-ber	Monthly Payment	Num-ber	Monthly Payment	Num-ber	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	113.000	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	15	126.100	3	32.500	—	—	708	5,842.543
1969	2300	20,351.570								

304. At the end of the year there were 100 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	U.S.A.	U.A.R.	Australia	South Africa	Lebanon	Israel	Turkey	Canada	Greece
100	65	7	2	3	3	1	1	2	1	15

305. The following Table shows the number of widows' pensions in course of payment at 31st December, 1968 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		3 and over	
Under 20	1	—	1	—	—	11.700
20—24	8	2	4	1	1	69.550
25—29	51	5	9	21	16	562.250
30—34	84	5	12	25	42	968.574
35—39	112	2	17	34	59	1,340.950
40—44	161	16	34	49	62	1,887.808
45—49	196	57	49	39	51	2,216.640
50—54	297	154	74	46	23	2,785.285
55—59	355	261	68	21	5	2,943.064
60—64	356	339	16	1	—	2,640.855
65—69	366	351	13	1	1	2,690.844
70—74	204	201	3	—	—	1,441.700
75 and over	109	106	3	—	—	792.350
TOTAL	2,300	1,499	303	238	260	20,351.570

(6) Death Grant.

306. A lump sum of £10,000 mils is payable 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 914 claims were received and a sum of £10,538,000 mils was paid, as against 712 claims and £7,242,000 mils paid during 1967.

307. The following Table shows by year 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 during the period 1964 - 68.

YEAR	NUMBER OF DEATHS GIVING RIGHT TO BENEFIT	NUMBER OF BENEFICIARIES			
		Widows	Children	Others	Total
1964	276	276	239	—	515
1965	210	210	110	—	320
1966	280	280	194	—	474
1967	320	320	185	—	505
1968	708	708	556	—	1,264

(7) Orphan's Benefit.

308. This benefit is payable to the guardian of an orphan at the rate of £2,000 mls per week. In January, 1968 this benefit was paid in respect of 27 orphans, 10 new claims were received during the year in respect of 14 orphans and payment was discontinued in respect of 7 orphans. At the end of 1968 this benefit was paid in respect of 34 orphans. The amount paid during the year was £3,906,000 mls, as against £2,615,000 mls in 1967.

309. The following Table shows the number of pensions in course of payment at the beginning of the year, pension 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 £ mls	No.	Monthly amount £ mls	No.	Monthly amount £ mls	No.	Monthly amount £ mls	No.	Monthly amount £ mls
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	—	—	7	60.665	—	—	14	121.330
1969	34	294.665	—	—	—	—	—	—	—	—

310. The following Table shows the number of orphan pensions in the course of payment at 31st December, 1968 by age of the orphan:-

AGE - GROUP	NUMBER OF ORPHANS	
	DECEMBER, 1967	DECEMBER, 1968
Under 1	—	—
1 — 4	—	—
5 — 9	3	2
10 — 14	12	16
15 — 17	8	7
Over 18	4	9
TOTAL	27	34

(8) Old Age Pension.

311. An old age pension is payable at the age of 65 for both men and women, at the same rate as for sickness benefit. The number of new claims during the year was 3,223 and 4,479 were pending from the previous year. Of this number 7,031 were allowed and payments were effected, 429 were disallowed and 242 were pending at the end of the year. Since this benefit became first due in 1960, 19,267 claims have been allowed by the end of 1968, as compared with 11,628 in 1967. Of these pensioners, 1,159 died and benefit was stopped. The amount paid during the year was £2,247,538,000 mls as compared with £784,736,000 mls in 1967.

312. 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	
			D E A T H		O T H E R			
	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	3,971.546
1961	583	3,916.956	31	208.432	2	10.400	731	4,866.311
1962	1281	8,593.369	38	245.266	—	—	777	4,913.762
1963	2020	13,242.416	58	371.139	—	—	643	4,004.640
1964	2605	16,875.917	66	649.350	2	9.100	858	7,866.405
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	556	5,277.350	—	—	7031	67,322.920
1969	18103	173,542.526						

313. There are at present 176 pensioners who are receiving their old age pension whilst residing outside Cyprus. The following Table shows the number of these 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	Lebanon	Spain	South Africa	Australia	Congo	Israel	Italy	West Germany	Turkey	Sweden	Libya	Saudi Arabia	Greece
176	114	9	2	2	4	6	1	1	2	1	5	1	1	1	26

314. 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
	T o w n	V i l l a g e s	
Nicosia	1,758	5,528	7,286
Famagusta	925	3,483	4,408
Limassol	1,734	2,664	4,398
Larnaca	742	1,318	2,060
Paphos	262	1,884	2,146
Kyrenia	145	1,205	1,350
Total	5,566	16,082	21,648

BENEFITS FOR EMPLOYMENT INJURIES

315. There were no changes in the rates of benefits provided for employment injuries and occupational diseases during the year. During 1968 the number of claims for employment injury benefits received was 1528. Of these, 1,429 referred to accidents which occurred during 1968 and 99 during 1967. Details of the claims received and amounts paid for these benefits are given below:-

(1) Temporary Occupational Disability (Injury benefit).

316. 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 £0.900 mils for one dependant, £1.500 mils for two dependants, and by £1.800 mils for three or more dependants.

317. The number of claims for injury benefit received during the year was 1,497 as against 1,334 in 1967. Of the 1,497 claims received during the year under review 1,324 were settled by the end of the year, 37 were disallowed, and 167 were still unsettled as incapacity continued after 31/12/68. The amount paid for injury benefit during the year was £37,556.000 mils against £27,764.000 mils in 1967.

TABLES

Nos. 47-52 47 - 52.

318. More detailed statistical information about injury benefits is given in Tables Nos.

319. The following Table shows details of hospital in-patient cases during 1968 as compared with 1967:-

YEAR	NUMBER OF CASES DISCHARGED FROM HOSPITAL DURING THE YEAR	NUMBER OF BED-DAYS OF CASES DISCHARGED DURING THE YEAR	AMOUNT PAID	
			£	mils
1967	197	2,115	1,057.500	
1968	124	1,823	911.500	

(2) Occupational Injury Pension (Disablement Benefit).

320. 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 of 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 £100.000 mils for a ten per cent disablement, and thereafter at the rate of £10.000 mils for each one per cent disablement over ten.

321. 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 £0.900 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 pension under 100 per cent is proportionately reduced both for the basic rate and for the increase for dependants.

322. 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 26 meetings during the year and examined 195 persons.

323. The number of persons who claimed disablement benefit during the year was 259 and those pending from the previous year were 43. Of this total (302), 195 were examined by the end of the year, 8 failed to attend for examination and 107 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. dis-ability	Under 10%	10-19	20	30	40	50	60	70	80	90	100
1967	178	35	11	82	17	18	8	2	1	—	—	—	4
1968	195	20	10	84	27	32	13	3	1	1	2	—	2

324. The number of claims allowed during the year was 164 of which 85 were paid in the form of a lump sum and 79 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 183. The monthly cost of this benefit at the end of 1968 was £1,050.790 mils. The total cost of this benefit during the year both for the lump sum and periodical payments was £23,179.000 mils.

325. The following Table shows the changes made in the 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	1	4.160	3	14.040	79	476.190
1969	175	1,050.790						

326. 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	11	1
20—24	12	1
25—29	19	—
30—34	17	—
35—39	20	—
40—44	20	2
45—49	22	2
50—54	16	3
55—59	13	2
60—64	10	—
65 & over	4	—
TOTAL	164	11

(3) Occupational Survivor Pension (Death Benefit).

327. 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 £2.000 mils for each orphaned child payable up to 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 bread-winner of the family.

(c) **Parents:** At the weekly rate of £1.5000 mils per parent. It is payable only when there are no widow, widower or children to claim for the death of their bread-winner.

328. The benefit payable for relatives is a lump sum of £400.000 mils 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).

329. During the year under review 28 claims for death benefit were received and 12 were pending from the previous year. Of the total of 40 claims 29 were allowed, 2 were disallowed and 9 were still pending at the end of the year. These pending cases have not been dealt with because a further investigation was required.

330. 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 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	288.800
1967	27	479.700	—	—	—	—	—	—	17	308.100
1968	44	781.300	—	—	—	—	—	—	29	542.100
1969	73	1,322.100	—	—	—	—	—	—	—	—

331. The following Table shows the number of widows receiving a death benefit as at 31st December, 1968 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	2	—	—	2	—	39.900
25—29	10	—	2	5	3	193.700
20—34	7	—	—	1	6	144.300
35—39	13	1	—	3	9	258.700
40—44	8	—	1	2	5	159.900
45—49	12	2	4	2	4	215.800
50—54	11	4	5	1	1	176.800
55—59	6	5	1	—	—	81.900
60—64	4	4	—	—	—	52.000
65—69	—	—	—	—	—	—
70—74	—	—	—	—	—	—
75 and over	—	—	—	—	—	—
TOTAL	73	16	13	16	28	£1,322.100

ADMINISTRATION

332. The responsibility for the administration of the Social Insurance Scheme rests with the Ministry of Labour and Social Insurance. The daily volume of work is carried out through the Employment Exchanges operating in the five main towns and through five Sub-Offices in the rural areas. A total of 106 officers were employed on Social Insurance work at the end of the year of whom 32 were on daily wages.

333. The Social Insurance Headquarters keeps all records relating to the number of persons insured, contributions paid as well as benefits granted by the Scheme. The initial issue of Insurance Cards is made centrally whilst the subsequent exchange of these Cards is carried out through the Local Employment Exchanges.

334. The local Employment Exchanges receive all claims for benefit which they check and submit to the Central Office for adjudication. Claims for unemployment benefit lodged by persons residing near the main offices 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 Postal Drafts.

335. Insurance Officers, who have specially been appointed to adjudicate on claims, have dealt with 56,647 claims during the year, as against 49,189 in 1967. Of the claims adjudicated in 1968 3,256 were disallowed, as claimants did not satisfy the contribution conditions.

336. Insurance Inspectors appointed to ensure compliance with the provisions of the Social Insurance, Annual Holidays with Pay and Termination of Employment Laws, are attached to District Labour Offices and the Central Office.

337. The number of inspections carried out throughout the Island was 15,528 as against 12,050 in 1967. 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	8,141	27,854.985
Limassol	1,104	3,675.830
Famagusta	880	5,303.100
Larnaca	3,640	6,348.480
Paphos	1,763	3,251.860
TOTAL	15,528	46,434.255

338. The number of contraventions under the Social Insurance Law reported by these Inspectors and prosecuted during the year was 370 as against 687 in 1967. Of the 370 cases prosecuted 126 were against employers for failing to pay contributions in respect of their employees, 53 against employees for failing to apply for insurance cards and 189 against self-employed persons for failing to pay their own contributions.

339. A total term of imprisonment of 50 days was imposed on three self-employed persons out of 189 prosecuted, who failed to pay their own contributions.

340. The fines imposed by the Courts for all cases prosecuted during the year were £2,656.000 mils of which £1,196.000 mils were arrears due to the scheme.

341. The following Table shows by District the number of cases prosecuted, arrears collected, and fines imposed by the various Courts during 1968.

DISTRICT	No. OF CASES	ARREARS COLLECTED		FINES IMPOSED £ mils
		Before trial £ mils	As a fine £ mils	
Nicosia & Kyrenia	199	2,290.820	609.758	1,149.925
Limassol	19	158.560	98.446	59.250
Famagusta	80	1,388.880	100.120	190.300
Larnaca	68	454.110	388.065	52.750
Paphos	4	90.400	—	7.000
TOTAL	370	4,380.770	1,196.389	1,459.225

COMMITTEE OF MANAGEMENT

342. The Minister of Labour and Social Insurance appoints the Committee of Management which consists of:-

- (a) a Chairman from the Public Service;
- (b) three persons from the Public Service;
- (c) eight persons nominated after consultation with organisations representatives of employers and organisations representatives 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 organisations representative of peasants, who represent the peasants' interests on the Committee; and
- (e) one other person not belonging to any of the aforesaid classes.

343. The powers of this Committee are:-

- (a) to prepare the annual estimates of the expenses of administration, including staff requirements and also of revenue and expenditure of the Fund in respect of each year;
- (b) to approve the Annual Accounts of the Fund;
- (c) to approve the Annual Report of the Chief Insurance Officer;
- (d) to enquire into and advise the Minister on any questions 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 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.

344. During 1968 the Committee of Management and its sub-committee held 4 meetings to discuss matters within the aforesaid powers and to make recommendations to the Minister.

OVERSEAS ARRANGEMENTS

345. No new Reciprocal Agreement was signed during the year. At the end of 1968 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 other country.

346. 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.

347. During the year under review 368 enquiries in respect of persons who moved from one country to the other were carried out. At the end of the year 114 old age pensioners and 65 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 1968 the Cyprus Scheme paid on behalf of the United Kingdom Ministry widow's and retirement pensions amounting to about £38,924,000 mils. At the end of the year there were 276 pensioners residing in Cyprus.

B. PNEUMOCONIOSIS COMPENSATION SCHEME

348. The pneumoconiosis Compensation Scheme, introduced in 1960, provides for the payment of compensation in cases of disablement or death caused or accelerated by pneumoconiosis or pneumoconiosis accompanied by tuberculosis. For the purposes of this Scheme, the term pneumoconiosis includes silicosis, sidero-silicosis and asbestosis.

349. The Scheme covers all persons employed in mines and quarries as well as in any work which exposes those employed in it to the danger of pneumoconiosis. A total of approximately 4,500 employees are covered.

350. Compensation in cases of disablement consists of weekly payments, which include also increases for dependants, and in cases of death a lump sum payment payable to the dependants of the deceased worker.

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

DEGREE OF DISABLEMENT	RATE OF PENSION			
	Monthly Rate	Increase for one	Increase for two	Increase for three
	Basic £ mils	dependant £ mils	dependants £ mils	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

352. Death benefits are payable 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 him, reduced to £1,200.000 mils for death partly depending on him. 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.

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

354. 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 34 such meetings and examined one person who claimed compensation under this Scheme for the first time. In addition, this Board re-examined two persons previously certified as not suffering from pneumoconiosis. Of the three persons examined, one was found to be suffering from the disease and his claim was allowed by the Compensation Officer. The Board also re-examined 81 persons already in receipt of weekly compensation for the purpose of re-assessing the degree of their disablement. Of these, 12 persons were now found to be suffering at a higher degree and 2 persons at a lower degree. Four pensioners previously certified as suffering from pneumoconiosis were found not suffering after re-examination during the year and their pensions were discontinued.

355. 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
No. of persons suffering	As at 1.1.68	46	30	20	10	19	125
	As at 31.12.68	37	33	19	11	17	117

356. 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	10
40—44	17
45—49	13
50—54	37
55—59	16
60—64	11
65 and over	12
TOTAL	117

357. In 1968 five pensioners, four totally and one partially disabled, died. Of the five claims to death benefits submitted in respect of these deaths, three were allowed, of which one for funeral expenses only as the deceased left no dependants, one was disallowed on the ground that death was not caused or materially accelerated by pneumoconiosis and one was still pending by the end of the year. The death benefits paid in respect of the claims allowed amounted to £650.500 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 28 and the total amount of death benefits paid to £19,795.000 mils.

TABLE
No. 53

358. The total income of the Fund during the year amounted to £35,450.000 mils which included £1,939.000 mils interest on surplus money deposited with the Bank. Of the total of £35,450.000 mils an amount of £18,420.000 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 £19,010.000 mils which shows a surplus of £16,440.000 mils for the year under review. For details of Receipts and Payments for the year see Table No. 53.

C. ANNUAL HOLIDAYS WITH PAY SCHEME

359. The Annual Holidays with Pay Law which was enacted on 3rd March, 1967 and came into operation on the 1st August of the same year, was intended to provide annual holidays with pay to employees who enjoyed no paid annual holidays either because they worked for undertakings which were not unionized or because the trade unions in the undertaking or the industry concerned were not strong enough to obtain this benefit for their members. It was estimated that approximately 54,000 employees did not have any annual holidays benefit on the date of the enactment of the Law.

Administration:

360. The Law created a Central Holiday Fund administered by the Department into which employers make payments in the form of special stamps affixed in a "holiday booklet" at the rate of 3% of the employees weekly wages which cover leave for 9 working days a year.

361. The Law empowers the Minister to exempt from paying monies into the Fund any employer who operates a leave scheme for his employees which is, in the opinion of the Minister, more favourable than the provisions of the Law, and who satisfies the Minister that he does in fact fully observe the provisions of this Scheme.

Collections and Payments:

362. Employers are required under the Law to register with the Ministry within one month from the date they acquire the status of employer. The number of employers registered by the end of 1968 was 11,489. The distribution of registered employers by district is shown in the following Table:

DISTRICT					
NICOSIA/KYRENIA	LIMASSOL	FAMAGUSTA	LARNACA	PAPHOS	TOTAL
5,440	1,817	1,938	1,024	1,270	11,489

363. These registered employers employ 115,862 employees.

364. The income of the Fund during the year under review amounted to £415,630.000 mils of which £400,516.000 mils represent contributions from employers, £7,244.000 mils from sale of booklets and guides, and £27,870.000 mils from interest of surplus monies.

365. The Minister exempted 1,820 employers employing 41,679 employees because they operated schemes which were more beneficial to the employees than the Scheme provided by the Law.

366. To be entitled to an annual holidays payment employees must have worked at least 25 weeks during the leave year. In 1968 7,650 claims for holiday pay were disallowed because claimants did not satisfy this requirement for the minimum period of employment.

367. For details of receipts and payments for the year under review see Table No. 54.

368. In 1968 27 employers were prosecuted for failing to pay holiday contributions in respect of their employees. The fines imposed by the Court amounted to £118.000 mils and contributions paid through Court to £284.000 mils.

369. The following Table shows by district the number of cases prosecuted, fines imposed and arrears collected.

DISTRICT	No. OF CASES	ARREARS COLLECTED		FINES IMPOSED £ mils
		Before Trial £ mils	As a Fine £ mils	
Nicosia & Kyrenia	16	198.740	18.280	69.000
Larnaca	4	22.770	8.640	9.500
Famagusta	7	13.440	22.155	39.500
Limassol	—	—	—	—
Paphos	—	—	—	—
TOTALS	27	234.950	49.075	118.000

TABLE
No. 54

Arbitration Tribunal:

370. The Law provides for the establishment of a Tribunal with power to determine all disputes or ancillary matters arising out of the operation of the Law and the Regulations made thereunder. The Tribunal consists of a Chairman, who is a lawyer nominated by the Supreme Court from a panel of lawyers of not less than 5 years standing submitted to it by the Minister, and two members nominated by the Chairman from a panel submitted by the Minister and representing the employers and the workers respectively.

Management Committee:

371. The Committee of Management of the Fund is appointed by the Minister and consists of:

- (a) a chairman from the Public Service;
- (b) two persons from the Public Service of whom one from the office of the Accountant-General;
- (c) three persons nominated after consultation with organizations representative of employers who represent the employers' interests on the committee; and
- (d) three persons nominated after consultation with organizations representative of workers' interest on the committee.

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;
- (b) to approve the annual accounts of the Fund;
- (c) to enquire into and advise the Minister of any questions arising out of the operation of the Law;
- (d) to advise the Minister on any proposed amendment of the Law;
- (e) to consider financial or actuarial reports and submit its views to the Minister;
- (f) to prepare an estimate of the monies available for investment and proposals for the investment thereof; and
- (g) to review at least once every three months the activities of the Fund and any other matter which the Minister may bring to the notice of the Committee.

372. During the year under review this Committee held four meetings to discuss matters of its competence.

D. TERMINATION OF EMPLOYMENT SCHEME

Purpose and Coverage.

373. The Termination of Employment Law which was enacted on 27th March, 1967, and came into operation on 1st February, 1968, has four main objectives:

- (a) to protect employees against arbitrary dismissals by the employer and to cushion the effects of redundancy by the payment of compensation or the provision of redundancy payment, respectively;
- (b) to provide minimum period of notice in cases of dismissals and redundancy;
- (c) to enable all parties concerned, including Government, to study and enforce special provisions for dealing with problems of redundancy; and
- (d) to establish a National Redundancy Fund into which employers pay contributions at the rate of 0.5% of their payroll in order to spread the risks of redundancy, on the insurance principle, over all the employers in the island.

374. 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.

375. 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. The Law intends to and does achieve this aim. 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. The Law is in line with the basic policy principle of the Ministry according to which workers' claims and rights arising out of such contingencies are collectively met and financed by all the Employers of the island as a class and not by individual employers.

Administration.

Redundancy Payments.

376. Employers' contributions to the Fund are collected through the "direct payment" system at monthly intervals. The income of the Fund during 1968 was £160,000.000 mils. By the end of the year the income of the Fund amounted to £133,013.000 mils. A total of 7,000 employers were not up-to-date with the payment of their contributions for periods ranging from one to eleven months.

377. Redundant employees may claim payments from the Fund on the scale of two-week wages for each of the first six years of service and one week's wages for each year thereafter up to a maximum of twenty years. For the purposes of the Law, service prior to 1st January, 1960, is discounted.

378. The number of persons who claimed redundancy payment during the year was 396, of which 192 were allowed, 141 disallowed and 63 were still pending at the end of the year. The total cost of the claims allowed amounted to £9,889.000 mils of which £8,804.000 mils was paid in the year under review.

TABLE
No. 55

379. For details of receipts and payments see Table No. 55.

Compensation for Unjustified Dismissals.

380. The minimum period of employment which gives right to compensation for unjustified dismissal is 26 weeks. The compensation awarded in such cases ranges between the amount which the employee would get had he been declared redundant and that is equal to one year's wages. In assessing the amount of compensation consideration is given, inter alia, to the following:

- (a) the wages and any other emoluments of the employee;
- (b) the length of his service;
- (c) the loss of career prospects;
- (d) the actual circumstances of the case; and
- (e) the age of the employee.

381. In 1968, 76 employees were awarded compensation for unjustified dismissal.

Prosecutions

382. During the year under review 23 employers were prosecuted for failing to pay contributions. The fines imposed by the Courts in all cases amounted to £118.000 mils and

the arrears collected to £100.000 mils. The following Table shows by district the number of employers prosecuted, the fines imposed and the arrears collected:

D I S T R I C T	N o . O F C A S E S	ARREARS COLLECTED	FINES IMPOSED
		£ mils	£ mils
Nicosia & Kyrenia	10	69.895	88.000
Famagusta	—	—	—
Limassol	6	12.620	18.450
Larnaca	7	17.455	11.500
Paphos	—	—	—
Totals	23	99.970	117.950

Settlement of disputes.

