

MINISTRY OF LABOUR AND SOCIAL INSURANCE

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LAWS AND REGULATIONS ADMINISTERED BY THE MINISTRY
OF LABOUR AND SOCIAL INSURANCE
DECEMBER, 1970

A. LAWS

1. Accidents and Occupational Diseases Law, Cap. 176.
2. Annual Holidays with Pay Law, 8 of 1967, 25 of 1968, 23 of 1969, and 26 of 1970.
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, 80 of 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, 11 of 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, 28 of 1968, 48 of 1969, and 23 of 1970.
19. Summer Afternoon Recess Law, Cap. 186.
20. Termination of Employment Law, 24 of 1967 and 17 of 1968.
21. Trade Disputes (Conciliation, Arbitration and Inquiry) Law, Cap. 187.
22. Trade Union Law, 71 of 1965.

B. REGULATIONS

23. Aliens and Immigration Regulations, 1949.
24. Annual Holidays with Pay Regulations, 1967 and 1968.
25. Arbitration Tribunal Regulations and Rules of Procedure, 1968, and 1970.
26. Building (Safety, Health and Welfare) Regulations, 1965.
27. Defence Regulations, 79A and 79B.
28. Domestic Servants (Employment of Children and Young Persons) Regulations, 1952.
29. Hotels (Conditions of Service) Regulations, 1965 and 1966.
30. Pneumoconiosis (Compensation) Regulations, 1970.
31. Port Workers Regulations, 1952 and 1960.
32. Safety (Mines and Quarries) Regulations, 1963.
33. Social Insurance (Prescription of Summary) Regulations, 1969.
34. Social Insurance (Impressed Stamping Machines) Regulations, 1969.
35. Termination of Employment (Redundancy Fund) Regulations, 1968 and 1969.
36. Trade Unions Regulations, 1968.



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I. INTRODUCTION

I. POLICY AND OBJECTIVES

1. Government labour policy in Cyprus in the last 10 years has been dictated by the aim to achieve the ultimate goal of social justice, in conditions of economic freedom and political democracy.
2. Industry has forged its own standards, assisted only by Government where they failed at direct negotiations, and subjected to legislative fiat only in the rare occasion where the State had to secure and safeguard certain basic rights and absolute minimum standards for the people as a whole, which could not have been achieved by direct voluntary action by the various classes in our society.
3. More specifically this policy was based on the belief that :
 - (a) industrial peace should be the outcome of voluntary, tripartite co-operation;
 - (b) living standards should be gradually and consistently improved;
 - (c) the distribution of the national wealth should be equitable; and
 - (d) economic freedom should be accompanied by an equilibrium of power in industry and the balanced and parallel social well-being of all classes of our society.
4. Within this policy of social justice the Ministry has pursued consistently and persistently the objectives of :
 - (a) providing the best possible social insurance scheme for the Cypriot workers and self-employed, and their dependents;
 - (b) promoting the growth of the national income as a prerequisite for the implementation of additional social benefits and the improvement of living standards;
 - (c) achieving the most effective mobilization and productive utilization of our manpower resources; and
 - (d) establishing and promoting social institutions which would conduce towards voluntary action in the achievement of the desired policy and objectives.
5. The underlying philosophy of this policy in as far as this Ministry is concerned has been that Government shall assume the responsibility to ensure an equitable distribution of the increasing national wealth, indirectly in most cases 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 economic growth. 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; and that it 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 of 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 employees — the conviction being that this method will facilitate the achievement of an equitable distribution of the national income, ease the impact of the economy, and blunt and dilute such impact by distributing it on a wider basis.
 - (6) To implement this policy the Ministry was impelled to change drastically its role of setter of labour standards for the protection and improvement of basic labour rights and freedoms, and to assume that of practical advocate of increased productivity, and of a fairer distribution of the fruits of production towards social and economic equilibrium in society.
 - (7) As a result, and gradually since 1967, the Ministry has been developing machinery, policies, and institutions which have taken it beyond its traditional role of standard-setter into the wider field of integrated manpower assessment, development, and utilization, and into the orbit of national policy and action for social and economic growth and progress.
8. 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 1970 to implement its programme of work.

II. EMPLOYMENT AND MANPOWER REQUIREMENTS

9. The year under review has again been one of over full employment. Registered unemployment remained constant at 1.07% of the economically active population. Acute labour shortages were still very much in evidence particularly for engineers of all specialisations, middle and high level industrial managers, hotel and catering personnel, skilled industrial hands and construction workers of all categories.
10. No new supplies of labour were tapped effectively and the influx of women into the market was too insignificant to make any particular impact on the tight labour market.

III. INDUSTRIAL TRAINING AND MANAGEMENT DEVELOPMENT

11. As an alternative to solving labour shortages by numerical additions, and with a view to the satisfaction of the needs of industry for skilled personnel of all types, the Ministry concentrated on industrial training with increasing intensity. The paragraphs which follow describe briefly the attempts made in this field, and the contribution thereto of the various vocational training institutions of the Ministry.