383. Disputes or ancillary matters arising out of the Termination of Employment Law are decided upon by the Arbitration Tribunal established under the Annual Holidays with Pay Law, 1967.

Committee of Management.

384. The Committee of Management is constituted by the persons appointed to the Management Committee of the Social Insurance Fund.

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;
- (b) to approve the annual accounts of the Fund;
- (c) to consider financial or actuarial reports and submit its views to the Minister;
- (d) to prepare an estimate of the monies available for investment and proposals for the investment thereof;
- (e) to review at least once every three months the activities of the Fund and any other matter which the Minister may bring to the notice of the Committee.

385. During the year under review this Committee held two meetings to discuss matters within the aforesaid powers.

III. REPORT OF THE CYPRUS PRODUCTIVITY CENTRE SUMMARY +

POLICY AND OBJECTIVES

386. The policy of the Centre is to assist private and public enterprise to utilise 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.

387. 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.

388. 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

389. 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.

390. 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.

391. In 1968 a request was submitted to the U.N. Special Fund for the extension of the Programme; the request was approved and the period was extended to the end of 1970, at a total cost of U.S. \$905,760 out of which U.S. \$480,365 will be borne by the Special Fund.

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

- (a) A total of 206 man-months of expert service in the field of Management Development, Vocational and Supervisory Training, Marketing, Industrial Engineering, Management Accounting, Manpower Assessment, Personnel Management and Organisation, at a cost of U.S. \$363,012;
- (b) fellowships abroad for 15 Officers of the Centre, totalling 90 months, at a cost of U.S. \$53,039;
- (c) Workshop equipment and supplies at a cost of U.S. \$46,714; and
- (d) miscellaneous services and executing agency costs, to a total of U.S. \$18,600.

393. Under the Plan of Operations, the Government as its counterpart contribution, provides professional, administrative and clerical staff, together with land and buildings. To date, building 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.

394. In accordance with the Plan of Operation, it is the intention of the Government, eventually, to transform the Centre as a non-profit making organisation.

395. 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.

396. 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.

397. The Hon. Minister of Labour and Social Insurance, was elected as the Chairman of the Board of Directors for the Centre for a period of two years.

FUNCTIONS

398. Functionally the Training Activities of the Centre are grouped into two sections:

- (a) Management Development, and
- (b) Supervisory and Vocational Training.

399. The Management Development Section in 1968 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.

400. The Supervisory and Vocational Training has significantly expanded, and by the end of 1968 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 (Machine-shop),
- (c) Electrical Trades,
- (d) Automotive (light) Trades, and
- (e) Automotive (heavy) Trades.

CONSULTANCY

401. 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 participants.

ADVISORY WORK

402. 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.

403. 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

404. 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

405. 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 conference 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 Table below).

TABLE I
TRAINING COURSES, PARTICIPATION

S E C T I O N S	No. OF COURSES SEMINARS	No. OF PARTICIPANTS
General Management	10	178
Marketing Management	9	189
Management Accounting	7	100
Industrial Engineering	4	66
Supervisory Training	4	77
Vocational Training +	30	435
TATOL	64	1,045

+ An analysis of the trades catered for by the Vocational Training Section in 1968 is as follows:-

Auto-Light	4	37
Auto-Heavy	8	170
Electrical	3	53
Machinshop	5	54
Welding & Sheet Metal	9	106
Instructional Techniques	1	15
	<u>30</u>	<u>435</u>

406. A fuller Report of the Centre's activities is published separately.

**HIGHER TECHNICAL INSTITUTE
NICOSIA - CYPRUS
ANNUAL REPORT 1968**

1. GENERAL

407. The Higher Technical Institute is a joint project of the Government of Cyprus and the United Nations Development Programme (Special Fund). Executing agency for the implementation of the project on behalf of Government is the Ministry of Labour and Social Insurance and on behalf of the United Nations, the UNESCO. The agreement was signed in January 1968 and provides for a whole expenditure of U.S. \$1,754,078 (Appendix A') in five years out of which the Special Fund will contribute U.S. \$980,500 (Appendix B') and the Government of Cyprus U.S. \$773,578 (Appendix C'). The Special Fund shall provide a total of 360 man-months of expert services, fellowships to Cypriot counterparts and equipment and supplies of a cost of U.S. \$165,000. The Government of Cyprus shall provide the necessary professional counterpart experts, the non-professional and administrative staff and the land and buildings.

408. The purpose of the H.T.I. is the training of high grade technicians in the three fields of Mechanical Engineering, Electrical Engineering and Civil Engineering for the needs of Industry of Cyprus, and the training of technical teachers for secondary and vocational schools, in order that the country may be provided with the technical personnel essential for its industrialization. Through these and other forms of training such as night classes and refresher courses, the Institute will make a lasting impact on the economic and social development of the country and of the corresponding development of its educational system.

409. The level to be reached in the three years courses will be equivalent to that of the diploma courses of the City and Guilds of London Institute but oriented to meet the particular needs of Cyprus. Successful students will be awarded a Cypriot Technicians Diploma which is to be introduced into the Island during project operations.

2. EXPERTS

410. A team of international experts assist the implementation of project. Mr. Robert J. Hemingway, the Chief Technical Adviser, is the leader of the team and is responsible for the on-the-spot administration of Unesco's project activities. He is also the prime source of advice to Government on all matters related to the implementation of the project. Each expert shall advise, assist and train his counterpart in all aspects of his functions; draw up equipment lists and prepare installation plans; assist in checking of incoming equipment and its installation; develop suitable curricula and syllabi; participate in entrance and final examinations; collaborate in the practical training of students in Industry, and teach in his speciality.

411. Besides the Chief Technical Adviser, four international experts are already attached to the Institute and a fifth is expected early in 1969. Two additional experts will come in 1970.

412. A Consultant Architect was appointed to advise on the preparation of plans of the Institute's building, the first stage of which will be erected early in 1969. Two more consultants are provided for the years 1970 and 1971.

3. COUNTERPART STAFF

413. The counterpart of project personnel includes full-time and part-time members of the teaching staff as well as laboratory assistants and instructors. One full-time member of the staff with a suitable technical background is assigned as counterpart to each of the international experts. In close co-operation with the expert they will be so trained in all aspects of their functions that they may be able to assume the latter's functions upon termination of Special Fund assistance. Fellowships provided by the Special Fund are also a means to this end. The local staff, during 1968, was composed of six lecturers counterparts to the international experts, five part-time instructors and three full-time laboratory assistance.

4. BOARD OF GOVERNORS

414. For the close co-operation between the Institute, the Industry and the interested Government services, a Board of Governors was established which is chaired by a representative of the Ministry of Labour. It has a semi-autonomous status under the Ministry of Labour and deals with questions of policy, with those of integrating the Institute into the overall framework of technical education of Cyprus and with other pertinent matters. Members of the Board are representatives of the Ministry of Education, the Ministry of

Communications and Works, the Ministry of Finance, the Ministry of Industry and Commerce, the Planning Bureau, Private Industry and Trade Unions.

415. The first meeting of the Board was held on May 28th 1968, under the chairmanship of the Minister of Labour. At this meeting an Entrance Examining Committee was established to organise the entrance examinations. Tuition fees were also discussed and the rates established as follows: 1st year £60.-, 2nd year £70.-, and 3rd year £80.-.

416. The second meeting was held on November 11th. The following decisions were taken:-

- (a) Students working in Industry for practical training would be paid on a flat-rate basis, through a Fund established by the Institute.
- (b) The Academic Calendar 1968-69 was accepted with the starting date modified to 21st October, due to staffing difficulties.
- (c) Curriculum Committees should be established with the participation of educationalists and industrialists.
- (d) Overseas students may be accepted to the Institute.
- (e) A Scholarship Selection Committee was established.

5. ACCESS TO INSTITUTE AND STUDENTS ENROLMENT

417. Access to the Institute is open to all students who have completed their secondary education (either Gymnasium or Technical School) in Cyprus or in another country provided the applicant passes an entrance examination. The first year of studies is so organised as to level the difference which may exist between the educational background of the students. The language of instruction is English.

418. Entrance examinations were held on July 5th and 6th. A total of 455 students presented themselves for the examinations, out of which 62 were accepted from the Gymnasiums, including two Turkish Cypriot students, and 33 from Technical Schools. Out of the above 95 candidates selected, enrolment was established to 80, as follows:

DEPARTMENT	TECHNICAL SCHOOL STUDENTS	GYMNASIA STUDENTS	TOTAL
Mechanical Engineering	5	16	21
Electrical Engineering	16	13	29
Civil Engineering	10	20	30
Grand Total	31	49	80

419. Three of the students in Civil Engineering are female. The same number is anticipated to be enrolled each year for full-time courses and 40 students in the refresher courses which will start in the academic year 1969—70.

420. Upon the completion of the international assistance the H.T.I. will have trained a total of 120 higher technicians for the Industry of Cyprus and 20 technical teachers for the technical education. Subsequently the output of the Institute will remain 60 technicians and 10 technical teachers per year until such times as actual demand may warrant increase in enrolment or shift of emphasis.

6. SCHOLARSHIPS

421. The Government decided to award 10% full and 10% half scholarships to the students of the H.T.I. The Board of Governors appointed a Scholarship Selection Committee to deal with the subject.

422. Corresponding to a Commonwealth Countries Scholarship Scheme the Board of Governors decided to offer two scholarships to students from Commonwealth Countries. The matter is under consideration.

7. BUILDING

423. Arrangements were made for the Higher Technical Institute to operate within the Technical School Nicosia and use the facilities of the Cyprus Productivity Centre. Special facilities constructed at the Nicosia Technical School consisted of three classrooms, a library and staffroom. Additionally two offices were made available by the Ministry of Education in the administration block of the Technical School.

424. During the year the Electrical Installation Workshop, the Masonry Workshop and the Carpentry Workshop of the Technical School have been used. In the Cyprus Productivity Centre the Machine Shop, Bench Fitting Shop and Welding Shop have been used under agreement with the said Centre.

425. A consultant architect was sent by UNESCO in June 1968 for a period of four months. In close collaboration with the architect of the Ministry of Education and the

Unesco experts, he developed the plans for the new building of the Higher Technical Institute which will be constructed on a Government site near the Agricultural Research Institute at Athalassa. The whole cost of the building was estimated £130,000. Construction will commence during the first quarter of 1969.

8. EQUIPMENT

426. The experts, in close collaboration with their Cypriot counterparts, have prepared equipment lists in Electrical Engineering, Mechanical Engineering and Civil Engineering to an estimated value of \$75,000 for purchase by UNESCO.

9. INDUSTRIAL TRAINING

427. Arrangements have been made for the students coming from Technical Schools to work to several Authorities and Private Industries for a certain period each week for practical training, such as the Electricity Authority, Telecommunications Authority, Cyprus Broadcasting Corporation, Police Force etc. On the decision of the Governing Board, students will be paid on an equal basis through a Fund which has been established by the Institute and into which all moneys from the above authorities will be deposited. Students working in Industry will be insured against disability.

428. During the three year course, special emphasis will be given to the practical application of engineering and for this reason more than half the total time allotted to these subjects will be spent in laboratories. Practice experience will be organised for the students during the summer break. A total of six months' practical experience will be required prior to the final examination.

APPENDIX A'

UNITED NATIONS DEVELOPMENT PROGRAMME
(SPECIAL FUND)

PLAN OF OPERATION

Country: Cyprus

Title of Project: Higher Technical Institute—Nicosia

Summary data

Special Fund allocation U.S. \$ 980.500

Consisting of:-

Special Fund contribution U.S. \$ 887.100

Government Contribution towards

local operating cost U.S. \$ 93.400

Government counterpart contribution in Kind U.S. \$ 773.578

Total U.S. \$1.754.078

Duration: Five years

Participating and Executing Agency: United Nations Educational,
Scientific and Cultural Organisation (UNESCO).

Co-operating Government Agency: Ministry of Labour.

APPENDIX B'
 HIGHER TECHNICAL INSTITUTE
 PLAN OF OPERATION
 SPECIAL FUND ALLOCATION
 (In U.S. dollars)

	MAN-MONTHS	TOTAL PROJECT COST	1967	1968	1969	1970	1971	1972
1. Chief Technical Adviser	60	116.000	—	23.200	23.200	23.200	23.200	23.200
2. Experts — Lecturers	298	479.900	—	58.300	100.000	110.000	135.000	76.600
3. Consultants	12	24.000	—	8.800	—	—	10.800	4.400
4. Fellowships to Cypriot Counterparts	102	45.000	—	500	12.000	25.500	7.000	—
5. Equipment	—	150.000	—	41.000	80.000	24.000	5.000	—
6. Books, publication, final report	—	15.000	—	4.000	2.000	2.000	2.000	5.000
7. Miscellaneous local operating costs	—	45.200	—	15.200	7.800	7.800	7.200	7.200
8. Executing Agency overhead costs	—	102.900	—	46.300	20.600	15.400	10.300	10.300
9. Preparatory assistance	—	2.500	2.500	—	—	—	—	—
TOTAL		980.500	2.500	197.300	245.600	207.900	200.500	126.700

APPENDIX C
HIGHER TECHNICAL INSTITUTE
PLAN OF OPERATION
GOVERNMENT COUNTERPART CONTRIBUTION
(In Cypriot Pounds)

	MAN-MONTHS	TOTAL	1968	1969	1970	1971	1972
1. Director	60	12.000	2.400	2.400	2.400	2.400	2.400
2. Heads of Departments	162	28.350	3.150	6.300	6.300	6.300	6.300
3. Lecturers	339	50.850	2.250	10.800	12.600	12.600	12.600
4. Part-time Lecturers	—	2.850	450	1.275	525	300	300
5. Workshop & Laboratory Superintendent	60	9.000	1.800	1.800	1.800	1.800	1.800
6. Laboratory assistant	537	53.700	3.600	10.500	13.200	13.200	13.200
7. Part-time Instructors	—	4.200	360	960	960	960	960
8. Other staff (Registrar, accountant, typists, librarian etc.)	720	31.200	6.240	6.240	6.240	6.240	6.240
9. Equipment, furnitures and fittings	—	12.650	11.500	700	150	150	150
10. Teaching materials	—	9.000	1.200	1.800	2.000	2.000	2.000
11. Miscellaneous	—	3.150	550	650	650	650	650
12. Building	—	+105.400	76.400	12.000	12.000	4.000	1.000
		322.350	109.900	55.425	58.825	50.600	47.600
		773.578	263.738	133.010	141.170	121.430	114.230

EXPRESSED IN U.S. DOLLARS

+ After new estimation the buildings will cost £130.000.
Value of Government land not included £150.000.

TABLE No. 1

(Reference paragraph 4 of the Report)

Registered as wholly unemployed on the last day of each of the months shown as a percent of the Ec. Active population of each District and Region

DISTRICT/ REGION	M O N T H S												AVE- RAGE
	Jan.	Febr.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
NICOSIA DISTRICT	1.4%	1.3	0.9	0.8	0.7	0.7	1.4	1.5	1.2	1.2	1.1	1.1	1.1
N/sia Town	1.1%	2.1	0.9	0.9	0.7	0.8	1.0	1.2	1.2	1.2	1.0	0.9	1.1
" Suburbs	2.1%	1.9	1.5	1.3	1.2	1.3	2.4	2.4	2.6	1.9	1.9	1.5	1.8
Kythrea Region	0.9%	0.9	0.5	0.6	0.3	0.3	1.1	1.1	0.8	0.9	0.8	0.9	0.8
Orini Region	1.0%	1.1	0.6	0.7	0.5	0.4	1.2	1.3	0.9	0.9	0.7	0.9	0.9
Morphou Region	1.7%	1.2	0.8	0.7	0.5	0.7	1.8	1.7	1.1	1.0	1.0	1.3	1.1
Lefka Region	1.2%	1.1	0.7	0.5	0.4	0.6	0.9	0.7	0.8	1.0	0.9	1.1	0.8
KYRENIA DISTRICT	1.0%	1.0	0.7	0.6	0.4	0.4	0.9	1.0	0.8	0.8	0.6	0.7	0.8
Kyrenia Town	1.4%	1.2	0.9	0.4	0.2	0.4	0.9	0.9	1.0	1.0	0.6	0.8	0.9
Southern Kyrenia	1.1%	0.1	0.6	0.7	0.4	0.4	1.1	1.0	1.0	0.9	0.9	1.1	0.7
Northern Kyrenia	0.8%	0.8	0.8	0.6	0.4	0.5	0.8	0.9	0.7	0.7	0.6	0.7	0.7
F'GUSTA DISTRICT	1.4%	1.6	1.5	1.1	0.7	1.1	2.2	2.0	1.5	1.5	1.3	1.2	1.4
F'sta Town	2.0%	2.0	1.9	1.5	1.1	1.7	2.9	2.6	2.2	2.0	1.8	1.6	1.8
F'sta Region	1.3%	1.7	1.3	0.7	0.6	1.3	3.0	2.3	1.7	2.0	1.5	1.4	1.6
Mesaoria Region	0.6%	0.7	0.8	0.5	0.3	0.4	1.0	1.5	1.1	0.7	0.5	0.6	0.7
Karpasia Region	1.7%	1.8	2.2	1.6	1.1	1.1	1.8	1.4	1.2	1.2	1.3	1.2	1.5
LIMASSOL DISTRICT	2.0%	2.2	2.1	1.5	1.3	1.1	1.7	1.6	1.3	1.4	1.4	1.5	1.6
L'ssol Town	2.5%	2.6	2.5	2.2	2.0	1.8	3.0	2.9	2.4	2.7	2.6	2.3	2.5
L'ssol Region	0.7%	0.9	0.8	0.7	0.6	0.5	0.9	0.8	0.6	0.5	0.6	0.7	0.7
Evdhimou Region	2.0%	2.1	2.2	2.1	2.1	2.0	2.4	2.0	2.0	1.9	1.9	1.7	2.0
Kilani Region	2.7%	3.2	2.9	1.2	0.8	0.4	0.6	0.6	0.5	0.5	0.4	1.3	1.3
LARNACA DISTRICT	1.5%	1.8	1.4	1.2	0.8	1.2	1.7	1.6	1.6	1.4	1.2	1.5	1.4
Larnaca Town	2.0%	2.3	1.9	1.7	1.3	1.8	2.4	1.9	2.0	1.7	1.5	1.7	1.9
Larnaca Region	1.8%	2.2	1.7	1.4	0.8	1.4	2.1	2.2	2.0	1.8	1.5	2.0	1.7
Kophinou Region	0.5%	0.4	0.4	0.4	0.3	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4
Lefkara Region	1.4%	0.7	0.5	0.4	0.3	0.3	0.7	0.4	0.5	0.4	0.3	0.7	0.6
PAPHOS DISTRICT	1.2%	1.3	1.0	0.9	0.8	1.0	1.5	1.1	0.8	0.9	0.9	1.3	1.1
Ktima Town	1.4%	1.5	1.5	1.1	1.1	1.5	2.5	1.5	0.5	1.0	1.0	1.4	1.3
Paphos Region	1.6%	2.0	1.5	1.5	1.5	1.9	2.4	1.8	1.3	1.7	1.5	2.0	1.7
Kelokedhara Region	1.2%	1.0	0.7	0.5	0.4	0.3	0.6	0.9	0.5	0.5	0.4	0.9	0.7
Khrysokhou Region	0.7%	0.6	0.3	0.3	0.2	0.3	0.4	0.3	0.4	0.4	0.5	0.7	0.4
WHOLE ISLAND	1.5%	1.5	1.3	1.0	0.8	0.9	1.6	1.5	1.2	1.2	1.1	1.2	1.2

TABLE No. 2

(Reference paragraph 4 of the Report)

Number of Persons registered as wholly unemployed on the last day of each of the months shown, by District and Region

1968

DISTRICT/ REGION	M O N T H S												AVE- RAGE
	Jan.	Febr.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
NICOSIA DISTRICT	1207	1099	789	720	569	642	1251	1294	1076	1050	986	986	973
N/sia Town	186	186	154	154	122	141	168	214	211	205	174	149	173
" Suburbs	400	376	290	263	229	246	460	475	516	366	379	299	359
Kythrea Region	100	99	54	64	36	32	119	124	85	97	84	95	74
Orini Region	118	117	71	75	55	45	128	139	99	105	82	101	94
Morphou Region	234	169	119	93	73	94	253	241	153	136	137	190	157
Lefka Region	169	152	101	71	54	84	123	101	112	141	130	152	116
KYRENIA DISTRICT	121	124	92	77	51	58	121	122	108	103	81	98	96
Kyrenia Town	18	17	12	6	3	6	13	12	14	13	12	15	12
Southern Kyrenia	47	46	26	31	16	18	48	46	43	38	28	31	35
Northern Kyrenia	56	61	54	40	32	34	60	64	51	52	41	52	49
F^oGUSTA DISTRICT	672	751	740	526	355	550	1064	948	747	702	610	579	687
F ^o gusta Town	242	257	243	199	131	225	382	342	284	254	234	210	250
" Region	146	206	156	83	70	149	358	266	197	236	172	162	184
Mesoria Region	97	87	96	66	38	47	124	182	135	81	63	72	91
Karpasia Region	187	201	245	178	116	129	200	158	131	131	141	135	162
LIMASSOL DISTRICT	981	1086	1019	747	649	536	855	811	661	704	691	753	791
Limassol Town	431	453	431	389	351	314	533	516	414	470	457	409	430
Limassol Region	106	121	111	106	92	72	121	113	87	78	82	94	99
Evdhimou Region	102	104	108	101	105	99	119	100	98	94	95	83	101
Kilani Region	342	408	369	151	101	51	82	82	62	62	57	167	161
LARNACA DISTRICT	357	410	327	287	191	272	404	370	364	320	280	345	327
Larnaca Town	145	170	136	125	94	129	177	142	149	126	113	126	136
Larnaca Region	170	205	160	133	78	129	195	201	184	165	141	183	162
Kophinou Region	19	15	17	16	11	13	14	17	18	18	18	18	16
Lefkara Region	23	20	14	13	8	1	18	10	13	11	8	18	13
PAPHOS DISTRICT	342	367	277	248	236	287	417	314	223	263	251	369	300
Ktima Town	42	45	45	32	33	48	79	45	17	29	30	42	41
Paphos Region	170	211	164	162	163	201	260	192	137	177	159	210	184
Kelokedhara Region	72	59	41	27	24	15	42	53	31	28	23	56	39
Khrysokhou Region	58	52	27	27	16	23	36	24	38	29	39	61	36
WHOLE ISLAND (AVERAGE)	3680	3837	3244	2605	2051	2345	4112	3859	3179	3142	2899	3130	3174

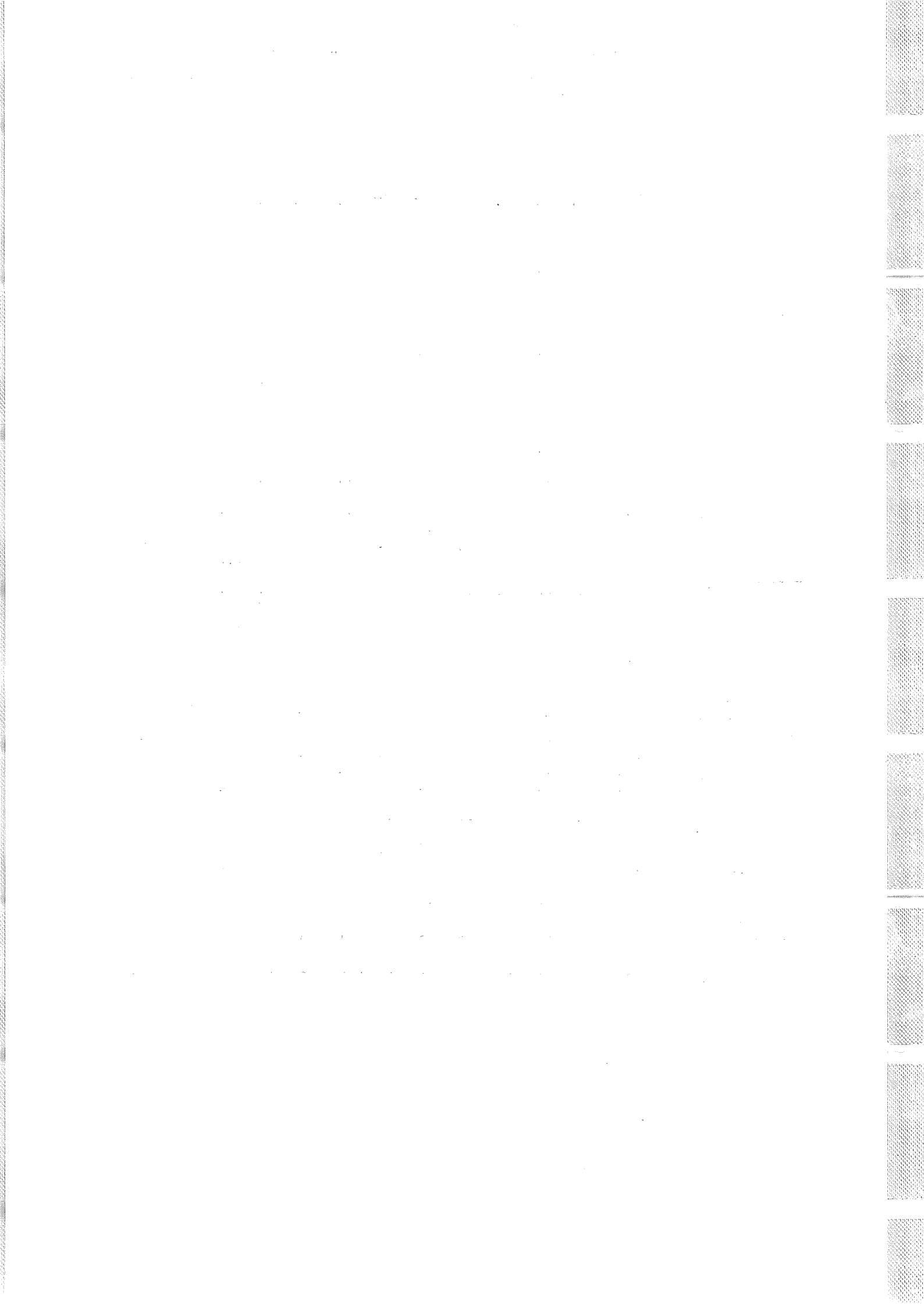


TABLE No. 3
 (Reference paragraph 4 of the Report)
MAP OF CYPRUS SHOWING AVERAGE REGISTERED UNEMPLOYED AS A PER CENT
OF THE ECONOMICALLY ACTIVE POPULATION OF EACH REGION
FOR THE YEAR: 1968

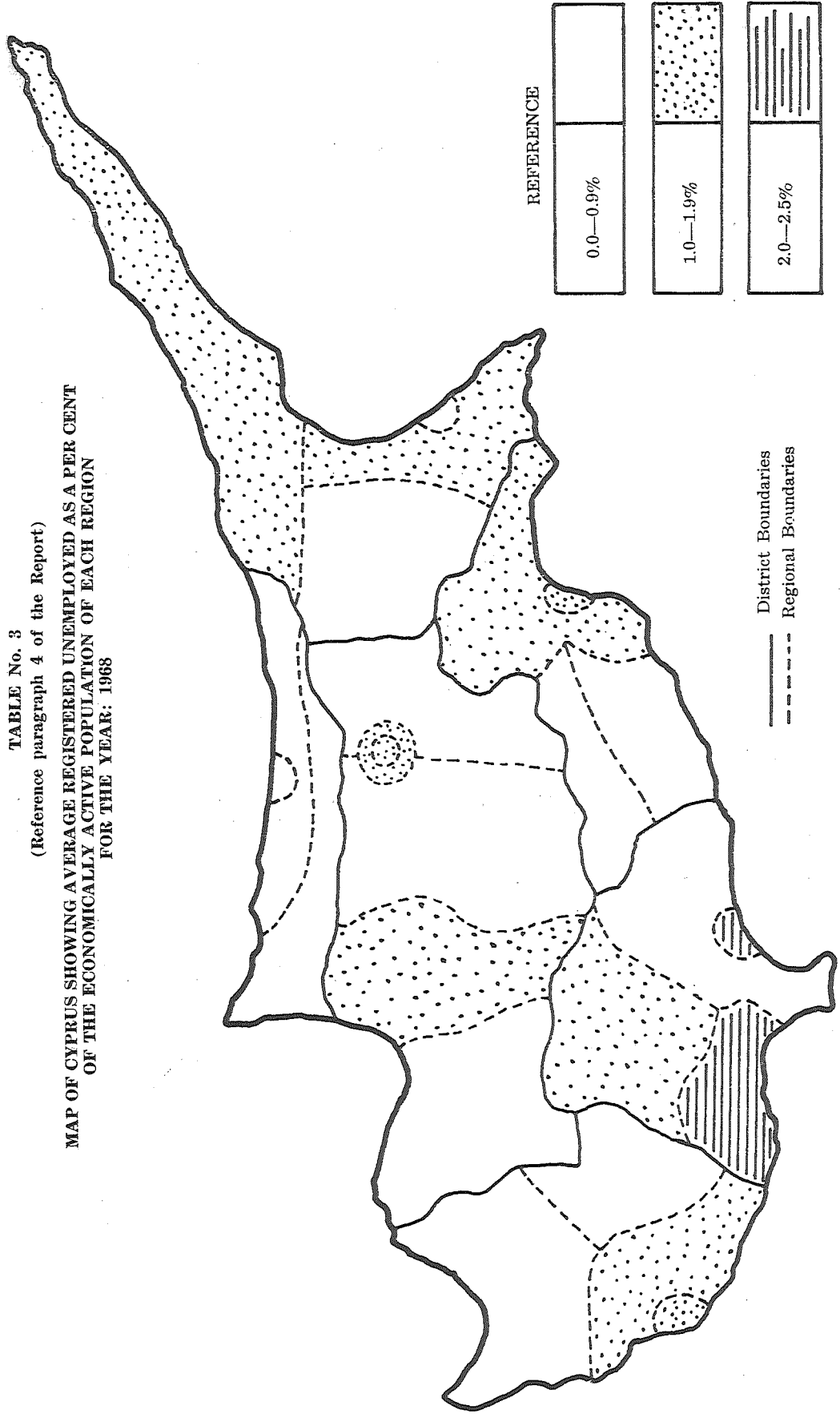


TABLE No. 4

(Reference paragraph 4 of the Report)

REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES AT THE END OF THE MONTHS SHOWN (1968) BY BRANCH OF ECONOMIC ACTIVITY

BRANCH OF ECONOMIC ACTIVITY	Jan.	Febr.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Average	226	160	156	122	62	174	191	193	145	181	156	231
AGRICULTURE, FORESTRY AND FISHING	105	102	107	72	37	132	118	128	103	116	115	148
Agriculture	60	124	53	50	25	39	71	63	41	61	40	80
Forestry and logging	1	—	—	—	—	3	2	2	1	4	1	3
Fishing	99	260	271	102	38	18	29	17	45	29	39	127
MINING AND QUARRYING	231	293	242	247	134	171	341	335	227	222	207	181
MANUFACTURING	19	10	12	26	16	12	20	22	21	30	26	25
Food Manufacturing	12	17	10	7	6	9	13	20	14	11	16	19
Beverages	19	17	17	13	3	9	35	31	25	24	25	18
Tobacco	3	5	4	4	3	2	4	—	2	3	1	1
Textiles	89	165	104	59	42	64	155	147	64	56	45	42
Footwear and wearing apparel	1	—	1	1	—	1	1	1	—	—	—	—
Wood and cork	11	19	15	11	11	7	8	12	10	11	8	12
Furniture and fixtures	1	—	—	2	2	1	—	1	1	3	—	1
Paper products	10	15	10	8	5	7	8	8	10	7	8	8
Printing and publishing	1	—	—	4	—	1	3	—	2	—	2	—
Leather and leather products	1	—	—	—	1	1	3	1	—	1	3	1
Rubber products	1	—	—	1	1	1	3	1	—	8	2	—
Chemical products	6	2	2	3	2	4	10	16	12	8	2	4
Products of petroleum and coal	—	3	1	—	—	—	—	—	—	—	1	1
Non-metallic mineral products	5	3	11	7	5	4	4	5	2	5	4	5
Metal products	13	13	13	10	18	13	13	14	15	15	11	4
Machinery (exc. electrical)	4	2	4	2	3	8	10	8	3	8	2	3
Electrical machinery	4	—	—	1	2	7	10	8	9	9	3	2
Transport equipment	25	17	30	18	10	16	35	33	30	25	43	30
Miscellaneous manufacturing industries	6	5	8	4	5	5	9	8	7	6	7	5
CONSTRUCTION	614	842	974	760	431	466	662	536	405	506	521	729
Private employers	213	265	312	311	163	129	227	183	134	171	191	254
Government Departments	323	443	544	347	208	276	363	299	204	276	290	422
Municipal construction works	11	9	5	22	7	4	17	11	11	8	11	10
Military construction works	67	125	113	80	53	57	55	43	56	51	29	43

ELECTRICITY, GAS, WATER AND SANITARY SERVICES		38	44	55	60	31	13	19	36	39	34	36	34	58
Electricity and gas		25	34	41	27	18	8	13	27	25	20	21	27	45
Water and sanitary services		13	10	14	33	13	5	6	9	14	14	15	7	13
COMMERCE AND BANKING		209	131	162	158	136	115	252	362	392	290	199	150	166
Wholesale and retail trade		195	127	152	135	120	107	239		386	282	187	126	150
Banks and other financial institutions		11	4	7	17	5	6	11	28	5	6	8	22	13
Insurance and real estate		3	—	3	6	11	2	2	8	1	2	4	2	3
TRANSPORT, STORAGE AND COMMUNICATION		87	85	101	110	74	59	83	126	88	73	60	82	99
Transport		75	72	88	102	70	51	73	103	65	62	53	72	88
Storage and warehousing		4	6	6	1	—	3	5	10	7	5	1	4	2
Communication		8	7	7	7	4	5	5	13	16	6	6	6	9
SERVICES		543	617	680	601	523	470	482	585	594	494	492	489	500
Government (Administration)		81	92	101	97	77	62	75	108	80	76	71	62	68
Community Services		188	202	240	242	229	178	192	162	194	172	143	152	152
Business services		55	58	57	36	47	56	37	72	61	60	60	53	66
Recreation services		20	18	23	20	16	24	20	21	22	17	13	21	25
Personal Services		19	20	24	15	12	14	15	13	21	23	21	27	22
NEWCOMERS		180	227	235	191	142	136	143	209	216	146	184	174	167
Graduates from classical Gymnasia		825	732	732	704	634	562	549	1073	1115	1023	1036	921	797
Graduates from other secondary schools		231	238	208	208	169	171	149	247	286	293	281	262	249
Graduates from technical & vocational schools		365	313	304	258	243	215	201	476	554	512	511	442	342
Other newcomers		25	10	6	18	16	16	10	62	41	32	36	23	27
DISCHARGED FROM MILITARY SERVICE		204	171	214	220	206	160	189	288	234	186	208	194	179
Discharged secondary school graduates		362	450	460	315	205	167	131	707	550	443	381	300	242
Others discharged from Military Service		292	347	339	226	157	146	110	563	454	378	331	251	202
GRAND TOTAL		70	103	121	89	48	21	21	144	96	65	50	49	40
		3174	3,680	3,837	3,244	2,605	2,051	2,345	4,112	3,859	3,179	3,142	2,899	3130

TABLE No. 5

(Reference paragraphs 4 and 69 of the Report)

REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES AT THE END OF THE MONTHS SHOWN (1968) — BY OCCUPATIONAL GROUPS

O C C U P A T I O N	MONTH	Jan.	Febr.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
PROFESSIONAL, TECHNICAL & RELATED WORKERS	—Total	59	54	40	47	41	38	35	63	72	84	80	64
ADMINISTRATIVE, EXECUTIVE & MANAGERIAL WORKERS	—Total	1	1	1	—	1	2	2	4	1	1	1	1
CLERICAL WORKERS	—Total	407	452	441	388	368	333	355	452	455	428	425	394
SALES WORKERS	—Total	80	64	99	83	63	59	67	85	81	90	85	84
FARMERS, FISHERMEN, LOGGERS & RELATED WORKERS	—Total	16	27	22	19	16	12	19	20	18	6	11	17
Farmers and farm workers		16	23	17	19	16	12	17	18	17	6	11	15
Fishermen and Loggers		1	4	5	—	—	2	2	2	1	—	—	2
MINERS & QUARRYMEN	—Total	56	173	180	139	65	26	8	1	—	11	8	67
TRANSPORT & COMMUNICATION WORKERS	—Total	160	199	225	215	152	124	142	182	150	118	108	171
Deck Officers & other Seamen		5	3	2	9	6	2	5	12	7	7	3	2
Drivers, road transport		125	165	195	178	123	101	113	126	83	88	81	108
Other transport workers		30	31	28	28	23	21	24	44	60	23	24	27
CRAFTSMEN & PRODUCTION - PROCESS WORKERS	—Total	446	567	558	452	410	227	321	687	649	445	351	326
Spinners, weavers, knitters and dyers		2	2	—	—	—	—	—	3	—	7	6	—
Tailors, Cutters & furriers		64	109	92	73	44	39	63	115	126	54	42	44
Leather cutters, lasters and sewers		22	65	15	7	80	3	5	39	28	14	3	2
Furnacemen, rollers, drawers & moulders		5	4	6	3	8	3	5	9	5	5	4	2
Watchmakers & jewellers		4	1	3	3	3	2	3	1	1	—	20	1
Toolmakers, machinists, plumbers & welders		80	91	97	78	63	40	47	129	90	84	81	90
Electricians, electrical & electronic workers		38	22	45	41	30	19	31	61	50	42	47	36
Carpenters, joiners, cabinet makers & coopers		56	73	76	72	56	43	46	68	56	50	33	41
Painters and paperhangers		30	44	53	31	23	18	9	25	33	17	17	25

Bricklayers, plasterers & construction workers n.e.c.	63	113	143	114	70	42	34	44	27	28	31	36	67
Compositors, pressmen, engravers & bookbinders	4	4	2	4	3	2	—	6	4	4	2	4	5
Potters, Kilnmen, glass and clay formers	2	2	2	1	2	—	3	2	2	2	3	1	1
Millers, bakers, brewmasters & food & beverage workers	6	3	1	3	8	4	7	11	10	5	6	4	4
Chemical and related process workers	—	—	—	—	1	1	—	—	—	—	—	—	—
Tobacco preparers and tobacco-product makers	13	14	12	13	7	3	8	3	9	25	21	23	18
Craftsmen & production-process workers n.e.c.	8	8	5	4	5	6	4	14	28	5	5	4	5
Packers, labellers & related workers	45	9	—	—	6	1	52	149	175	100	26	11	10
Stationery & excavating eqpt. — operators	3	—	6	5	1	1	4	8	5	3	4	2	1
Longshoremen and related workers	1	3	—	—	—	—	—	—	—	—	—	—	—
LABOURERS													
NOT ELSEWHERE CLASSIFIED —Total	803	1011	1071	909	669	491	675	1015	828	657	714	649	943
SERVICE SPORT													
AND RECREATION WORKERS —Total	328	374	419	365	286	236	266	402	386	275	320	328	276
Firemen, policemen, guards, etc.	61	64	80	80	55	57	49	45	62	55	59	66	62
Housekeepers, cooks, maids etc.	137	151	170	148	119	99	122	120	186	127	143	140	116
Waiters, bartenders & related workers	53	72	80	48	38	26	34	102	47	38	48	52	45
Building caretakers, cleaners, etc.	49	65	55	58	41	30	39	99	59	34	40	41	32
Barbers, hairdressers, etc.	19	17	24	27	24	18	12	10	22	16	25	21	14
Laundrers, dry-cleaners & pressers	5	3	7	2	7	1	4	15	6	2	2	6	—
Other service & recreation workers	4	2	3	2	2	5	6	11	4	3	3	2	7
WORKERS NOT													
CLASSIFIED BY OCCUPATION —Total	818	758	781	627	534	503	455	1201	1219	1,064	1,039	879	754
GRAND TOTAL	3,174	3,680	3,837	3,244	2,605	2,051	2,345	4,112	3,859	3,179	3,142	2,899	3,130

TABLE No. 6

(Reference paragraphs 4 and 66 of the Report)

DISTRICT/REGION/AREA COVERED Whole Island

REGISTERED AS WHOLLY UNEMPLOYED DURING

THE YEAR 1968

Econ. Active Population :- 254,000 (1967)

Category Month	Total	Males	Females	Towns- people	Villagers	% of Econ. Active Pop.
January	3,680	2,453	1,227	1,064	2,616	1.4%
February	3,837	2,551	1,286	1,128	2,709	1.5%
March	3,244	2,129	1,115	1,021	2,223	1.3%
April	2,605	1,667	938	905	1,700	1.0%
May	2,051	1,239	812	734	1,317	0.8%
June	2,345	1,333	1,012	863	1,482	0.9%
July	4,112	2,420	1,692	1,352	2,760	1.6%
August	3,859	2,022	1,837	1,271	2,588	1.5%
September	3,179	1,664	1,515	1,089	2,090	1.2%
October	3,142	1,634	1,508	1,097	2,045	1.2%
November	2,899	1,619	1,280	1,020	1,879	1.1%
December	3,130	1,944	1,186	951	2,179	1.2%
Average	3,174	1,890	1,284	1,041	2,133	1.2%

TABLE No. 7

(Reference paragraphs 4, 66 and 70 of the Report)

REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES — CYPRUS, 1968
BY TOWNSPEOPLE, VILLAGERS AND SEX
 (as at the end of each month).