(a) Higher Technical Institute

12. The Institute, a Cyprus Government - UNESCO - I.L.O. Project, is the highest educational and training institution in the island. The Institute offers a 3-year course of training in Mechanical, Electrical and Civil Engineering to prepare "Technician Engineers" for Cyprus industry and "Instructors" for technical education. The Technician Engineers are expected to fill "middle manager" posts in the technical departments of industry.

13. The syllabi of the Institute are kept under constant scrutiny by a tripartite committee of experts representing Industry, Government, and the Professional Associations concerned, to ensure that both the content and the level of training meet the actual needs of industry.

14. The 1970/71 enrolment was 86 students. The Institute will give industry its first graduates, 66 in all, in June, 1971.

15. The Institute has moved into its own new quarters at Athalassa, a suburb of Nicosia.

(b) Central Hotel Training School.

16. The School offers: (i) ab initio training in Waiting and Cookery, and (ii) up-grading and retraining courses to industry-based hotel and catering employees.

17. In 1970, a total of 60 trainees were enrolled for full-time courses in Cookery and Waiting; and a total of 32 students received their diploma.

18. Thirty one High School graduates (28 male and 8 female) attended a 3-month course in Waiting and on its completion all were absorbed immediately into remunerative employment.

19. For the first time in the history of the School accelerated Training courses in Waiting and Cooking were organized jointly by the School and the Cyprus Hotel Keepers Association. The cost of the courses was shared equally by Government and the hoteliers. 24 waiters and 7 cooks graduated from these courses and were immediately absorbed by industry.

(c) Hotel and Catering Institute

20. The Institute, a joint Government - I.L.O. project, will offer:

- (i) training,
- (ii) advisory and consultancy services, and
- (iii) research, information and documentation in the fields of
 - managerial systems,
 - hotel organization 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.

21. The Plan of Operation of the Institute provides for a total expenditure, over the 4-year duration of the agreement, of \$2,560,300 (United Nation Development Programme contribution \$753,700, Government contribution \$1,806,600).

22. The new premises of the Institute are now under construction and it is hoped that by the end of 1972 both the Hotel and Catering Institute and the Central Hotel Training School will be accommodated therein.

(d) Centre for the Rehabilitation of the Disabled

23. The Centre initiated its activities in December of 1968 with a total of 8 trainees — all females — in the field of weaving and knitting.

24. At the end of December 1970 the Centre had under training 22 trainees (15 males, 7 females). Male trainees receive instruction in brush-making, tinsmithing, and machining; and female trainees in weaving, knitting and carpet-making.

(e) Apprenticeship Scheme

25. The Scheme started in 1963 with a total of 66 trainees. At the end of 1970 the Scheme covered a total of 882 trainees in the trades of builder, electrician, plumber, welder, goldsmith-silversmith, automechanic, radio & T.V. repairer, dressmaker, furniture-maker, and sheet-metal worker. There are training centres in all the main towns and at Xeros village.

26. The Scheme accepts industry-based trainees between the ages of 14-18. The cost of training is borne by the Government. The employer pays the trainee his normal wage for

the period of related instruction at the training centre. The employee-trainee has no legal or contractual obligation to work for his sponsor for any period of time after the completion of his course of training.

27. The Scheme has given industry since 1963 a total of 364 skilled workmen, who have satisfied actual needs so fully as to make it a favourite with most employers in industry. Lack of instructors, equipment, and premises render the further expansion of the Scheme problematical, and the Ministry is turning once again to the I.L.O. for technical assistance towards this end.

(f) Dhekelia Retraining Scheme for High School Graduates

28. The Retraining Scheme for high school graduates is a continuation of the Dhekelia Retraining Scheme for redundant Sovereign Base Area employees according to which the Military Authorities provide the facilities of the REME (Royal Electrical and Mechanical Engineers) Trade Training Centre for retraining Cypriots in skills for which there is an acute demand. After training 38 redundant Sovereign Base Area "white collar" employees in the trades of Heavy Vehicle Mechanics, Sheet Metal Workers, Welders and Precision Instrument Technicians, the Scheme was opened to high school graduates. During 1969-70, 38 high school graduates completed a 12-month course in the trades of Welders, Sheet Metal Workers Electricians and Heavy Vehicle Mechanics.

29. As from June, 1970 the courses have been condensed to 28 weeks; as a result 51 high school graduates are expected to complete their retraining early in 1971.

30. The trainees receive a weekly stipend of £4 from Government for the duration of their training, pay no fees and are put in touch with prospective employers.