MONTH	TOTAL REGISTRATIONS			TOWNS PEOPLE			VILLAGERS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
January	3680	2453	1227	1064	669	395	2616	1784	832
February	3837	2551	1286	1128	674	454	2709	1877	832
March	3244	2129	1115	1021	606	415	2223	1523	700
April	2605	1667	938	905	542	363	1700	1125	575
May	2051	1239	812	734	410	324	1317	829	488
June	2345	1333	1012	863	471	392	1482	862	620
July	4112	2420	1692	1352	766	586	2760	1654	1106
August	3859	2022	1837	1271	630	641	2588	1392	1196
September	3179	1664	1515	1089	584	505	2090	1080	1010
October	3142	1634	1508	1097	582	515	2045	1052	993
November	2899	1619	1280	1020	573	447	1879	1046	833
December	3130	1944	1186	951	572	379	2179	1372	807
AVERAGE	3174	1890	1284	1041	590	451	2133	1300	833

TABLE No. 8

(reference paragraph 4 of the Report)

REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES — CYPRUS, 1968
BY DISTRICT AND SEX
 (as at the end of each month)

MONTH	Total registered Unemployed		NICOSIA		KYRENIA		FAMAGUSTA		LIMASSOL		LARNACA		PAPHOS	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
	January	3680	1227	1207	586	121	43	672	204	981	217	357	94	342
February	3837	1286	1099	509	124	49	751	270	1086	250	410	112	367	96
March	3244	1115	789	417	92	44	740	222	1019	249	327	107	277	76
April	2605	938	720	398	77	33	526	165	747	204	287	76	248	62
May	2051	812	569	318	51	30	355	116	649	205	191	70	236	73
June	2345	1012	642	367	58	28	550	218	536	184	272	98	287	117
July	4112	1692	1251	645	121	53	1064	494	855	250	404	140	417	110
August	3859	1837	1294	713	122	65	948	496	811	302	370	147	314	114
September	3179	1515	1076	608	108	56	747	374	661	243	364	135	223	96
October	3142	1508	1050	612	103	55	702	339	704	263	320	120	263	119
November	2899	1280	986	588	81	44	610	240	691	236	280	91	251	81
December	3130	1186	986	502	98	51	579	220	753	207	345	98	369	108
AVERAGE	3174	1284	973	522	96	46	687	280	791	234	327	107	300	95

TABLE No. 9

(Reference paragraphs 4 and 67 of the Report)

**REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES — CYPRUS, 1968
BY MONTH, DURATION OF REGISTRATION AND SEX**

MONTH	TOTAL REGISTRATIONS					M A L E				F E M A L E					
	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	3680	1190	1788	423	279	2453	896	1247	209	101	1227	294	541	214	178
February	3837	817	2304	427	289	2551	556	1687	205	103	1286	261	617	222	186
March	3244	689	1830	449	276	2129	479	1298	260	92	1115	210	532	189	184
April	2605	528	1381	420	276	1667	345	963	265	94	938	183	418	155	182
May	2051	431	1058	343	219	1239	266	709	203	61	812	165	349	140	158
June	2345	805	965	344	231	1333	447	588	189	109	1012	358	377	155	122
July	4112	1517	2038	323	234	2420	1009	1099	193	119	1692	508	939	130	115
August	3859	932	2373	266	288	2022	503	1238	144	137	1837	429	1135	122	151
September	3179	708	1849	354	268	1664	434	903	192	135	1515	274	946	162	133
October	3142	734	1542	603	263	1634	423	816	266	129	1508	311	726	337	134
November	2899	654	1411	602	232	1619	410	824	265	120	1280	244	587	337	112
December	3130	860	1349	676	245	1944	617	880	325	122	1186	243	469	351	123
AVERAGE	3174	822	1657	436	259	1890	532	1021	227	110	1284	290	637	210	147

TABLE No. 10

(reference paragraph 4 of the Report)
REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES — CYPRUS, 1968
BY MONTH, AGE-GROUPS AND SEX

MONTH	TOTAL REGISTRATIONS					M A L E				F E M A L E					
	Total	Below 20 yrs	20—39 years	40—59 years	60 and above	Total	Below 20 yrs	20—39 years	40—59 years	60 and above	Total	Below 20 yrs	20—39 years	40—59 years	60 and above
	January	3680	537	1764	1034	345	2453	126	1256	772	299	1227	411	508	262
February	3837	518	1856	1089	374	2551	134	1312	788	317	1286	384	544	301	57
March	3244	452	1548	950	294	2129	109	1050	725	245	1115	343	498	225	49
April	2605	406	1197	762	240	1667	91	782	597	197	988	315	415	165	43
May	2051	344	989	531	187	1239	70	595	418	156	812	274	394	113	31
June	2345	407	1114	604	220	1333	121	654	383	175	1012	286	460	221	45
July	4112	910	2089	830	283	2420	330	1373	483	234	1692	580	716	347	49
August	3859	967	1881	781	230	2022	217	1173	449	183	1837	750	708	332	47
September	3179	786	1528	654	211	1664	145	950	399	170	1515	641	578	255	41
October	3142	703	1557	669	213	1634	122	971	372	169	1508	581	586	297	44
November	2899	609	1392	683	215	1619	98	900	437	184	1280	511	492	246	31
December	3130	536	1372	925	297	1944	104	918	677	245	1186	432	454	248	52
AVERAGE	3174	598	1524	793	259	1890	139	995	542	214	1284	459	529	251	45

TABLE No. 11

(Reference paragraphs 4, 35 and 72 of the Report)
**VACANCIES NOTIFIED TO THE EMPLOYMENT EXCHANGES DURING 1968, AND
 VACANCIES OUTSTANDING AT THE END OF EACH MONTH**

MONTH	Total			Total		
	Male	Female	Total	Male	Female	Total
January	550	294	844	79	55	134
February	605	290	895	95	93	188
March	577	349	926	78	71	149
April	510	489	999	114	195	309
May	608	343	951	206	138	344
June	507	330	837	113	109	222
July	821	373	1194	168	61	229
August	645	373	1018	171	66	237
September	725	566	1291	151	83	234
October	612	422	1034	136	134	270
November	523	432	955	130	138	268
December	299	276	575	86	46	132
	6982	4537	11519	—	—	—
AVERAGE	—	—	—	127	99	226

TABLE No. 12

(reference paragraphs 4, 35 and 72 of the Report)

**VACANCIES OUTSTANDING AT THE END OF EACH MONTH,
BY OCCUPATIONAL GROUPS — 1968**

OCCUPATIONAL GROUPS	Average	Jan.	Febr.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
MONTH													
0. Professional & Technical	1	—	2	—	2	—	2	—	5	—	—	1	—
1. Administrative & Managerial	—	—	—	—	—	—	—	—	—	—	—	—	—
2. Clerical Workers	14	7	20	18	21	15	16	19	11	10	12	16	8
3. Sales Workers	7	3	1	—	6	6	8	9	4	10	10	12	9
4. Farm Workers	1	—	—	4	—	—	—	—	—	—	—	1	—
5. Miners & Quarrymen	50	50	50	50	50	50	50	50	50	50	50	50	50
6. Transport & Communication Workers	2	—	9	—	—	2	3	6	—	1	1	—	1
7. (a) Craftsmen & Skilled Workers	49	20	14	5	18	63	65	78	70	69	81	83	24
(b) Labourers	50	3	25	22	136	132	5	34	73	64	66	37	8
8. Service & Recreation Workers	52	51	67	50	76	76	73	33	24	30	50	68	32
T O T A L	226	134	188	149	309	344	222	229	237	234	270	268	132

TABLE No. 13

(reference paragraphs 4, 35 and 72 of the Report)

PLACEMENTS EFFECTED BY BRANCH OF ECONOMIC ACTIVITY 1968

MONTH	Total placements	0 Agriculture Forestry & Fishing	1 Mining and Quarrying	2-3 Manufac- turing	4 Constuc- tion	5 Electricity Gas, Water & Sanitary Services	6 Commerce	7 Transport Storage & Communi- cation	8 Services
January	751	52	3	45	278	87	11	7	268
February	764	45	1	18	456	24	23	22	175
March	839	128	2	31	330	81	23	17	227
April	760	93	1	50	291	14	20	13	278
May	694	62	2	34	214	25	42	31	284
June	834	84	3	79	246	65	31	39	287
July	1042	151	2	35	436	39	33	62	284
August	932	63	—	37	437	120	36	17	222
September	1098	103	1	70	463	64	54	43	300
October	851	41	—	63	360	42	39	41	265
November	791	101	—	48	313	44	33	14	238
December	558	37	2	24	249	21	25	7	193
T O T A L	9914	960	17	534	4073	626	370	313	2961

TABLE No. 14
(Reference paragraphs 4, 35 and 72 of the Report)

PLACEMENTS EFFECTED BY MAJOR OCCUPATIONAL GROUPS — 1968

MONTH	Total placements	0 Profes- sional & Technical	1 Administra- tive & Managerial	2 Clerical Workers	3 Sales Workers	4 Farmers Etc.	5 Miners & Quar- rymen	6 Transport & Commu- nication Workers	7/8 (a) Craftsmen & skilled Workers	7/8 (b) Labourers	9 Service & recreation Workers
January	751	1	—	69	11	24	3	8	82	424	129
February	764	1	—	59	14	13	—	10	49	514	104
March	839	2	—	100	14	1	—	23	71	538	90
April	760	—	—	102	13	2	—	14	45	441	143
May	694	8	—	109	27	5	—	14	66	326	139
June	834	3	—	111	20	8	—	24	70	476	122
July	1042	5	1	84	18	2	—	37	70	663	162
August	932	3	—	154	18	1	—	12	61	562	121
September	1098	5	1	113	37	3	—	38	90	659	152
October	851	1	—	81	32	3	—	14	71	481	168
November	791	6	—	80	24	2	—	24	55	483	117
December	558	2	1	72	17	—	4	6	31	316	109
T O T A L	9914	37	3	1134	245	64	7	224	761	5883	1556

TABLE No. 15

(Reference paragraphs 4, 35 and 72 of the Report)

PLACEMENTS EFFECTED BY SEX, AND PLACE OF RESIDENCE - 1968

MONTH	I. BY SEX			II. BY PLACE OF RESIDENCE		
	TOTAL	MALE	FEMALE	TOTAL	TOWNS-PEOPLE	VILLAGERS
January	751	506	245	751	300	451
February	764	547	217	764	234	530
March	839	547	292	839	307	532
April	760	451	309	760	322	438
May	694	445	249	694	371	323
June	834	534	300	834	377	457
July	1042	731	311	1042	458	584
August	932	601	331	932	332	600
September	1098	629	469	1098	376	722
October	851	558	293	851	368	483
November	791	457	334	791	324	467
December	558	288	270	558	193	365
T O T A L	9914	6294	3620	9914	3962	5952

TABLE No. 16

(Reference paragraphs 4, 35 and 72 of the Report)

PLACEMENTS EFFECTED BY EMPLOYER WITH WHOM THESE WERE EFFECTED — 1968

MONTH	TOTAL PLACEMENTS	WITH PRIVATE EMPLOYERS	WITH GOVERNMENT & SEMI-GOVERNMENT DEPARTMENTS	WITH THE BRITISH MILITARY AUTHORITIES
January	751	196	429	126
February	764	180	533	51
March	839	207	586	46
April	760	236	477	47
May	694	240	377	77
June	834	311	479	44
July	1042	251	661	130
August	932	235	673	24
September	1098	370	647	81
October	851	347	455	49
November	791	243	474	74
December	558	201	303	54
	9914	3017	6094	803
% of Total	100	30.4	61.5	8.1

TABLE No. 17

(Reference paragraphs 4, 39 and 71 of the Report)

STATISTICS OF SECONDARY SCHOOL — LEAVERS — 1968

MONTH	Secondary School-leavers placed to work during 1968			Number of Secondary School-leavers on the live registers at the end of each month		
	Total	Male	Female	Total	Male	Female
January	38	26	12	551	92	459
February	34	16	18	518	93	425
March	41	30	11	484	77	407
April	60	39	21	426	76	353
May	45	27	18	402	65	337
June	53	19	34	360	64	296
July	70	46	24	785	144	641
August	58	40	18	873	106	767
September	80	52	28	887	104	783
October	79	46	33	828	105	723
November	55	25	30	727	95	632
December	43	12	31	618	96	522
TOTAL	656	378	278	—	—	—
AVERAGE	—	—	—	617	93	524

TABLE No. 18

(Reference paragraphs 4, 46 and 77 of the Report)

**PORT LABOUR STATISTICS
NUMBER OF PORT WORKERS EMPLOYED
AT THE PORTS, 1968**

MONTH	FAMAGUSTA		LIMASSOL			LARNACA		PAPHOS			LACHI	
	Stevedores	Quay Porters	Stevedores	Lighter-men	Quay Porters	Stevedores	Lighter-men	Stevedores	Lighter-men	Quay Porters	Lighter-men	Others
January	325	255	129	104	49	54	29	27	24	7	—	—
February	280	260	133	100	51	30	18	18	16	8	90	96
March	290	260	127	102	50	35	24	18	17	—	87	96
April	290	260	126	102	51	35	24	18	17	8	90	93
May	330	250	113	100	49	35	22	21	20	—	—	—
June	330	250	113	100	49	21	16	15	16	—	90	93
July	269	250	163	100	49	21	19	18	15	—	90	93
August	233	250	128	100	49	21	19	21	33	—	90	93
September	290	250	113	100	49	21	18	18	13	—	90	93
October	290	250	166	103	51	36	27	40	17	6	90	96
November	310	250	139	101	49	23	21	18	17	12	90	93
December	310	250	147	105	50	57	32	21	17	13	90	93
AVERAGE	296	253	133	101	50	32	22	21	17	5	75	78

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

TABLE No. 19

(Reference paragraphs 4, 43 and 78 of the Report)

**STATISTICS OF SPECIAL CASES
REGISTERED UNEMPLOYED AND PLACEMENTS EFFECTED
1968**

MONTH	I. Placements Effected during each Month			II. Registered Unemployed at the end of each Month		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
January	15	13	2	69	59	10
February	8	8	—	75	60	15
March	11	10	1	73	63	10
April	14	11	3	66	54	12
May	13	11	2	60	50	10
June	11	7	4	70	54	16
July	7	7	—	78	68	10
August	11	9	2	61	50	11
September	9	8	1	69	55	14
October	15	8	7	67	52	15
November	14	11	3	66	58	8
December	4	2	2	68	60	8
TOTAL	132	105	27			
AVERAGE	—	—	—	68	56	12

TABLE No. 20

(Reference paragraph 32 of the Report)

**STATISTICS ON REGISTRATIONS AND PLACEMENTS
OF EX-NATIONAL GUARDSMEN 1968**

MONTH	Registrations at the beginning of the month	Placements during the month	Registrations at the end of the month
January	106	53	450
February	450	47	460
March	460	73	315
April	315	73	205
May	205	56	167
June	167	37	131
July	131	91	707
August	707	99	550
September	550	68	443
October	443	56	381
November	381	45	300
December	300	25	243
AVERAGE	351	—	362
TOTAL	—	723	—

TABLE No. 21

(Reference paragraphs 62 and 63 of the Report)

LABOUR FORCE EMPLOYED BY GOVERNMENT DEPARTMENTS,
BY THE MINING INDUSTRY AND BY THE BRITISH MILITARY AUTHORITIES, 1968

MONTH	A. GOVERNMENT DEPARTMENTS (Average of weekly figure)						B. MINING INDUSTRY (Average of daily figure)			C. BRITISH MILITARY AUTHORITIES (CEPO & UN) (At the end of each Month)		
	A. By SEX			B. By STATUS			TOTAL	MALE	FEMALE	TOTAL	Non Industrial	Industrial
	TOTAL	MALE	FEMALE	TOTAL	REGULAR	CASUAL						
January	7032	5276	1756	7032	1637	5395	4545	4469	76	2856	1009	1847
February	7542	5571	1971	7542	1644	5898	4566	4486	80	2860	1021	1839
March	7688	5652	2036	7688	1793	5895	4877	4791	86	2845	1014	1831
April	8120	5993	2127	8120	2081	6039	5086	4998	88	2887	1014	1873
May	8552	6236	2316	8552	2356	6196	5133	5044	89	2886	1011	1875
June	8692	6206	2486	8692	2413	6279	5048	4960	88	2890	1013	1877
July	9111	6729	2382	9111	2406	6705	5256	5164	92	2898	1008	1890
August	9371	6920	2451	9371	2783	6588	5350	5239	111	2861	1004	1857
September	8847	6535	2312	8847	2595	6252	5185	5071	114	2849	991	1858
October	8869	6515	2354	8869	2613	6256	5050	4937	113	2857	989	1868
November	9025	6596	2429	9025	2653	6372	4904	4,790	114	2859	988	1871
December	8862	6,272	2,590	8862	2644	6218	4,942	4,830	112	2860	984	1876
AVERAGE	8475	6207	2268	8475	2302	6173	4995	4898	97	2867	1004	1863

TABLE No. 22

(Reference paragraph 41 of the Report)

**THIRD SURVEY OF TECHNICAL/VOCATIONAL
SCHOOLS OUTPUT — JUNE, 1968**

Number Graduating from Technical/Vocational Schools
(excluding Commercial) 1966—69, by occupational Categories.

I.S.C.O. CODE	Title of Course	Output in the Year				Average Yearly Output 1966/69
		1966	1967	1968	1969	
		Actual			Esti- mate	
	A. TECHNICAL & RELATED WORKERS					
0—41	General Nursing	—	5	3	3	3
0—49	Asst. Nurse Course	30	23	14	26	23
0—42	Midwife's Course	14	14	6	5	10
0—53	Community Health Visitors	—	—	8	—	2
0—X1	Draughtsmen	18	17	5	18	15
0—X9	Technicians & Lab. Assts.					
	(a) Mechanical	27	11	30	29	24
	(b) Electrical	34	15	35	44	32
	(c) Motor - Vehicle Technicians	—	18	12	22	13
	(d) Building Technicians	29	34	31	84	44
	(e) General Technicians	—	10	4	4	5
	(f) Laboratory Assistants	—	18	—	—	4
	Sub — Total	152	165	148	235	175
	B. CRAFTSMEN					
7—11	Dressmakers	14	12	11	14	13
7—50	Fitters - Machinists	—	21	—	16	9
7—50	Fitters - Turners	38	48	37	64	47
7 . 53	Auto - mechanics	37	75	69	58	60
7 . 54	Sheet Metal Workers	—	15	11	14	10
7 . 55	Plumbers	—	12	39	15	17
7 . 56	Welders	9	25	26	46	26
7 . 61	Electricians	43	111	63	25	60
7 . 61	Electricians (Electr. Installations)	13	38	35	13	25
7 . 63	Radio & T. V. Repairers	—	—	—	5	1
7 . 72	Furniture Makers	14	21	18	61	28
8—06	Book - Binders	—	—	—	14	4
8—12	Potters	—	—	—	8	2
	Sub — Total	168	378	309	353	302
	C. SERVICE & RECREATION WORKERS					
9 . 12	Cooks	—	13	9	13	9
9 . 19	Chambermaids	—	26	—	—	6
9 . 21	Waiters	—	39	13	19	18
—	Hotel & Catering workers - general	10	17	22	25	18
	Sub — Total	10	95	44	57	51
	GRAND TOTAL	330	638	501	645	528

TABLE No. 23

(Reference paragraph 184 of the Report)

MAN-DAYS LOST DUE TO WORK STOPPAGES BY INDUSTRY
DURING THE YEARS 1964 - 1968

IND. CODE	INDUSTRY	YEAR				
		1964	1965	1966	1967	1968
0	AGRICULTURE FORESTRY HUNTING & FISHING	60	—	8	—	969
1	MINING & QUARRYING	720	—	302	902	—
2—3	MANUFACTURING	1545	226	1389	787	1337
4	CONSTRUCTION	22	82	150	11	270
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	—	—	—	—	152
6	COMMERCE	—	39	11	814	15
7	TRANSPORT STORAGE AND COMMUNICATION	—	383	348	82	31081
8	SERVICES	—	343	500	16584	8735
9	ACTIVITIES NOT ADEQUATELY DESCRIBED	—	—	—	—	39
TOTAL		2347	1073	2708	19180	42598

TABLE No. 24
(Reference paragraph 192 of the Report)

**MAN-DAYS LOST BECAUSE OF WORK STOPPAGES IN CYPRUS
COMPARED TO TOTAL NUMBER OF TRADE DISPUTES
AND WORKERS INVOLVED FROM 1949 TO 1968**

YEAR	T O T A L		WORK STOPPAGES		MAN - DAYS LOST
	NO. OF TRADE DISPUTES	WORKERS INVOLVED	No.	WORKERS INVOLVED	
1949	17	1366	14	1231	3092
1950	47	2576*	25	1546	15338
1951	47	2709	17	2459	10475
1952	59	2933	23	2333	21736
1953	37	7858*	17	4715	6257
1954	50	2661*	24	1477	19979
1955	69	5976	16	1419	9983
1956	73	17930	23	10758	25873
1957	75	7124	39	4643	12842
1958	28	3130	15	718	4069
1959	46	2851	20	1734	6261
1960	52	27807	23	25223	27005
1961	65	7713	25	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	1073
1966	94	25805	18	1468	2708
1967	78	12623	17	4015	19180
1968	126	21576	24	6557	42598

* ESTIMATE

1,000

TABLE No. 25

(Reference paragraph 192 of the Report)

GRAPH SHOWING MAN-DAYS LOST AND WORKERS INVOLVED
BECAUSE OF STRIKES OR LOCK-OUTS BY YEAR
FROM 1949 TO 1968 IN CYPRUS

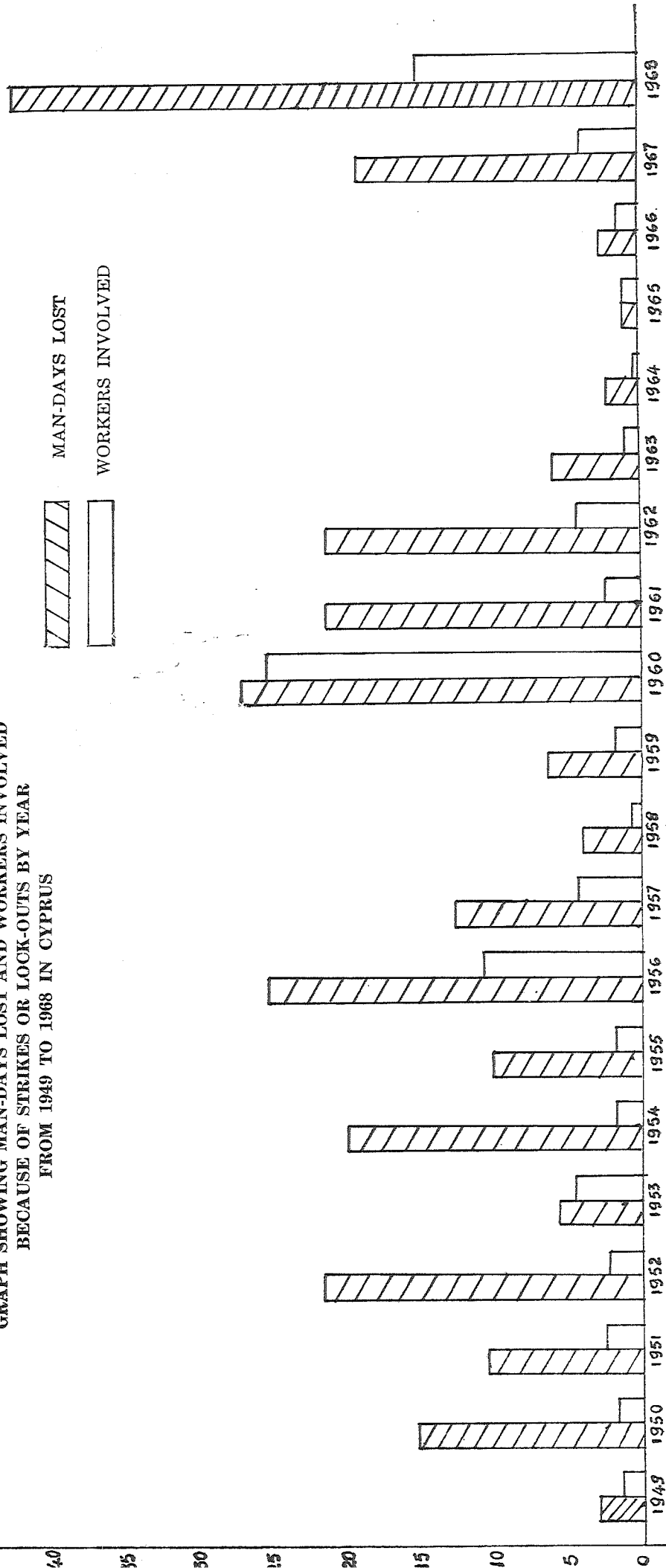


TABLE No. 26
 (Reference paragraph 193 of the Report)
 REPORTED DISPUTES BY INDUSTRY FOR THE YEARS 1967 AND 1968

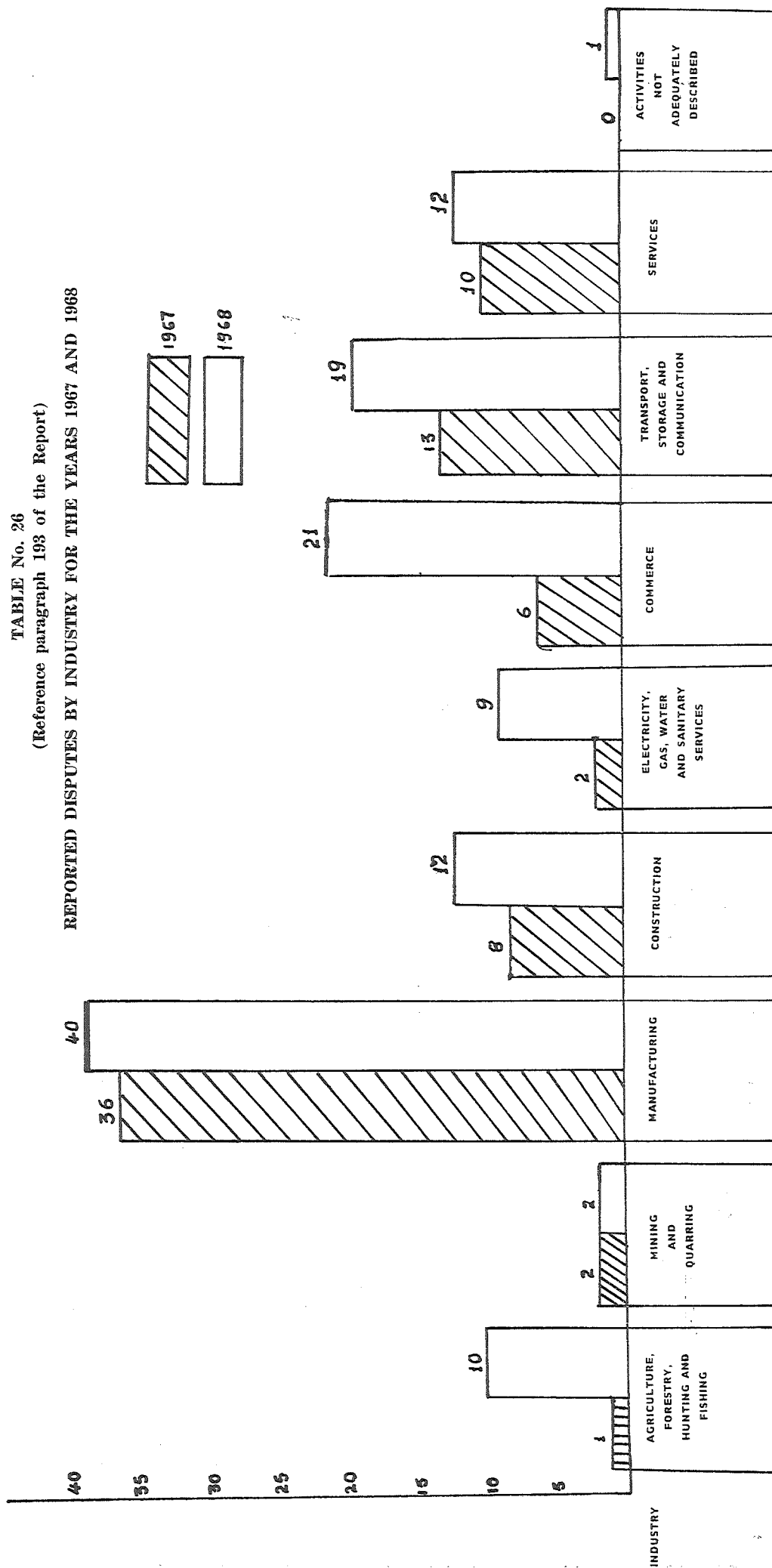


TABLE No. 27

(Reference paragraph 210 of the Report)

INTRODUCTION

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 13th to the 19th October, 1968.

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 case of Mining and Quarrying, Manufacturing, Construction, Retail Trade, Transport and Services, the 1963 sample was kept. About 900 establishments were visited in 1968 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 in the 1964 Survey, i.e. all Turkish establishments and some establishments in the villages have been excluded while about 70 establishments have, in the meantime, been closed down. The co-operation from respondents was practically complete. As from next year, a new sample will be selected from the frame that has been prepared through the Census of Industrial Production and Distribution & Services, 1967.

The collected data supplied comparative information for the years 1963 to 1968, 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 1968 only.

From the results of the sample, which was the same as in 1967, employment in Agriculture appears to have remained as constant, while in Mining and Quarrying it showed a slight increase of 2%. In Manufacturing the increase was 7.3% and in Construction there was a considerable increase of 21.6% compared to 1967. Employment in the other sectors in 1968, remained at the same level as in 1967.

The persons represented in the sample this year were about 20,000 out of which 14,900 were men, 4,000 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 189 mils, for boys 78 mils, for women 103 mils and for girls 72 mils. In all cases the average number of hours worked per week exceeded 44 which is the predominant normal hours.

The results of the survey are given in Tables 28—32. The first column in the tables, gives occupations by industry, classified according to the International Standard Industrial Classification.

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

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

The Normal Hourly Wage Rate is the average 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 $\frac{1}{w_i}$ for the i^{th} 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:

$$\Sigma \frac{x_i y_i w_i}{\Sigma y_i w_i} = X$$

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 fourth year in succession. The wide list of occupations introduced in the 1966 classification has proved useful and has been maintained in this year as well.

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. 28
(Reference paragraph 210 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK
M E N

The data refer to the week ended 19th October, 1968.

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

I n d u s t r y	No. of Persons Represented	Normal Hourly Wage - rates	Actual Weekly Earnings	Actual Hours Worked
01. AGRICULTURE:-		£	£	
(a) Agricultural workers	49	0.156	6.395	41
(b) Tractor drivers	18	0.187	8.230	44
(c) Mechanics	5	0.180	8.730	47
(d) Shepherds (1)	3	0.098	6.860	70
12. METAL MINING : (2)				
(a) Miners	529	0.216	8.640	40
(b) Watchmen (3)	89	0.184	8.095	44
(c) Drivers	188	0.207	9.520	44
(d) Painters	16	0.215	9.890	44
(e) Hoistmen	11	0.228	9.120	40
(f) Moulders	25	0.226	9.040	40
(g) Masons	39	0.219	8.760	40
(h) Carpenters	61	0.221	8.840	40
(i) Mechanics & repairmen	102	0.220	8.800	40
(j) Electricians	31	0.227	10.440	44
(k) Drillers (3)	190	0.215	9.245	42
(l) Brakemen	16	0.213	8.520	40
(m) Blacksmiths	18	0.236	9.440	40
(n) Pipe - fitters	45	0.219	8.760	40
(o) Timbermen	43	0.218	8.720	40
(p) Truckmen	4	0.213	9.800	44
(q) Blasters	23	0.228	10.490	44
(r) Fitters (3)	68	0.203	9.035	43
(s) Welders	45	0.230	9.200	40
(t) Foremen (3)	43	0.245	10.535	42
(u) Plant, equipment and other operators	307	0.213	8.520	40
(v) Machinists	54	0.225	9.000	40
(w) Tractor drivers	52	0.230	10.235	43
(x) Technicians (3)	215	0.198	9.110	44
(y) Other craftsmen	385	0.204	8.160	40
(z) Labourers	546	0.172	7.140	41
14. STONE QUARRYING & OTHER NON-METALLIC MINING AND				
19. QUARRYING :				
(a) Foremen	16	0.248	10.910	44
(b) Fitters & mechanics	44	0.208	11.650	52
(c) Drivers	125	0.227	11.010	47
(d) Electricians	8	0.187	9.630	49
(e) Carpenters & masons	8	0.220	11.660	50
(f) Other craftsmen	71	0.184	8.925	47
(g) Watchmen	5	0.160	8.960	56
(h) Labourers	237	0.167	7.850	46

(1) Normal Hours of Work = 70

(2) Normal Hours of Work = 40

(3) Normal Hours of Work = 44

TABLE 28 (Cont'd)

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	4	0.165	8.745	50
2. MANUFACTURE OF DAIRY PRODUCTS				
(a) Distributors (1)	16	0.197	9.455	48
(b) Operatives & labourers (1)	14	0.176	8.450	48
3. CANNING & PRESERVING OF FRUITS & VEGETABLES				
(a) Craftsmen	7	0.186	8.185	44
(b) Operatives & Labourers	27	0.163	7.415	45
(c) Watchmen (2)	3	0.152	8.510	56
5. MANUFACTURE OF GRAIN MILL PRODUCTS				
(a) Millers	10	0.196	10.390	50
(b) Drivers	5	0.199	10.845	51
(c) Labourers	24	0.176	8.535	47
6. MANUFACTURE OF BAKERY PRODUCTS				
(a) Kneaders (2)	10	0.200	9.600	48
(b) Ovenmen (2)	9	0.205	9.840	48
(c) Salesmen - distributors	11	0.203	10.655	51
(d) Labourers	7	0.167	8.015	48
8. MANUFACTURE OF COCOA, CHOCOLATE & SUGAR CONFECTIONERY				
(a) Confectioners	4	0.277	12.190	44
9. MANUFACTURE OF & MISCELLANEOUS FOOD				
10. PREPARATIONS				
(a) Craftsmen	8	0.215	10.105	46
(b) Labourers	104	0.191	9.265	47
(c) Drivers	7	0.210	10.500	50
21. BEVERAGE INDUSTRIES				
1. WINES AND SPIRITS INDUSTRIES AND				
3. BREWERIES				
(a) Coopers	21	0.199	11.145	52
(b) Mechanics	20	0.187	12.340	59
(c) Drivers	8	0.187	10.470	52
(d) Wine & spirit makers	20	0.208	11.960	53
(e) Burners	9	0.192	12.670	59
(f) Other craftsmen	9	0.205	10.865	50
(g) Labourers	382	0.155	9.610	56
(h) Watchmen (2)	3	0.184	10.305	56
4. SOFT DRINKS & CARBONATED WATER INDUSTRIES				
(a) Watchmen (2)	4	0.175	9.800	56
(b) Mechanics	25	0.217	9.550	44
(c) Other craftsmen	21	0.205	9.020	44
(d) Labourers	38	0.164	6.890	42

(1) Normal Hours of Work = 48

(2) Normal Hours of Work = 56

TABLE 28 (Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage - rates	Actual Weekly Earnings	Actual Hours Worked
22. TOBACCO MANUFACTURING		£	£	
(a) Mechanics	10	0.271	11.925	44
(b) Mixers	5	0.243	10.690	44
(c) Labourers	7	0.196	8.625	44
(d) Watchmen (1)	5	0.202	10.100	50
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE - UP TEXTILE GOODS				
1. MANUFACTURE AND REPAIR				
2. OF FOOTWEAR				
(a) Shoe - makers	89	0.202	8.890	44
(b) Machinists	29	0.207	9.110	44
(c) Cutters	36	0.212	9.750	46
(d) Finishers	27	0.200	8.600	43
(e) Sole fixers	11	0.197	8.670	44
(f) Heel fixers	8	0.211	9.600	45
(g) Foremen	6	0.270	14.310	50
(h) Repairers	4	0.169	7.435	44
3. MANUFACTURE OF WEARING APPAREL, EXCEPT FOOTWEAR				
(a) Tailors	66	0.168	7.390	44
25. MANUFACTURE OF WOOD & CORK EXCEPT MANUFACTURE OF FURNITURE				
(a) Carpenters	74	0.207	9.420	45
(b) Carpenters - assistants	9	0.153	6.960	45
(c) Saw - millers	38	0.225	10.235	45
(d) Saw - millers assistants	5	0.154	7.005	45
(e) Wood cutters	30	0.229	10.075	44
(f) Drivers	14	0.234	10.295	44
(g) Labourers	23	0.184	8.095	44
26. MANUFACTURE OF FURNITURE AND FIXTURES				
(a) Furniture makers	109	0.209	9.195	44
(b) Furniture makers, apprentices	10	0.122	5.370	44
(c) Polishers	15	0.164	7.995	47
(d) Cutters	12	0.199	8.755	44
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Compositors	53	0.221	10.720	47
(b) Machine minders	13	0.219	10.950	48
(c) Linotypists	18	0.296	14.800	48
(d) Lithographers	39	0.188	9.400	48
(e) Guillotine operators	8	0.211	9.600	45
(f) Press operators	25	0.246	12.300	48
(g) Labourers	54	0.158	7.425	46

(1) Normal Hours of Work = 50

TABLE 28 (Cont'd)

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	18	0.183	8.050	44
30. MANUFACTURE OF RUBBER PRODUCTS				
(a) Tyre retreaders	13	0.245	10.780	44
31. MANUFACTURE OF CHEMICALS & CHEMICAL PRODUCTS				
(a) Craftsmen	9	0.219	11.605	50
(b) Labourers	25	0.157	8.790	52
33. MANUFACTURE OF NON — METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM & COAL				
(a) Drivers	45	0.220	11.660	50
(b) Burners	16	0.221	11.050	48
(c) Mechanics	13	0.228	11.060	47
(d) Filers	100	0.189	8.885	46
(e) Foundrymen	50	0.201	10.655	50
(f) Press operators	27	0.215	10.750	48
(g) Skilled labourers	16	0.196	9.800	48
(h) Unskilled labourers	198	0.175	8.750	48
(i) Watchmen (1)	8	0.152	8.510	56
(j) Other craftsmen	63	0.223	11.150	48
35. MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY & TRANSPORT EQUIPMENT				
(a) Blacksmiths	61	0.190	8.170	43
(b) Fitters	29	0.205	10.865	50
(c) Plumber	31	0.182	8.010	44
(d) Turners	14	0.195	9.460	47
(e) Electrowelders	48	0.201	8.845	44
(f) Labourers	37	0.172	7.825	45
36. MANUFACTURES OF MACHINERY EXCEPT ELECTRICAL MACHINERY				
(a) Blacksmiths	17	0.214	10.060	46
(b) Fitters	15	0.218	10.575	47
(c) Plumbers	18	0.225	9.900	44
(d) Turners	43	0.197	9.260	46
(e) Moulders	7	0.233	10.250	44
(f) Electrowelders	16	0.192	8.450	44
(g) Mechanics	10	0.216	9.505	44
(h) Labourers	17	0.187	8.230	44

(1) Normal Hours of Work = 56

TABLE 28 (Cont'd)

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	298	0.187	8.510	45
(b) Auto-electricians	12	0.165	7.510	45
(c) Painters	21	0.177	8.055	45
(d) Blacksmiths	14	0.189	8.315	44
(e) Carpenters	12	0.236	10.385	44
(f) Tecalemit	14	0.187	8.510	45
(g) Panel beaters	18	0.209	9.510	45
(h) Labourers	11	0.179	7.875	44
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Craftsmen	48	0.195	10.335	50
40. CONSTRUCTION				
(a) Masons	407	0.226	9.945	44
(b) Carpenters	322	0.215	9.460	44
(c) Painters	26	0.212	9.330	44
(d) Electricians	55	0.178	8.100	45
(e) Plumbers	28	0.190	8.360	44
(f) Other craftsmen	58	0.216	10.475	47
(g) Labourers	614	0.170	7.310	43
(h) Drivers	28	0.204	10.810	50
(i) Engine drivers	28	0.228	11.400	48
(j) Foremen	7	0.270	13.500	48
51. ELECTRICITY, GAS & STEAM				
1. ELECTRIC LIGHT & POWER				
(a) Fitters	60	0.284	13.775	47
(b) Linesmen	262	0.269	11.835	44
(c) Plant operators	89	0.252	13.355	50
(d) Drivers	104	0.237	12.205	49
(e) Meter readers (1)	2	0.272	10.880	40
(f) Watchmen (2)	46	0.174	9.745	56
(g) Labourers	307	0.166	7.305	44
(h) Other craftsmen	111	0.211	9.915	46
2. GAS MANUFACTURE				
(a) Labourers	15	0.176	3.010	45
52. WATER & SANITARY SERVICES				
(a) Plumbers & pipefitters	31	0.206	9.375	45
(b) Pump attendants	17	0.199	9.055	45
(c) Labourers	42	0.140	6.160	44
(d) Watchmen (2)	7	0.151	8.455	56
(e) Other craftsmen	7	0.208	9.150	44
61. WHOLESALE & RETAIL TRADE				
(a) Salesmen (3)	63	0.195	9.360	48
(b) Labourers	46	0.196	7.840	40
(c) Others	76	0.221	10.055	45
71. TRANSPORT AND 73. COMMUNICATIONS				
(a) Bus drivers (4)	228	0.154	9.240	60
(b) Lorry drivers (4)	87	0.173	10.380	60

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

TABLE 28 (Cont'd)

Industry	No. of Persons Represented	Normal Hourly Wage - rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	
71. & 73. (Cont'd)				
(c) Taxi drivers (1)	20	0.113	8.135	72
(d) Conductors (2)	20	0.136	8.295	61
(e) Porters (3)	48	0.137	7.535	55
81. GOVERNMENT SERVICES				
1. CENTRAL GOVERNMENT SERVICES				
(a) Fitters	33	0.180	7.560	42
(b) Plant & other operator	31	0.222	10.765	47
(c) Plumbers	84	0.206	9.680	46
(d) Blacksmiths	62	0.195	9.165	46
(e) Welders	30	0.199	9.650	47
(f) Coppersmiths	2	0.227	13.395	54
(g) Moulders	7	0.224	9.855	44
(h) Pattern makers	2	0.243	12.150	48
(i) Motor transport fitters	20	0.197	8.965	45
(j) Electric fitters	10	0.210	9.870	46
(k) Electricians	27	0.183	9.425	49
(l) Mechanics	36	0.202	10.100	48
(m) (i) Motor transport drivers	83	0.186	9.300	48
(ii) Roller & engine drivers	151	0.235	11.045	46
(iii) Tractor drivers	20	0.196	8.920	45
(n) Masons	244	0.212	8.905	42
(o) Carpenters	136	0.204	8.570	42
(p) Cabinet & furniture makers	29	0.226	9.945	44
(q) Painters	53	0.194	8.535	44
(r) Foremen	243	0.242	11.375	46
(s) Asphalt sprayers	55	0.177	7.795	44
(t) Scavengers	18	0.175	8.225	46
(u) (i) Pump attendants	8	0.173	7.610	44
(ii) Reservoir attendants	10	0.156	6.865	44
(v) Porters	85	0.187	8.230	44
(w) Drillers	29	0.190	8.360	44
(x) Watchmen (4)	174	0.139	7.925	57
(y) (i) Forest skilled labourers				
(Roadmen)	55	0.172	7.225	42
(ii) Labourers	2.154	0.143	5.865	41
(z) Sanitary men	246	0.169	7.435	44
2. MUNICIPAL SERVICES				
(a) Masons	29	0.212	9.330	44
(b) Carpenters	7	0.207	9.110	44
(c) Drivers	33	0.202	9.795	47
(d) Scavengers	211	0.165	7.260	44
(e) Labourers	185	0.156	7.330	46
(f) Sanitary labourers	50	0.173	7.610	44
(g) Weighers	25	0.153	6.960	45

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

TABLE No. 29

(Reference paragraph 210 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK

WOMEN

The data refer to the week ended 19th October, 1968.

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	195	0.097	4.170	43
12. METAL MINING				
(a) Labourers	21	0.128	5.630	44
14. STONE QUARRYING & OTHER NON-METALLIC MINING AND				
19. QUARRYING				
(a) Labourers	15	0.111	4.775	43
20. FOOD MANUFACTURING INDUSTRIES				
(a) Labourers	426	0.093	4.090	44
21. BEVERAGE INDUSTRIES				
1. WINES & SPIRITS 3. INDUSTRIES				
(a) Labourers	193	0.094	4.135	44
4. SOFT DRINKS & CARBONATED WATER INDUSTRIES				
(a) Labourers	65	0.100	4.400	44
22. TOBACCO				
(a) Labourers	154	0.113	4.970	44
23. MANUFACTURE OF TEXTILES				
(a) Knitters	12	0.092	4.050	44
(b) Weavers	75	0.093	4.090	44
(c) Sewers	25	0.117	5.850	48
(d) Labourers	69	0.086	3.785	44
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers	79	0.095	4.465	46
(b) Machinists	108	0.102	5.405	50
(c) Cutters	23	0.100	5.000	50
(d) Finishers	45	0.100	4.600	46
(e) Other operatives	10	0.095	4.180	44
(f) Labourers	8	0.095	4.465	46
3. MANUFACTURE OF WEARING APPAREL, EXCEPT FOOTWEAR				
(a) Dress-makers and seamstresses	315	0.095	4.180	44
(b) Ironing women	27	0.099	4.505	45
(c) Cutters	27	0.135	6.300	46
(d) Knitters	30	0.103	4.840	46
(e) Shirt-makers	102	0.089	3.915	44
(f) Hat-makers	7	0.103	4.530	44

TABLE 29 (Cont'd)

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	40	0.100	4.400	44
27. MANUFACTURE OF PAPER AND PAPER PRODUCTS				
(a) Labourers	18	0.100	4.400	44
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Warehouse assistants	22	0.104	4.730	45
(b) Labourers	40	0.097	4.705	47
29. MANUFACTURE OF LEATHER, & LEATHER & FUR PRODUCTS, (EXCEPT FOOTWEAR & OTHER WEARING APPAREL)				
(a) Operatives & labourers	34	0.109	4.795	44
31. MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS				
(a) Labourers	24	0.094	4.135	44
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Labourers	176	0.115	5.405	46
35. MANUFACTURE OF METAL PRODUCTS (EXCEPT MACHINERY & TRANSPORT EQUIPMENT)				
(a) Labourers	26	0.107	5.510	49
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Operatives & labourers	14	0.092	4.050	44
40. CONSTRUCTION				
(a) Labourers	87	0.131	5.765	44
61. WHOLESALE & RETAIL TRADE				
(a) Sales women	25	0.117	5.150	44
(b) Labourers	124	0.138	4.690	34
81. GOVERNMENT SERVICES				
1. CENTRAL GOVERNMENT SERVICES				
(a) Seamstresses	12	0.167	7.350	44
(b) Ward maids	155	0.106	4.825	45
(c) Ironing women	25	0.111	4.885	44
(d) Charwomen	29	0.105	4.620	44
(e) Laundry women	12	0.128	5.630	44
(f) Labourers	1048	0.104	4.160	40
2. MUNICIPAL SERVICES				
(a) Labourers	22	0.115	5.405	46

TABLE No. 30
(Reference paragraph 210 of the Report)

STATISTICS OF WAGES AND HOURS OF WORK

BOYS

The data refer to the week ended 19th October, 1968.

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

I n d u s t r y	No. of Persons Represented	Normal Hourly Wage - rates	Actual Weekly Earnings	Actual Hours Worked
12. METAL MINING		£	£	
(a) Technicians, apprentices	11	0.130	5.525	42
(b) Labourers (1)	8	0.166	6.970	42
14. STONE QUARRYING AND OTHER NON-METALLIC MINING AND				
19. QUARRYING				
(a) Technicians, apprentices	9	0.082	3.805	46
20. FOOD				
(a) Packers	4	0.101	4.140	44
(b) Labourers	7	0.098	4.755	47
21. BEVERAGE INDUSTRIES				
(a) Labourers	3	0.098	3.920	40
22. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TERTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers, apprentices	10	0.085	3.740	44
(b) Machinists, apprentices	4	0.106	4.665	44
(c) Other apprentices	14	0.085	3.740	44
3. MANUFACTURE OF WEARING APPAREL EXCEPT FOOTWEAR				
(a) Tailor, apprentices	12	0.060	2.460	41
25. MANUFACTURE OF WOOD & CORK (EXCEPT MANUFACTURE OF FURNITURE)				
(a) Carpenter, apprentices	17	0.108	4.750	44
(b) Saw-miller, apprentices	6	0.119	5.235	44
26. MANUFACTURE OF FURNITURE AND FIXTURES				
(a) Furniture makers, apprentices	90	0.065	2.960	45
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Printing, apprentices	38	0.085	3.870	45
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Craftsmen, apprentices	8	0.109	4.960	45
(b) Labourers	12	0.107	4.710	44

(1) Normal Hours of Work = 36

TABLE 30 (Cont'd)

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	50	0.058	2.495	43
(b) Fitters, apprentices	8	0.076	3.270	43
(c) Plumbers, apprentices	20	0.083	3.570	43
(d) Turners, apprentices	9	0.085	3.740	44
(e) Welders, apprentices	35	0.083	3.485	42
36. MANUFACTURE OF MACHINERY (EXCEPT ELECTRICAL MACHINERY)				
(a) Blacksmiths, apprentices	9	0.085	3.740	44
(b) Turners, apprentices	15	0.077	3.390	44
(c) Other, apprentices	20	0.074	3.255	44
37. MANUFACTURE OF ELECTRICAL MACHINERY, APPARATUS, APPLIANCES AND SUPPLIES				
(a) Electricians and craftsmen, apprentices	9	0.046	2.025	44
38. MANUFACTURE OF TRANSPORT EQUIPMENT				
4. REPAIR OF MOTOR VEHICLES				
(a) Mechanics-craftsmen, apprentices	168	0.059	2.535	43
(b) Other, apprentices	36	0.069	3.035	44
39. MISCELLANEOUS MANUFACTURING INDUSTRIES				
(a) Craftsmen, apprentices	10	0.064	2.750	43
40. CONSTRUCTION				
(a) Masons, apprentices	59	0.108	4.645	43
(b) Carpenters, apprentices	44	0.071	3.055	43
(c) Painters, apprentices	2	0.105	4.620	44
(d) Electricians, apprentices	43	0.067	2.950	44
(e) Plumbers, apprentices	7	0.047	2.070	44
(f) Labourers	22	0.112	4.930	44
51. ELECTRICITY, GAS & STEAM				
1. ELECTRIC LIGHT & POWER				
(a) Labourers	13	0.062	2.355	38
61. WHOLESALE & RETAIL TRADE				
(a) Office boys	12	0.098	4.310	44
81. GOVERNMENT SERVICES				
(a) Craftsmen, apprentices	15	0.102	3.875	38
(b) Labourers	35	0.107	4.385	41

TABLE No. 31

(Reference paragraph 210 of the Report)

**STATISTICS OF WAGES AND HOURS OF WORK
GIRLS**

The data refer to the week ended 19th October, 1968.

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

I n d u s t r y	No. of Persons Represented	Normal Hourly Wage - rates	Actual Weekly Earnings	Actual Hours Worked
		£	£	£
20. FOOD				
(a) Labourers	6	0.065	2.960	45
21. BEVERAGE INDUSTRY				
(a) Labourers	4	0.088	3.870	44
23. MANUFACTURE OF TEXTILES				
(a) Weavers	6	0.075	3.300	44
(b) Sewers	4	0.071	3.125	44
(c) Labourers	8	0.071	3.125	44
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
1. MANUFACTURE OF FOOTWEAR				
(a) Shoe-makers	4	0.076	3.345	44
(b) Machinists	7	0.079	3.475	44
(c) Finishers	4	0.085	3.740	44
(d) Labourers	8	0.083	3.650	44
3. MANUFACTURE OF WEARING APPAREL EXCEPT FOOTWEAR				
(a) Seamstresses	168	0.069	3.105	45
(b) Shirt-makers	21	0.078	3.430	44
(c) Hat-makers	8	0.070	3.080	44
27. MANUFACTURE OF PAPER AND PAPER PRODUCTS				
(a) Labourers	3	0.080	3.520	44
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
(a) Labourers	5	0.072	3.455	48
29. MANUFACTURE OF LEATHER AND LEATHER AND FUR PRODUCTS EXCEPT FOOTWEAR AND OTHER WEARING APPAREL				
(a) Labourers	6	0.073	3.210	44
22. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS				
(a) Labourers	6	0.113	5.085	45
61. WHOLESALE & RETAIL TRADE				
(a) Sales-girls	5	0.066	2.970	45

TABLE No. 32
 (Reference paragraph 210 of the Report)
AVERAGE MONTHLY SALARIES (INCLUDING ALLOWANCES)
IN CERTAIN ECONOMIC ACTIVITIES

The data refer to the month of October, 1968

Activity	Men	Women
	£	£
0. AGRICULTURE		
(a) Clerks	77	43
(b) Mechanics	65	—
(c) Foremen	63	—
(d) Drivers	47	—
(e) Watchmen	46	—
(f) Shepherds	31	—
(g) Labourers	35	—
1. MINING AND QUARRYING		
(a) Clerks	70	44
(b) Typists	—	46
(c) Store-keepers	61	—
(d) Foremen	79	—
(e) Mechanical & electrical fitters	64	—
(f) Drivers	55	—
(g) Craftsmen	55	—
(h) Messengers	48	—
(i) Watchmen	52	—
2-3. MANUFACTURING		
20. FOOD		
(a) Accountants	62	—
(b) Clerks	59	31
(c) Store-keepers	61	—
(d) Salesmen	52	—
(e) Foremen	64	—
(f) Mechanics	63	—
(g) Confectioners	54	—
(h) Drivers	45	—
(i) Other craftsmen	49	—
(j) Labourers	37	25
(k) Watchmen	39	—
21. BEVERAGE INDUSTRIES		
(a) Accountants	82	38
(b) Cashiers	82	—
(c) Clerks	74	38
(d) Typists	—	38
(e) Store-keepers	55	—
(f) Salesmen	60	—
(g) Foremen	67	—
(h) Messengers	45	—
(i) Mechanics	63	—
(j) Distillers	62	—
(k) Wine-makers	70	—
(l) Burners	58	—
(m) Coopers	62	—
(n) Carpenters	64	—
(o) Drivers	54	—
(p) Other craftsmen	63	—
(q) Labourers	48	—
(r) Watchmen	48	—
22. TOBACCO MANUFACTURES		
(a) Clerks	70	31
(b) Salesmen	53	—
(c) Mechanics	60	—
(d) Blenders and cutters	68	—
23. TEXTILES MANUFACTURE AND KNITTING MILLS		
(a) Clerks	51	30
(b) Mechanics	54	—
(c) Other craftsmen	57	—
(d) Foremen	60	—
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MAKE-UP TEXTILE GOODS		
(a) Clerks	54	29
(b) Foremen	59	19
(c) Saleswomen	—	—
(d) Craftsmen	54	—
25. MANUFACTURE OF CORK AND WOOD PRODUCTS		
(a) Clerks	50	—
(b) Foremen	67	—

TABLE No. 32 (cont'd)

Activity	Men	Women
	£	£
26. MANUFACTURE OF FURNITURE AND FIXTURES		
(a) Clerks	36	—
28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES		
(a) Accountants	68	—
(b) Clerks	55	26
(c) Journalists	75	—
31. MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS		
(a) Accountants	60	—
(b) Clerks	49	—
(c) Mechanics	57	—
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM AND COAL		
(a) Clerks	69	—
(b) Foremen	57	—
(c) Mechanics	60	—
(d) Burners	51	—
35. MANUFACTURE OF METAL PRODUCTS		
37. AND MACHINERY		
(a) Clerks	51	27
(b) Foremen	72	—
(c) Craftsmen	59	—
38. MANUFACTURE OF TRANSPORT EQUIPMENT		
(a) Clerks	54	22
(b) Store-keepers	56	—
(c) Foremen	59	—
(d) Mechanics	51	—
(e) Other craftsmen	52	—
(f) Watchmen	39	—
4. CONSTRUCTION		
(a) Accountants	86	—
(b) Clerks	51	33
(c) Foremen	65	—
(d) Craftsmen	52	—
5. ELECTRICITY GAS, WATER AND SANITARY SERVICES		
51. ELECTRICITY		
(a) Engineers and Assistant Engineers	151	—
(b) Technical Assistants	76	—
(c) Head of Department	135	—
(d) Foremen	80	—
(e) Clerks	83	55
(f) Shorthand-typists and Typists	—	93
(g) Meter readers	55	—
(h) Drivers	60	—
(i) Messengers	55	—
(j) Cleaners	—	20
52. WATER AND SANITARY SERVICES		
1. WATER SUPPLY		
(a) Clerks	67	—
(b) Collectors	49	—
(c) Foremen	64	—
(d) Plumbers	53	—
(e) Messengers	40	—
6. COMMERCE		
61. WHOLESALE AND RETAIL TRADE		
(a) Accountants	65	34
(b) Cashiers	54	29
(c) Clerks	56	30
(d) Typists	—	33
(e) Store-keepers	50	—
(f) Salesmen	50	20
(g) Drivers	43	—
(h) Porters	36	—
(i) Messengers	32	—
(j) Office boys	16	—

TABLE No. 32 (cont'd)

Activity	Men	Women
	£	£
62. BANKS & OTHER FINANCIAL INSTITUTIONS		
(a) Managers and Heads of Departments	166	—
(b) Accountants and Book-keepers	105	—
(c) Cashiers	101	—
(d) Clerks	80	47
(e) Typists	—	53
(f) Accounting Machine Operators	—	53
(g) Telephonists	—	42
(h) Messengers	54	—
(i) Drivers	55	—
(j) Watchmen	47	—
63. INSURANCE		
(a) Accountants	65	—
(b) Clerks	58	32
(c) Typists	—	26
7. TRANSPORT AND COMMUNICATION		
(a) Accountants	70	—
(b) Clerks	55	30
(c) Typists	—	38
(d) Foremen	53	—
(e) Drivers	45	—
(f) Messengers	34	—
8. SERVICES		
81. GOVERNMENT SERVICES		
II. MUNICIPALITIES		
(a) Weighers	56	—
(b) Health labourers	44	—
(c) Drivers	49	—
(d) Town and other clerks	72	41
(e) Inspectors and assistant inspectors	67	—
(f) Technical assistants	71	—
(g) Cashiers and Collectors	67	—
(h) Foremen	68	—
(i) Craftsmen	53	—
(j) Labourers	34	23
(k) Messengers	49	—
82. COMMUNITY SERVICES		
II. MEDICAL AND OTHER HEALTH SERVICES		
(a) Nurses	—	28
(b) Cleaners	—	24
83. BUSINESS SERVICES		
(a) Clerks	42	—
(b) Typists	—	29
84. RECREATION SERVICES		
(a) Clerks	55	—
(b) Collectors	—	23
(c) Mechanics	33	—
85. PERSONAL SERVICES		
3. HOTELS		
(a) Cooks	47	—
(b) Waiters	36	—
(c) Bar-men	38	—
(d) Chambermaids	—	27
(e) Laundresses	—	26

TABLE No. 33

(Reference paragraph 216 of the Report)

ASSOCIATIONS OF EMPLOYERS REGISTERED
UNDER THE TRADE UNIONS LAW OF 1965

	MEMBERSHIP	
	Actual 31.12.67	Estimated 31.12.68
1. Clothing Manufacturers' Association	36	40
2. Cyprus Bankers Employers' Association	8	8
3. Cyprus Cinematographers Association	21	25
4. Cyprus Shipping Association	23	23
5. Famagusta Clearing - Forwarding Agents' Association	20	20
6. Greek Owners of Newspapers and Periodicals Association	13	13
7. Motor Cars, Tractors and Agriculture Machinery Importers' Association	33	35
8. Nicosia District Engineering Employers' Association	32	35
9. Nicosia Petroleum Dealers' Association *	33	—
10. Pancyprian Master Printers Association	10	10
11. Cyprus Building Contractors' Association	127	130
12. Limassol Building Enterprises Contractors' Association	62	60
13. Pancyprian Hotelkeepers' Association	108	110
14. Paphos Building Works Contractors' Association	—	30
15. Limassol Woodworking Contractors' Association	—	40
16. Famagusta Garage Owners' Association	—	40
Total	526	619

* Dissolved in 1968.

TABLE No. 34

(Reference paragraph 217 of the Report)
THE GROWTH OF TRADE UNION MOVEMENT IN CYPRUS 1932—1968

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	—	—	—	—	—	—	—	—	—	—	84	9628
1944	89	10596	25	758	1	43	—	—	—	—	—	—	84	9628
1945	91	12961	31	1032	7	436	—	—	—	—	—	—	122	11865
1946	87	11101	30	991	13	843	—	—	—	—	—	—	143	15480
1947	51	11259	31	1145	19	681	—	—	—	—	—	—	144	13414
1948	33	9604	36	2641	15	640	—	—	—	—	—	—	107	13836
1949	31	9447	61	3599	9	190	—	—	—	—	—	—	89	13130
1950	32	8924	52	2625	7	160	—	—	—	—	—	—	108	14574
1951	39	10281	54	2270	5	131	—	—	—	—	—	—	98	13566
1952	42	12540	56	2702	6	130	—	—	—	—	—	—	89	14708
1953	47	14427	54	2123	8	444	—	—	—	—	—	—	118	18054
1954	48	18085	56	2882	9	477	—	—	—	—	—	—	126	21280
1955	43	22925	67	5374	10	740	—	—	—	—	—	—	129	26666
1956	45	27143	69	5129	16	740	—	—	—	—	—	—	156	39015
1957	40	30375	130	9767	16	1313	—	—	—	—	—	—	167	42928
1958	38	31723	190	12852	15	1268	12	2954	—	—	—	—	25	5889
1959	34	33770	236	16867	8	1137	13	2506	—	—	—	—	30	8549
1960	30	35544	246	15587	36	4829	12	2036	—	—	—	—	36	8794
1961	25	36442	232	13321	38	4381	15	2591	—	—	—	—	21	7324
1962	24	37849	57	12158	37	4288	16	2416	—	—	—	—	24	7452
1963	18	37378	47	14285	38	4069	14	2211	—	—	—	—	26	7919
1964	18	36190	48	13179	39	4000	13	1740	19	1189	—	—	28	7765
1965	19	36055	46	13179	48	2784	11	1436	17	1507	—	—	28	7500
1966	18	35847	42	15388	48	3702	10	1360	19	1606	—	—	18	1666
1967	18	35325	44	16901	36	3702	9	1277	25	1666	—	—	19	6500
1968	17	35500	40	17000	22	3771	7	1030	23	1674	—	—	26	8558
					20	3500	7	1000	15	1181	—	—	24	8942
					20	3500	7	1000	13	1000	—	—	26	9000

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

TABLE No. 35
(Reference paragraph 263 of the Report)
ACCIDENTS NOTIFIED TO THE MINISTRY OF LABOUR AND SOCIAL INSURANCE DURING 1968

INDUSTRY	No. OF PERSONS AFFECTED	SEX		AGE		DEGREE OF INJURY		CAUSATION					
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	1	2	3	4	5	6
AGRICULTURE	170	75	95	5	165	—	170	15	9	36	34	16	60
FORESTRY AND LOGGING	12	12	—	—	12	—	12	2	—	3	5	1	1
FISHING	1	1	—	—	1	—	1	—	—	—	—	—	1
STONE QUARRYING CLAY AND SAND PITS	8	8	—	—	8	—	8	1	2	—	4	—	1
OTHER NON-METALLIC MINING AND QUARRYING	1	1	—	—	1	—	1	—	1	—	—	—	—
FOOD MANUFACTURING INDUSTRIES, EXCEPT BEVERAGE INDUSTRIES	52	39	13	2	50	—	52	15	9	4	7	6	11
BEVERAGE INDUSTRIES	45	33	12	—	45	—	45	4	6	1	10	7	17
MANUFACTURING OF FOOT-WEAR, OTHER WEARING APPAREL AND MODE-UP TEXTILE GOODS	10	5	5	2	8	—	10	4	2	2	—	2	—
MANUFACTURE OF WOOD AND CORK, EXCEPT MANUFACTURE OF FURNITURE	27	26	1	3	24	—	27	18	—	—	8	1	—
MANUFACTURE OF FURNITURE AND FIXTURE	39	38	1	12	27	—	39	24	3	4	4	2	2
MANUFACTURE OF PAPER AND PAPER PRODUCTS	5	2	3	—	5	—	5	4	—	—	1	—	—

INDUSTRY	No. of PERSONS AFFECTED	SEX		AGE		DEGREE OF INJURY		CAUSATION							
		Male	Female	Under 18	18 and Over	Fatal	Non Fatal	1	2	3	4	5	6		
														Machines	Means of Transportation
PRINTING, PUBLISHING AND ALLIED INDUSTRIES	11	10	1	—	11	—	11	7	—	—	—	2	1	—	1
MANUFACTURE OF LEATHER AND LEATHER AND FUR PRODUCTS EXCEPT FOOT-WEAR AND OTHER WEARING APPAREL	1	1	—	—	1	—	1	—	—	1	—	—	—	—	—
MANUFACTURE OF RUBBER PRODUCTS	1	1	—	—	1	—	1	—	—	1	—	—	—	—	—
MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS	10	7	3	—	10	—	10	1	2	3	4	—	—	—	—
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS, EXCEPT PRODUCTS OF PETROLEUM AND COAL	45	28	17	1	44	—	45	8	5	2	21	6	3	—	—
MANUFACTURE OF METAL PRODUCTS, EXCEPT MACHINERY & TRANSPORT EQUIPMENT	42	39	3	11	31	1	41	10	2	6	13	6	5	—	—
MANUFACTURE OF MACHINERY EXCEPT ELECTRICAL MACHINERY	38	36	2	10	28	—	38	14	3	5	12	1	3	—	—
MANUFACTURE OF ELECTRICAL MACHINERY APPARATUS, APPLIANCES AND SUPPLIES	5	5	—	2	3	—	5	—	1	1	3	—	—	—	—

MANUFACTURE OF TRANSPORT EQUIPMENT	54	54	—	18	36	—	54	5	6	8	20	6	9
MISCELLANEOUS MANUFACTU- RING INDUSTRIES	10	8	2	2	8	—	10	5	—	1	3	1	—
CONSTRUCTION	393	379	14	33	360	6	387	52	35	63	132	54	57
ELECTRICITY, GAS AND STEAM	33	33	—	1	32	—	33	—	1	6	13	5	8
WATER AND SANITARY SERVICES	2	1	1	—	2	—	2	—	—	—	—	—	2
WHOLESALE	24	18	6	2	22	—	24	—	3	3	11	3	4
RETAIL TRADE	27	26	1	2	25	—	27	—	9	3	7	1	7
BANK AND OTHER FINANCIAL INSTITUTIONS	5	5	—	—	5	—	5	1	1	1	2	—	—
INSURANCE	2	1	1	—	2	—	2	—	—	—	—	1	1
TRANSPORT	89	86	3	1	88	1	88	2	15	2	30	8	32
COMMUNICATION	33	33	—	—	33	1	32	1	—	6	18	5	3
GOVERNMENT SERVICES	48	44	4	—	48	2	46	2	8	3	13	10	12
COMMUNITY SERVICES	13	5	8	—	13	—	13	—	—	—	2	8	3
BUSINESS SERVICES	2	2	—	—	2	—	2	—	—	1	—	—	1
RECREATION SERVICES	11	9	2	2	9	—	11	—	—	—	2	2	7
PERSONAL SERVICES	34	5	29	2	32	—	34	—	—	3	4	21	6
ACTIVITIES NOT ADEQUATELY DESCRIBED	1	1	—	—	1	—	1	—	—	—	—	—	1
TOTALS	1304	1077	227	111	1193	11	1293	195	123	169	385	174	258

TABLE No 36

(REFERENCE PARAGRAPH 264 OF THE REPORT)

DISTRIBUTION BY INDUSTRY OF REPORTED INDUSTRIAL ACCIDENTS, 1968

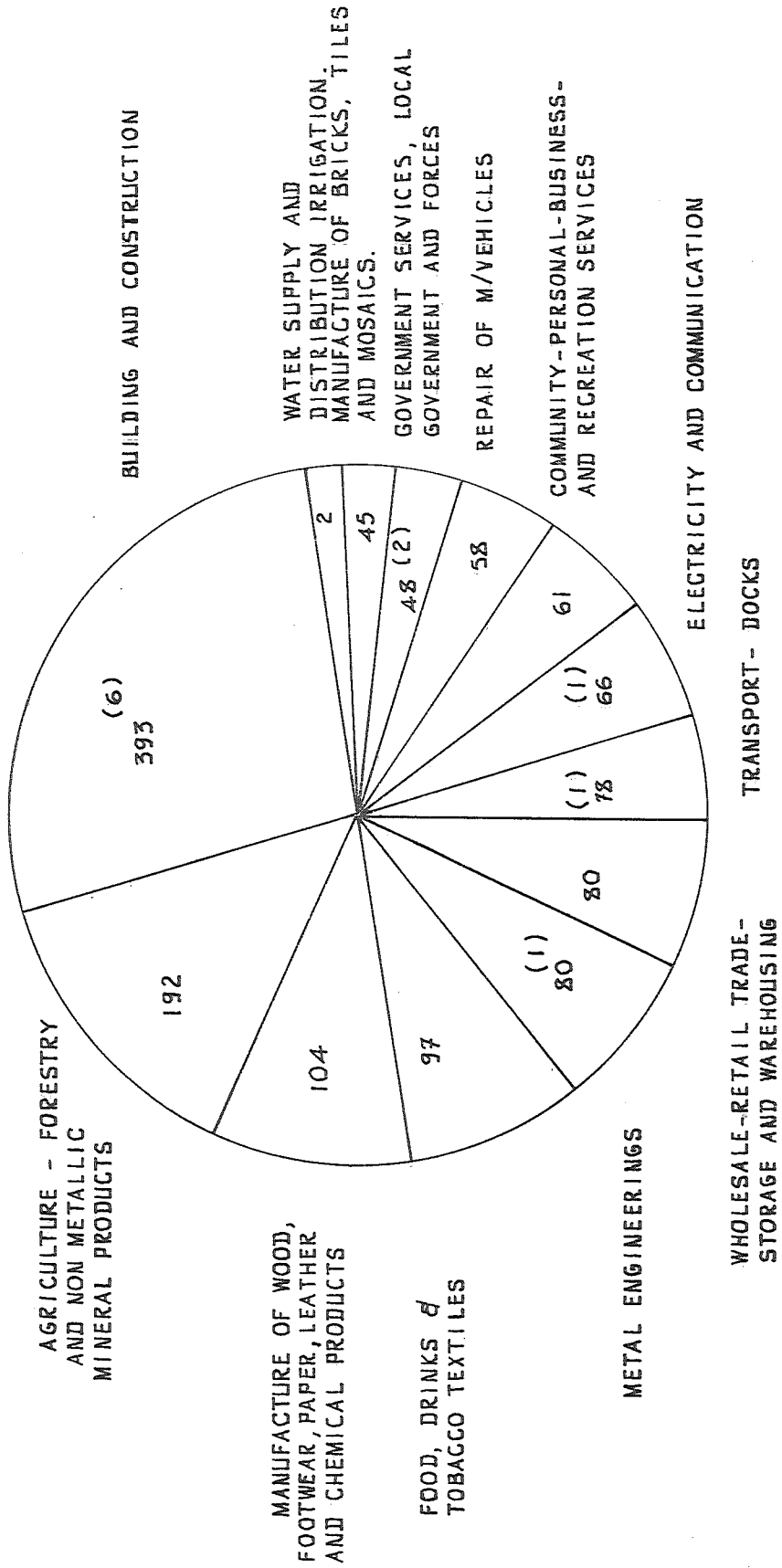


TABLE No 37

(REFERENCE PARAGRAPH 265 OF THE REPORT)

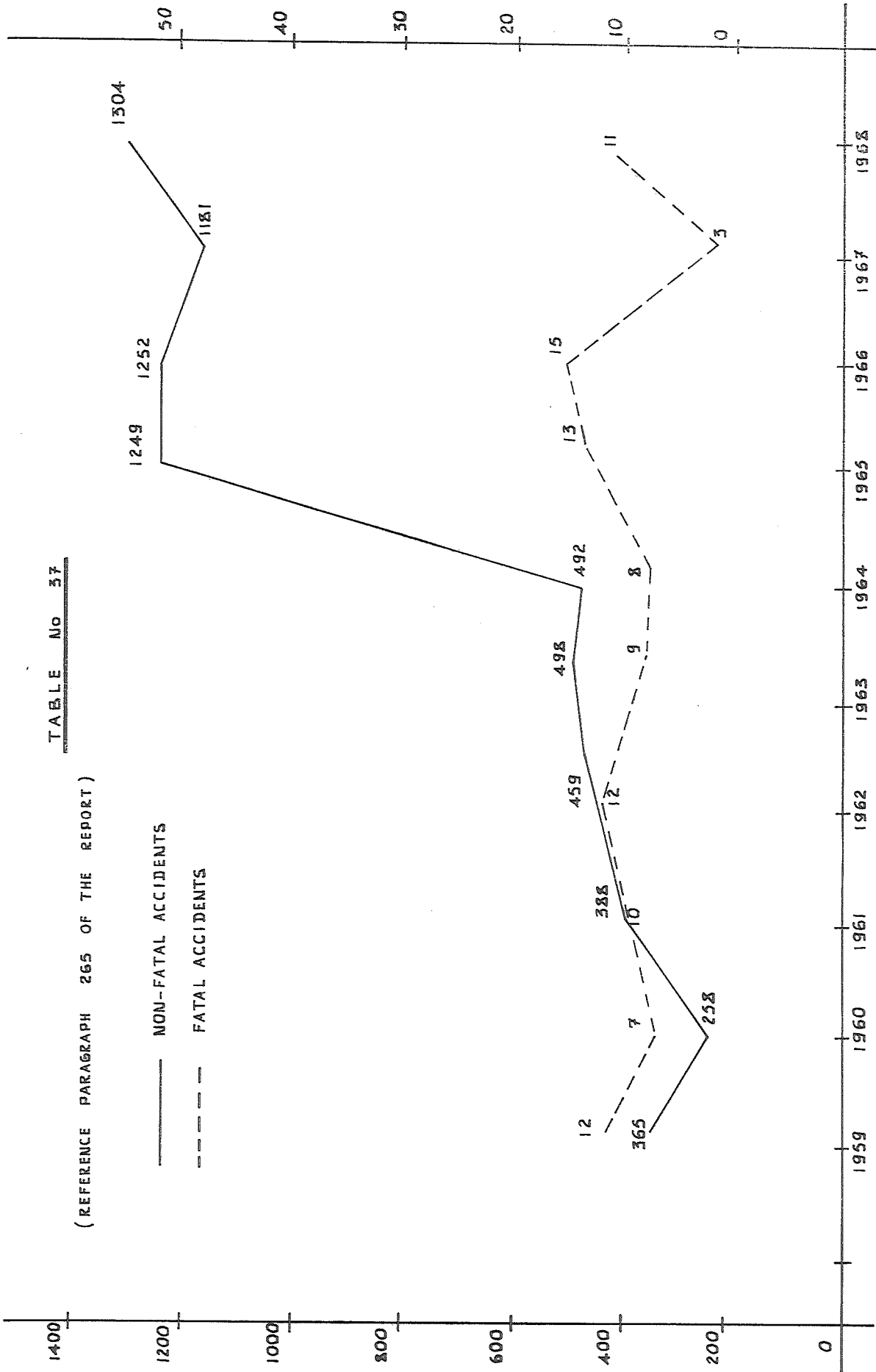


TABLE No. 38
(Reference paragraph 266 of the Report)

ANALYSIS OF ACCIDENTS BY CAUSATION
1968

%	
16.2	Machinery (metalworking, woodworking and others) *****
8.6	Transport *****
6.2	Hand-tools (power and hand-driven) *****
6.5	Ladders, Scaffolds, Mobile Ramps *****
2.5	Dusts, Gases, Liquids & Chemicals, excluding explosives **
2.8	Flying fragments **
15.6	Falling objects *****
6.6	Other materials and substances n.e.c. *****
15.0	Working environments (outdoors, indoors, others) *****
20.0	Other causes n.e.c., including live animals *****

TABLE No. 39

(Reference paragraph 291 of the Report)

SELF-EMPLOYED PERSONS INSURED CLASSIFIED BY AGE GROUP
UP TO 31st DECEMBER, 1968

AGE GROUP	TOTAL NUMBER OF PERSONS INSURED	DIED UP TO 31. 12. 68	NUMBER OF CARD HOLDERS
Prior to 1902	9962	590	9372
1902	1321	40	1281
1903	1152	46	1106
1904	1181	26	1155
1905	1096	27	1069
1906	1201	32	1169
1907	1051	28	1023
1908	1093	17	1076
1909	992	18	974
1910	1159	18	1141
1911 - 1915	5586	55	5531
1916 - 1920	5164	32	5132
1921 - 1925	4939	37	4902
1926 - 1930	4913	18	4895
1931 - 1935	4340	13	4327
1936 - 1940	3776	2	3774
1941 - 1946	2537	2	2535
After 1946	563	1	562
TOTAL	52026	1002	51024

TABLE No. 40
(Reference paragraph 295 of the Report)
SOCIAL INSURANCE FUND
Receipts and Payments for the Year ended 31st December, 1968

1967 £	1967 £	1967 £	1967 £	1967 £	1967 £	1967 £
	Employers' and Employees' contributions General Government Contribution	1,441,458	720,730	70,830	Management and Administration : Salaries and Allowances	88,595
1,351,924				826	Rents	2,362
675,958		2,162,188		1,622	Printing & Stationery	1,827
2,027,882				1,321	Travelling	440
	Interest received			430	Fees for Social Ins. Medical Board	1,200
295,469		316,430		1,000	Audit Fees	1,089
	Rents received			940	Office expenses	980
3,761		4,149		4,179	Actuarial Services	1,513
	Fines	1,510			Sundries	£ 98,832
1,931	Deficit for the year	343,326		81,148	BENEFITS	
				5,148	Benefits other than those for Accidents :	
				24,835	Marriage Grants	4,989
				6,251	Maternity Grants	24,845
				40,613	Maternity Allowance	8,148
				90,069	Sickness Benefits	38,331
				153,206	Unemployment Benefits	101,492
				2,615	Widows' Pensions	205,036
				784,736	Orphans' Benefits	3,906
				7,242	Old Age Pensions	2,247,538
				1,114,715	Death Grants	10,538
				27,746	Benefits for Accidents :	
				8,802	Injury Benefits	37,556
				7,127	Disablement Grants	10,833
				8,918	Disablement Pensions	12,346
				4,558	Death Benefits	14,612
				57,151	Medical Fees for Employment Accidents.	8,601
		2,827,603		1,075,984	Surplus for the Year	83,948
2,328,998		2,827,603		2,328,998		2,827,603

SOCIAL INSURANCE FUND

Balance Sheet as at 31st December, 1968

1967	£	1967	£	£
Accumulated Fund :				
Balance at 1.1.1968	5,474,570		6,549,458	
Surplus for the year	1,075,984	3,696		130,566
Less : Depreciation written off	1,096	1,848		1,663
Less deficit for the year	—	1,848		
	343,326		344,442	
				9,316
				7,798
				6,014,361
				56,908
	6,549,458		6,205,016	6,205,016

SOCIAL INSURANCE FUND
GENERAL GOVT CONTRIBUTION

1968

Sales of Social Insurance Stamps	£1,225,007.850	
Overprint Social Insurance Stamps	91,051.470	
C.P.O. S.I.F.	124,825.718	
Collections through District Courts	1,227.200	
Collections through Voluntary Contributors	77,345	
	£1,442,189.583	
Less Refunds	731.380	
Total	£1,441,458.203	
 GENERAL GOVERNMENT CONTRIBUTION	 £ 720,730.141	

SOCIAL INSURANCE FUND

MANAGEMENT EXPENSES

1968

Salaries and Allowances	£78,872	
Casual Assistance	9,723	£88,595
Rents		826
Printing & Stationery		2,362
Travelling		1,827
Fees for Social Insurance Medical Board		440
Audit fees		1,200
Actuarial Services		980
Office Expenses		1,089
 SUNDRIES		
Lighting, Heating & Water Rates	333	
Telephones	177	
Publicity	63	
Employment Accident Prevention Campaign	229	
Maintenance of H.Q. Premises	64	
Commission to Crown Agents	47	
 Reimbursement for Services rendered by Govt. Depts.		
Post Office 1968	—	
1,300 Paid in 1969		
Treasury (I.B.M.)	600	1,513
		£98,832

TABLE No. 41
(Reference paragraph 295 of the Report)

SOCIAL INSURANCE FUND
DEPOSITS AND INVESTMENTS
HELD AS AT 31ST DECEMBER, 1968

Particulars	Nominal Value		Book Value	
	£	Mils	£	Mils
TREASURY BILLS.				
91 days' Cyprus Treasury Bills (5%)*	4,620,000.000		4,562,576.000	
DEPOSITS.				
At Call :				
Joint Consolidated Fund		6,935.720		6,935.720
Fixed :				
Loan Commissioners (5%)		280,000.000		280,000.000
Board of Trustees of Mitsis Lemythou Commercial School (6%)		84,495.525		84,495.525
Nicosia Town School Committee for Greek Schools (6%)		86,743.280		86,743.280
Cyprus Civil Service Co-Operative Building Society Ltd. (5½%) (£50,000)		11,522.525		11,522.525
Cyprus Civil Service Co-operative Building Society Ltd. (5½%) (£40,000)		24,842.569		24,842.569
		487,603.899		487,603.899
Stocks and Shares in Cyprus :				
Telecommunication Authority Stock — 6% 1964/68 1st Issue		100,000.000		100,000.000
Cyprus Development Corporation Ltd. — Shares		5,946.000		5,946.000
Cyprus 5¼% Development Stock 1973/75		851,300.000		851,300.000
		957,246.000		957,246.000
TOTAL		6,071,785.619		6,014,361.619

* 91 days' Treasury Bills are valued at issue price of £987.720 mils per £1,000 nominal.

Date : 6.3.1969

Supervisor of Accounts

TABLE No. 42

(Reference paragraph 296 of the Report)

CONTRIBUTION CONDITIONS

1. Subject to the provisions of paragraph 4 the contribution conditions for sickness benefit, unemployment benefit, and maternity 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. Subject to the provisions of paragraph 4 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. Subject to the provisions of paragraph 4 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.

4. Any contributions on an insurance card exchanged three months after the date of its expiry and any contributions received three months after the end of the contribution year to which they relate shall be deemed for the purposes of the contribution condition in sub-paragraph (a) of paragraphs 1, 2 and 3, as paid:-

- (a) fully in the case of an employed person who is not the son, daughter, mother, father, grandfather, grandmother, brother, daughter, grandson or granddaughter of the employer's or his wife's;
- (b) in any other case, whether the insured person is an employed person, a self-employed person or a voluntary contributor, only in relation to the contributions due for the last twelve months prior to the date of surrender of the insurance card or prior to the date of receipt by the Chief Insurance Officer of the late paid contributions, as the case may be;

Provided that, if the Chief Insurance Officer in any case under sub-paragraph (b) is satisfied that there was good cause on the part of the insured person for the late exchange of the card or the late payment of contributions, as the case may be, he may increase the number of contributions deemed to be paid for the purposes of the contribution condition in sub-paragraph (a) of paragraphs 1, 2 and 3. The number of contributions deemed to be paid in such a case shall be determined by the Chief Insurance Officer and shall not in total exceed the number of contributions actually paid.

TABLE No. 43

(Reference paragraph 296 of the Report)

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

KIND OF BENEFIT	FULL RATE	REDUCED RATE OR AMOUNT			
	Number of contributions paid or credited in the last contribution year or yearly average of contributions paid or credited.				
	50 or over Mils	40-49 Mils	39-39 Mils	20-29 Mils	
Sickness Benefit) (
Unemployment Benefit) (
Widows' Pension) (
Old Age Pension) (
Maternity Allowance*)	1.800	1.500	1.200	900	
Marriage Grant	10.000	8.000	6.000	5.000	
Maternity Grant	5.000	4.000	3.000	2.500	
Death Grant	10.000	8.000	6.000	5.000	
Increase of Benefit 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. 44

(Reference Paragraph 296 of the Report)

COMPARATIVE TABLE SHOWING CLAIMS RECEIVED BY MONTH FOR THE YEARS 1967 AND 1968

Month	Unemployment Benefit		Sickness Benefit		Maternity Grant		Maternity Allowance		Death Grant		Marriage Grant		Widow's Pension		Old Age Pension		Orphan's Benefit		Injury Benefit		Disablement Benefit		Death Benefit	
	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968
January	4319	3525	425	419	470	498	54	61	70	66	43	64	45	74	751	125	1	—	103	126	20	17	3	2
February	3787	3587	373	352	464	451	48	51	71	110	27	56	36	84	169	301	—	—	108	101	22	25	1	—
March	3226	3120	357	362	422	431	39	53	54	64	32	36	32	51	156	227	—	—	120	104	18	16	1	—
April	2586	3107	358	356	387	509	37	59	68	80	28	14	39	67	149	630	1	—	103	120	23	26	—	5
May	1888	1898	515	351	432	416	36	55	59	90	34	24	35	77	137	277	1	—	94	114	25	24	1	1
June	1115	1584	338	380	414	408	37	51	52	69	48	26	30	53	163	96	1	—	130	134	12	17	1	—
July	1436	2810	372	487	423	525	55	64	44	75	46	67	22	58	82	144	1	—	97	129	13	17	1	—
August	2472	2780	447	454	548	444	56	55	53	53	79	42	31	42	105	441	—	—	137	116	14	20	2	3
September	1982	3192	418	589	443	568	47	64	59	90	63	59	27	63	382	205	3	2	108	182	20	34	5	4
October	2062	1915	486	465	604	396	58	42	66	69	129	98	40	58	7428	338	—	—	112	127	16	22	3	4
November	1210	1951	349	575	432	465	46	60	64	82	124	69	44	57	1209	226	—	—	136	143	10	20	2	3
December	1511	2368	415	586	395	492	45	49	52	66	84	73	51	55	285	213	1	—	86	101	9	21	1	3
TOTAL	27594	31837	4853	5376	5434	5603	558	664	712	914	737	628	432	739	11016	3223	9	9	1334	1497	202	259	21	26

TABLE No. 45

(Reference Paragraph 296 of the Report)

COMPARATIVE MONTHLY STATEMENT SHOWING PAYMENTS OF INSURANCE BENEFITS FOR THE YEARS 1967 AND 1968

M o n t h s	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		
	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967	1968	1967
January	8,779	7,833	2,298	2,689	1,469	2,103	433	536	535	830	317	741	7,667	11,603	37,345	100,787	63	240	2,097	2,210	1,297	1,550	386	1,070	
February	12,242	11,671	2,896	2,693	1,872	2,121	357	706	776	813	227	462	7,887	11,948	43,266	254,369	184	620	2,044	2,200	284	1,741	284	392	
March	13,312	13,536	3,279	3,004	2,006	1,835	423	537	602	1,057	336	336	16,509	20,071	80,584	161,953	244	354	2,369	2,963	683	1,081	690	1,005	
April	10,147	9,936	2,470	3,383	1,601	1,847	501	777	618	668	262	102	12,304	16,348	63,556	221,574	120	241	1,950	3,093	985	1,895	607	1,456	
May	7,911	7,750	3,524	3,430	2,236	2,248	583	827	751	1,162	225	293	14,103	21,694	69,645	261,217	214	266	2,589	3,588	1,566	2,222	944	1,593	
June	4,585	6,179	2,787	2,832	1,564	1,854	561	807	527	943	348	215	11,071	9,666	59,247	116,102	144	259	2,497	3,115	1,999	1,380	645	648	
July	3,091	7,259	2,923	3,053	2,074	1,894	730	664	492	787	274	424	11,547	19,889	66,006	198,020	192	318	2,397	3,285	2,268	3,584	711	1,559	
August	6,447	8,450	2,895	3,037	2,117	2,169	664	792	609	768	464	238	12,891	17,857	62,112	158,117	145	274	2,643	3,249	1,134	2,156	697	1,072	
September	6,486	8,084	3,219	3,142	2,207	2,046	475	534	496	700	403	289	14,070	16,425	71,527	175,467	209	310	2,278	2,578	756	1,556	967	1,010	
October	5,566	6,999	4,952	3,599	1,935	2,273	568	819	532	844	461	429	14,001	18,370	66,093	187,398	211	324	2,092	3,950	577	1,019	568	1,298	
November	4,704	6,626	3,196	4,198	1,996	2,225	481	511	665	957	756	771	12,735	18,580	69,248	196,153	582	363	2,197	3,692	1,865	1,760	581	1,511	
December	6,799	7,169	6,174	3,271	3,758	2,230	638	475	639	1,009	1,190	689	18,421	22,585	96,107	216,381	307	337	2,593	3,633	2,515	3,235	1,338	1,798	
Total	90,069	101,492	40,613	38,331	24,835	24,845	6,251	8,148	7,242	10,538	5,148	4,989	153,206	205,036	784,736	2,247,538	2,615	3,906	27,746	37,556	15,929	23,179	8,918	14,612	

TABLE No. 46
(Reference paragraph 296 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. 47

(Reference paragraph 318 of the Report)

**SUMMARY OF EMPLOYMENT ACCIDENTS CAUSING DISABILITY
EXCEEDING THREE DAYS REPORTED TO THE SOCIAL INSURANCE OFFICE
FOR COMPENSATION DURING THE YEAR 1968**

Industry		Total accidents reported		Total cases terminated	Total days of incapacity	Total days paid	Amount paid	
		No.	Percent				£	Mils
DIVISIONS	TOTAL	1491	100%	1324	40587	36493	22,714.204	
0.	AGRICULTURE, FORESTRY AND FISHING	163	10.9	142	4422	3750	2,151.935	
1.	MINING AND QUARRYING	106	7.1	97	3048	2769	2,024.650	
3.	MANUFACTURING	392	26.3	362	10034	8948	5,068.044	
4.	CONSTRUCTION	458	30.7	400	12221	11071	7,105.403	
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	40	2.7	38	1244	1140	726.950	
6.	COMMERCE	92	6.2	77	3255	3026	1,949.282	
7.	TRANSPORT, STORAGE AND COMMUNICATION	101	6.8	88	2335	2099	1,524.050	
8.	SERVICES	139	9.3	120	4028	3690	2,163.890	

TABLE No. 48
(Reference paragraph 318 of the Report)

**COMPARATIVE TABLE SHOWING EMPLOYMENT ACCIDENTS
REPORTED TO THE SOCIAL INSURANCE OFFICE FOR COMPENSATION
DURING 1967 AND 1968**

Industry		Total accidents reported		
		1967	1968	% change
DIVI- SIONS	TOTAL	1304	1491	+ 14.3
0.	AGRICULTURE, FORESTRY ANR FISHING	169	163	- 0.5
1.	MINING AND QUARRYING	98	106	+ 0.6
2 - 3	MANUFACTURING	282	392	+ 8.4
4.	CONSTRUCTION	414	458	+ 3.4
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	50	40	- 0.8
6.	COMMERCE	82	92	+ 0.8
7.	TRANSPORT, STORAGE AND COMMUNICATION	92	101	+ 0.7
8.	SERVICES	117	139	+ 1.7

TABLE No. 49
(Reference paragraph 318 of the Report)

**EMPLOYMENT ACCIDENTS CAUSING DISABILITY EXCEEDING
THREE DAYS REPORTED TO THE SOCIAL INSURANCE OFFICE
FOR COMPENSATION DURING 1968**

DIVISIONS AND MAJOR GROUPS	Industry	Total accidents reported			Total cases terminated	Total days of incapacity	Total days paid	Amount paid	
		Total	Non-fatal	Fatal				£	Mils
	TOTAL	1491	1465	26	1324	40587	36493	22,714.204	
0.	AGRICULTURE, FORESTRY AND FISHING	163	162	1	142	4422	3750	2,151.935	
01.	Agriculture	151	150	1	133	4228	3583	2,042.635	
02.	Forestry and logging	12	12	—	9	194	167	109.300	
1.	MINING AND QUARRYING	106	105	1	97	3048	2769	2,024.650	
12.	Metal mining	47	46	1	42	1659	1542	1,095.650	
14.	Stone quarrying	10	10	—	10	310	230	218.850	
19.	Other non-metallic mining and quarrying	49	49	—	45	1079	947	710.150	
2 - 3	MANUFACTURING	392	391	1	362	10034	8948	5,068.044	
20.	Food manufacturing industries (except beverage industries)	51	51	—	46	1353	1223	766.350	
21.	Beverage industries	39	39	—	35	1078	973	658.845	
22.	Tobacco manufactures	2	2	—	2	101	96	48.000	
23.	Manufacture of textiles	1	1	—	1	69	66	33.000	
24.	Manufacture of footwear, other wearing apparel and made-up textile goods	11	11	—	11	295	265	148.400	
25.	Manufacture of wood and cork (except manufacture of furniture)	30	30	—	26	1138	1060	577.500	
26.	Manufacture of furniture and fixtures	43	43	—	43	1207	1078	543.950	
27.	Manufacture of paper and paper products	4	4	—	4	134	122	71.200	
28.	Printing and publishing	13	13	—	13	284	251	173.600	
29.	Manufacture of leather and leather and fur products (except footwear and other wearing apparel)	1	1	—	1	15	12	7.800	
30.	Manufacture of rubber products	1	1	—	1	39	36	18.000	
31.	Manufacture of chemicals and chemical products	4	4	—	3	50	41	27.700	
33.	Manufacture of non-metallic mineral products (except products of petroleum and coal).	48	48	—	42	1160	1036	682.350	
34.	Manufacture of aluminium products	1	1	—	1	69	66	33.000	
35.	Manufacture of metal products (except machinery and transport equipment)	42	42	—	37	858	747	338.674	
36.	Manufacture of machinery (except electrical machinery)	39	38	1	36	849	730	372.950	
37.	Manufacture of batteries	4	4	—	4	68	56	35.750	
38.	Manufacture of transport equipment	48	48	—	46	1065	918	430.500	
39.	Miscellaneous manufacturing	10	10	—	10	202	172	100.475	
4.	CONSTRUCTION	458	448	10	400	12221	11071	7,105.403	
400.1	Private construction	250	245	5	208	6307	5701	3,519.400	
400.2	Government construction	72	69	3	69	1808	1639	1,102.150	
400.3	Construction (Municipalities)	6	6	—	6	190	159	119.050	
400.4	Government Irrigation Works	33	33	—	28	653	573	370.600	
400.5	Water well drilling	8	8	—	8	295	271	171.800	
400.6	Carpentry	40	39	1	39	1394	1274	885.733	
400.7	Electrical installation	11	11	—	10	206	170	85.700	
400.8	Plumbing	5	5	—	5	140	125	95.850	
400.9	House painting	9	8	1	6	239	227	168.850	
400.2	Excavation works	6	6	—	5	143	128	75.775	
401.3	Construction, British Military Authorities (Cypriot contractors)	17	17	—	15	735	696	442.050	

TABLE 49 (Cont'd)

Industry		Total accidents reported			Total cases terminated	Total days of incapacity	Total days paid	Amount paid	
		Total	Non-fatal	Fatal				£	Mils
401.4	Construction, British Military Authorities (Foreign contractors)	1	1	—	1	111	108	68.445	
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	40	39	1	38	1244	1140	726.950	
51.	Electricity and Gas	34	34	—	32	1074	982	605.200	
52.	Water and Sanitary Services	6	5	1	6	170	158	121.750	
6.	COMMERCE	92	91	1	77	3255	3026	1,949.282	
611	Wholesale trade	50	50	—	40	1710	1593	1,030.482	
612	Retail trade	32	32	—	30	997	910	520.900	
620	Banks and other financial institutions	8	7	1	7	548	523	397.900	
630	Life insurance	2	2	—	—	—	—	—	
7.	TRANSPORT, STORAGE AND COMMUNICATION	101	99	4	88	2335	2099	1,524.050	
71.	Transport	84	82	2	73	2094	1897	1,375.650	
72.	Storage and warehousing	8	8	—	6	167	149	107.800	
73.	Communication	9	7	2	9	74	53	40.600	
8.	SERVICES	139	132	7	120	4028	3690	2,163.890	
81.	Government Services	71	65	6	63	1675	1482	940.115	
82.	Community Services	14	13	1	13	546	510	288.500	
84.	Recreation Services	9	9	—	8	287	263	139.850	
85.	Personal Services	45	45	—	36	1520	1435	795.425	

TABLE No. 50
 (Reference paragraph 318 of the Report)
EMPLOYMENT ACCIDENTS, ANALYSED BY INDUSTRIAL CATEGORIES
AND CAUSE OF ACCIDENT

INDUSTRY	CAUSE OF ACCIDENT																							
	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 air transportation	Means of water transportation	Handling without machinery	Animals	Explosions	Electricity	Fire	Hot or corrosive substances	Occupational diseases	Other causes
DIVS. & MAJ. GR.	1491	6	22	73	11	2	80	36	52	329	371	7	72	182	1	5	80	10	2	5	6	36	1	102
GRAND TOTALS																								
0 AGRICULTURE, FORESTRY AND FISHING	163	—	—	2	8	—	2	1	16	22	59	—	14	10	—	—	7	2	—	1	—	1	—	18
01. Agriculture	151	—	—	1	8	—	2	1	11	18	57	—	14	10	—	—	7	2	—	1	—	1	—	18
02. Forestry and Logging	12	—	—	1	—	—	—	—	5	4	2	—	—	—	—	—	—	—	—	—	—	—	—	—
1. MINING AND QUARRYING	106	—	—	—	—	2	10	4	2	33	16	2	4	12	—	1	4	—	—	—	1	4	—	11
12. Metal mining	47	—	—	—	—	1	7	1	—	9	11	2	2	4	—	1	4	—	—	—	—	1	—	4
14. Stone quarrying, clay and sand pits	10	—	—	—	—	—	1	1	—	4	—	—	—	2	—	—	—	—	—	—	—	1	—	1
19. Other non-metallic mining and quarrying	49	—	—	—	—	1	2	2	2	20	5	—	2	6	—	—	—	—	—	—	1	2	—	6
2-3 MANUFACTURING	392	3	21	46	1	—	39	5	15	94	45	—	19	43	—	—	18	—	1	3	4	9	1	25
20. Food manufacturing industries (except beverage industries)	51	1	—	—	—	—	12	—	3	6	10	—	3	9	—	—	3	—	—	—	—	2	—	2
21. Beverage industries	39	—	—	—	—	—	3	2	—	8	6	—	1	5	—	—	5	—	—	—	—	3	—	6
22. Tobacco manufactures	2	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—
23. Manufacture of textiles	1	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—
24. Manufacture of footwear, other wearing apparel and made-up textile goods	11	—	—	2	—	—	2	—	1	1	2	—	1	2	—	—	—	—	—	—	—	—	—	—
25. Manufacture of wood and cork (except manufacture of furniture)	30	—	—	19	—	—	—	—	—	6	—	—	—	1	—	—	2	—	—	1	—	—	—	1

CAUSE OF ACCIDENT

INDUSTRY

Total No. of accidents

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 air transportation	Means of water transportation	Handling machinery	Animals	Explosions	Electricity	Fire	Hot or corrosive substances	Occupational diseases	Other causes	
26. Manufacture of furniture and fixtures	43	—	3	22	—	—	—	—	1	4	3	—	2	5	—	—	—	—	—	—	—	—	1	—	2
27. Manufacture of paper and paper products	4	—	—	—	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
28. Printing and publishing	13	—	—	—	—	—	6	—	1	3	—	—	—	2	—	—	—	—	—	—	—	—	1	—	
29. Manufacture of leather and leather and fur products																									
(except footwear and other wearing apparel)	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
30. Manufacture of rubber products	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	
31. Manufacture of chemicals and chemical products	4	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
33. Manufacture of non-metallic mineral products (except products of petroleum and coal)	48	1	—	—	—	—	6	1	1	19	4	—	5	6	—	—	3	—	—	—	—	—	—	2	
34. Manufacture of aluminum products	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
35. Manufacture of metal products (except machinery and transport equipment)	42	1	5	—	—	—	—	—	1	17	6	—	3	1	—	—	1	—	—	2	1	—	—	3	
36. Manufacture of machinery (except electrical machinery)	39	—	10	2	—	—	2	—	5	12	2	—	—	2	—	—	1	—	—	—	—	1	—	2	
37. Manufacture of batteries and transport equipment	4	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2	
38. Manufacture of transport equipment	48	—	1	1	1	—	1	—	1	17	4	—	4	8	—	—	3	—	—	—	—	—	1	3	
39. Miscellaneous manufacturing industries	10	—	1	—	—	—	1	—	1	3	2	—	—	1	—	—	—	—	—	—	—	—	—	1	
4. CONSTRUCTION	458	—	1	25	1	—	26	16	15	103	135	4	27	47	—	—	23	1	—	—	—	—	16	—	18
400.1 Private construction	250	—	1	—	—	—	17	16	8	50	84	1	14	25	—	—	11	1	—	—	—	—	13	—	9
400.2 Government construction	72	—	—	1	—	—	4	—	2	20	14	2	6	11	—	—	5	—	—	—	—	—	3	—	4
400.3 Construction (Municipalities)	6	—	—	—	—	—	—	—	1	3	2	—	—	—	—	—	—	—	—	—	—	—	—	—	
400.4 Government Irrigation Works	33	—	—	—	1	—	4	—	1	11	8	1	1	2	—	—	4	—	—	—	—	—	—	—	

TABLE No. 51
(Reference paragraph 318 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	Concussion & 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	1491	474	23	105	45	52	317	136	208	46	17	2	64	1	1
0.	AGRICULTURE, FORESTRY AND FISHING	163	42	2	5	4	1	40	14	40	2	7	—	6	—	—
01.	Agriculture	151	39	2	5	3	1	34	13	39	2	7	—	6	—	—
02.	Forestry and Logging	12	3	—	—	1	—	6	1	1	—	—	—	—	—	—
1.	MINING AND QUARRYING	106	28	1	10	1	2	17	13	29	2	—	—	3	—	—
12.	Metal mining	47	15	1	7	—	1	6	4	11	—	—	—	2	—	—
14.	Stone quarrying, clay and sand pits	10	4	—	—	1	1	2	1	1	—	—	—	—	—	—
19.	Other non-metallic mining and quarrying	49	9	—	3	—	—	9	8	17	2	—	—	1	—	—
2-3	MANUFACTURING	392	85	4	27	16	32	120	42	40	14	3	2	7	—	—
20.	Food manufacturing industries (except beverage industries)	51	19	1	1	2	4	9	2	10	2	—	—	1	—	—
21.	Beverage industries	39	2	—	5	4	—	14	7	4	3	—	—	—	—	—
22.	Tobacco manufactures	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—
23.	Manufacture of textiles	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—
24.	Manufacture of footwear, other wearing apparel and made-up textile goods	11	2	—	—	2	—	4	1	1	—	—	—	1	—	—
25.	Manufacture of wood and cork (except manufacture of furniture)	30	7	1	1	1	6	7	5	1	—	—	1	—	—	—
26.	Manufacture of furniture and fixtures	43	6	—	3	—	7	23	2	1	1	—	—	—	—	—
27.	Manufacture of paper and paper products	4	1	—	—	—	1	2	—	—	—	—	—	—	—	—
28.	Printing and publishing	13	2	—	—	—	1	3	3	3	1	—	—	—	—	—
29.	Manufacture of leather and leather and fur products (except footwear and other wearing apparel)	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—
30.	Manufacture of rubber products	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—
31.	Manufacture of chemicals and chemical products	4	—	—	—	—	1	—	2	—	—	1	—	—	—	—

33.	Manufacture of non-metallic mineral products (except products of petroleum and coal)	48	12	—	—	6	2	3	11	6	8	—	—	—
34.	Manufacture of aluminum products	1	—	—	—	—	—	1	—	—	—	—	—	—
35.	Manufacture of metal products (except machinery and transport equipment)	42	11	—	4	1	1	3	16	1	1	2	1	—
36.	Manufacture of machinery (except electrical machinery)	39	10	1	1	1	—	2	12	4	6	2	—	—
37.	Manufacture of batteries	4	—	—	—	—	—	—	1	—	—	—	—	—
38.	Manufacture of transport equipment	48	8	1	4	1	1	2	12	9	5	4	—	—
39.	Miscellaneous manufacturing industries	10	2	—	—	1	1	1	3	2	—	—	—	—
4.	CONSTRUCTION	458	180	7	30	9	9	9	90	35	52	19	6	21
400.1	Private construction	250	111	3	15	8	1	1	37	16	26	16	5	12
400.2	Government construction	72	18	3	5	1	—	—	15	8	13	3	1	—
400.3	Construction (Municipalities)	6	1	1	1	—	—	—	2	1	—	—	—	—
400.4	Government Irrigation Works	33	10	—	5	—	3	3	6	3	6	—	—	—
400.5	Water well drilling	8	6	—	—	—	—	—	1	—	1	—	—	—
400.6	Carpentry	40	11	—	2	—	4	4	18	3	1	—	—	1
400.7	Electrical installation	11	7	—	—	—	—	—	1	3	—	—	—	—
400.8	Plumbing	5	1	—	1	—	—	—	3	—	—	—	—	—
400.9	House painting	9	5	—	1	—	—	—	2	—	—	—	—	1
401.2	Excavation works	6	4	—	—	—	—	—	1	—	1	—	—	—
401.3	Construction, British Military Authorities (Cypriot contractors)	17	6	—	—	—	1	1	3	1	4	—	—	2
401.4	Construction, British Military Authorities (Foreign contractors)	1	—	—	—	—	—	—	1	—	—	—	—	—
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	40	12	—	2	—	—	—	9	7	3	2	1	4
51.	Electricity and Gas	34	9	—	2	—	—	—	8	6	3	2	1	3
52.	Water and Sanitary Services	6	3	—	—	—	—	—	1	1	—	—	—	1
6.	C O M M E R C E	92	38	5	4	4	4	4	14	5	9	1	—	7
611.	Wholesale trade	50	24	2	—	2	1	1	11	2	4	—	—	4
612.	Retail trade	32	11	1	4	2	3	3	1	3	4	1	—	2
620.	Banks and other financial institutions	8	1	2	—	—	—	—	2	—	1	—	—	1
630.	Life insurance	2	2	—	—	—	—	—	—	—	—	—	—	—
7.	TRANSPORT, STORAGE AND COMMUNICATION	101	36	—	8	3	3	3	9	10	23	2	—	7
71.	Transport	84	31	—	5	3	3	3	8	8	19	2	—	5
72.	Storage and warehousing	8	4	—	2	—	—	—	—	2	—	—	—	—
73.	Communication	9	1	—	1	—	—	—	1	—	4	—	—	2
8.	SERVICES	139	53	4	19	8	1	1	18	10	12	4	—	9
81.	Government Services	71	18	2	13	4	—	—	11	7	7	1	—	7
82.	Community Services	14	7	—	—	1	—	—	—	1	2	1	—	2
83.	Business Services	—	—	—	—	—	—	—	—	—	—	—	—	—
84.	Recreation Services	9	3	—	2	3	1	—	—	—	—	—	—	—
85.	Personal Services	45	25	2	4	—	—	—	7	2	3	2	—	—

TABLE No. 52

(Reference paragraph 318 of the Report)

EMPLOYMENT ACCIDENTS, ANALYSED BY INDUSTRIAL CATEGORIES
AND MAJOR OCCUPATIONAL GROUPS

Div. & Major Groups	INDUSTRY	Total No. of persons injured	MAJOR OCCUPATION GROUPS									
			Administrative Executive and Managerial workers	Professional and Technical workers	Clerical workers	Sales workers	Farmers, Fishermen, loggers and related workers	Miners, Quarrymen and related workers	Workers in transport and communication occupations	Craftsmen and production—	Labourers, n.e.c.	Service workers
	GRAND TOTALS	1491	2	6	10	25	152	72	69	855	217	83
0.	AGRICULTURE, FORESTRY AND FISHING	163	—	—	—	—	144	—	2	5	12	—
01.	Agriculture	151	—	—	—	—	132	—	2	5	12	—
02.	Forestry and Logging	12	—	—	—	—	12	—	—	—	—	—
1.	MINING AND QUARRYING	106	—	—	—	—	—	69	7	27	3	—
12.	Metal mining	47	—	—	—	—	—	27	—	20	—	—
14.	Stone quarrying, clay and sand pits	10	—	—	—	—	—	—	5	2	3	—
19.	Other non-metallic mining and quarrying	49	—	—	—	—	—	42	2	5	—	—
2-3	MANUFACTURING	392	—	—	—	1	5	—	12	273	98	3
20.	Food manufacturing industries (except beverage industries)	51	—	—	—	1	—	—	4	23	23	—
21.	Beverage industries	39	—	—	—	—	—	—	1	11	26	1
22.	Tobacco manufactures	2	—	—	—	—	—	—	—	—	1	—
23.	Manufacture of textiles	1	—	—	—	—	—	—	—	1	—	—
24.	Manufacture of footwear, other wearing apparel and made-up textile goods	11	—	—	—	—	—	—	—	11	—	—
25.	Manufacture of wood and cork (except manufacture of furniture)	30	—	—	—	—	5	—	1	23	1	—
26.	Manufacture of furniture and fixtures	43	—	—	—	—	—	—	1	41	1	—
27.	Manufacture of paper and paper products	4	—	—	—	—	—	—	—	4	—	—
28.	Printing and publishing	13	—	—	—	—	—	—	2	10	1	—
29.	Manufacture of leather and leather and fur products (except footwear and other wearing apparel)	1	—	—	—	—	—	—	—	1	—	—
30.	Manufacture of rubber products	1	—	—	—	—	—	—	—	1	—	—
31.	Manufacture of chemicals and chemical products	4	—	—	—	—	—	—	—	1	3	—
33.	Manufacture of non-metallic mineral products (except products of petroleum and coal)	48	—	—	—	—	—	—	1	17	30	—

34.	Manufacture of aluminium products	1									1					
35.	Manufacture of metal products (except machinery and transport equipment)	42									34					8
36.	Manufacture of machinery (except electrical machinery)	39								1	34					3
37.	Manufacture of batteries	4									4					
38.	Manufacture of transport equipment	48								1	47					
39.	Miscellaneous manufacturing industries	10									9					1
4.	CONSTRUCTION	458								3	446					5
400.1	Private construction	250								1	249					
400.2	Government construction	72									71					1
400.3	Construction (Municipalities)	6									5					1
400.4	Government Irrigation Works	33								1	31					1
400.5	Water well drilling	8									5					
400.6	Carpentry	40									40					
400.7	Electrical installation	11									11					
400.8	Plumbing	5									5					
400.9	House painting	9									9					
401.2	Excavation works	6									5					1
401.3	Construction, British Military Authorities (Cypriot contractors)	17								1	14					1
401.4	Construction, British Military Authorities (Foreign contractors)	1									1					
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	40							2		16					19
51.	Electricity and Gas	34							1		16					14
52.	Water and Sanitary Services	6							1							5
6.	COMMERCE	92							3	24	10					44
611.	Wholesale trade	50						1		4	7					33
612.	Retail trade	32								17	3					8
620.	Banks and other financial institutions	8						1		3						3
630.	Life Insurance	2						1								
7.	TRANSPORT, STORAGE AND COMMUNICATION	101							1		55					14
71.	Transport	84									49					6
72.	Storage and warehousing	8						1			2					3
73.	Communication	9									4					5
8.	SERVICES	139						2	6		23					22
81.	Government Services (Administration)	71						1	4		19					17
82.	Community Services	14						1			3					2
83.	Business Services															
84.	Recreation Services	9									1					1
85.	Personal Services	45							1							2

TABLE No. 54

(Reference paragraph 367 of the Report)

CENTRAL HOLIDAY FUND

Receipts and Payments for the year ended 31st December, 1968

1967 £	£	1967 £	Management and Administration:	£	£
70,344	400,516	—	Salaries	4,406	
7,955	7,244	2,854	Casual Assistance	6,556	
—	7,870	—	Travelling	359	
		145	Office Expenses	126	
		—	Sundries	50	
		—	Rents	150	
		2,131	Stationery, Printing of Holiday Stamps, Book- lets and Guides		13,096
		—	Holiday Payments	1,455	289,539
		73,169	Surplus for the year		112,995
78,299	415,630	78,299			415,630

CENTRAL HOLIDAY FUND

Balance Sheet as at 31st December, 1968

1967 £	£	1967 £	£	£
—		—		
73,169	73,169	231	Fixed Assets	
		—	Office Equipment at Cost	331
		112,995	Less: Depreciation written off to date	33
		33	91 day's Treasury Bills	—
		—	Cash at Bank	180,411
		1,840	Cash with Treasury	5,422
73,169	186,131	73,169		186,131

Supervisor of Accounts

Ag. Director
Social Insurance

TABLE No. 55
(Reference paragraph 379 of the Report)
REDUNDANCY FUND
Receipts and Payments for the period 1.2.68 — 31.12.68

	£	£	£		£
1967					
Employers' Contributions				Management and Administration:	
a) Government monthly paid Employees	36,308			Termination of Employment	
b) Other Government Employees	14,577			Salaries	2,717
c) Non Government Employees	80,617		131,502	Casual Assistance	8,314
Collections from the Sale of Guides		51		Travelling	449
Interest Received		1,460		Office Expenses	127
				Stationery and printing	805
				Sundries	78
				Rents	200
				Arbitration Tribunal	
			133,013	Redundancy Payments	12,690
				Surplus for the year	4,809
					8,804
					106,710
					133,013

REDUNDANCY FUND
Balance Sheet as at 31st December, 1968

	£	£	1967		£
1967				Fixed Assets:	
Surplus for the year	106,710			Office Equipment at Cost	1,608
Less: Depreciation written off	160			Less: Depreciation written off	160
		106,550		91 days' Treasury bills	1,448
				Cash with Treasury	99,707
					5,395
					£106,550

REDUNDANCY FUND
Investments

Particulars	Nominal value	Book value
TREASURY BILLS	£	£
91 days' Treasury Bills*	101,000	99,707
	101,000	99,707

* 91 days' Treasury Bills are valued at issue price of £987.720 mills per £1,000 nominal (£73,000)
£984.268 mills per £1,000 nominal (£17,000)
£988.254 mills per £1,000 nominal (£11,000)

CORRIGENDA

1. The chart of the organisational structure of the Ministry appears on the page preceding the Contents and not on page 6 as referred in paragraph 61 of the Introduction.
2. The Latin number III on page 53 should read VI.