(g) Productivity

31. The Cyprus Productivity Centre, a Government - I.L.O. project, continues to be very much in demand by Cyprus industry. In 1970 the Centre offered assistance to industry in: (i) Management Training (Production, Marketing, Supervision, Management Accounting, Organization, General Management, Small Scale Industries), (ii) Vocational Training (Auto-trades, Machine Shop, Plumbing, Metal Trades, Building, Electricity), (iii) Consultancy (Re-organization Information, Feasibility Studies, Plant-Lay-Out, etc.) and (iv) Advice and Information.

32. In 1970 the Centre organized jointly with the Cyprus Building Contractors Association accelerated ab initio training courses for youngsters between the age of 14-18 in various building occupations. The cost of the courses was shared equally by the Association and the Government. The courses which were of a total of 71 weeks' duration gave industry 62 trained hands.

Impact of Industrial Training and Management Development

33. Last year it was ascertained that the efforts of the vocational training institutions of the Ministry broke to a large extent the prejudice against technical trades and manual work, and that the comparatively high remuneration of skilled workmen, and the attraction this held out for youngsters of some education, brought to "blue-collar" jobs the dignity which they deserve. This assertion is even truer in 1970. It is now evident that Cypriot society is re-appraising its position towards "blue-collar" and "white-collar" jobs and that Cyprus industry is definitely becoming management orientated.

IV. INDUSTRIAL RELATIONS

34. The 1970 industrial relations scene has been one of relative quiet. A mere 6,000 man-days were lost as a result of work stoppages, as compared with 17,000 in the previous year.

35. The Prices and Incomes Advisory Committee appointed in 1968 formulated a number of overall principles for incomes and prices adjustments. The Committee continued its work with the objective of reaching unanimous agreement on the details of a more specific policy, but unfortunately has as yet reached no definite conclusions.

36. Perhaps the most constructive work of the Industrial Relations Section of the Ministry in 1970 apart from dispute settlement, has been its role in the forging of an Industrial Relations Code to be applied at the bargaining table. The Labour Advisory Board, a tripartite body, has been debating the Code during the year and the Industrial Relations Section has offered substantial services towards the attainment of this goal.

V. SAFETY, HEALTH AND WELFARE

37. Building and construction have again been responsible for the greatest number of accidents in our industry, and bad working practices continue to persist despite guidance, warning and advice by the Ministry.

38. The Section is becoming orientated towards specialized inspections and is now staffed with technical people capable of undertaking inspections in construction, mechanized work-

shops and establishments using more sophisticated machinery. The Industrial Diseases Preventive Service is taking shape and the relevant Regulations which it will administer have been drafted and will shortly be put up to the Labour Advisory Board for consideration before issue.

VI. SOCIAL INSURANCE

39. The present Social Insurance Scheme provides universal coverage of all "gainfully employed". As such it includes approximately 218,000 contributors, i.e. employers, employees (including agricultural workers) and self-employed persons (including farmers and other self-employed), as well as their dependants amounting to approximately 328,000 persons. The Cyprus Social Insurance Scheme surpasses the minimum social security standards of cash benefits set by I.L.O. Convention No. 102 and even certain of its Recommendations on the subject. The Scheme lends itself to favourable comparison with some of those obtaining in some of the more economically and socially advanced countries in the world.

40. The present flat-rate Social Insurance Scheme will, it is hoped, be supplemented in 1972 by a wage-related pension scheme. Dr. Thullen, the Actuary of the Scheme, has already completed his study on the subject and a Ministerial Technical Committee is studying its implications. It is expected that the Ministry and Government will finalize views in 1971 and submit a new draft Scheme to the tripartite Labour Advisory Board for consideration before advising Government on the legislative measures that need be taken to give effect to these proposals for a wage-related scheme.

Provident Fund Schemes

41. Inherent in the exercise of supplementing the flat-rate scheme with a wage-related scheme is the consideration of the institution of provident fund schemes in the island. A German expert, Dr. Rauschenbach, has completed a study on the subject which is now being considered by a Technical Committee of Ministry officials. The attempt is to see how the Provident Fund Schemes fit, if at all, into the overall picture of the flat-rate and wage-related pension schemes.

Annual Holidays Scheme

42. The Annual Holidays Scheme, which came into operation on 1st August, 1967, benefits a total of about 125,000 employees employed by 15,000 registered active employers. Of these 45,009 employees employed by 2,445 employers, enjoy benefits more favourable than those provided by the Scheme.

43. During the year a total of £537, 699,000 mils were collected by the Fund, and the Fund paid out a total of £459,323,000 mils in annual holiday payments and management and administration expenses.

The Termination of Employment Scheme

44. The Termination of Employment Scheme, which came into operation on 1st February, 1968, had in 1970 an annual income of £260,528,000 mils.

45. The Scheme has paid out in redundancy payments a total of £77,398,000 mils, as well as management and administration expenses including Arbitration Tribunal expenses amounting to a total of £34,121,000 mils.

46. The number of persons who claimed redundancy payment during the year was 1153 (including 56 claims pending from the previous year) of which 818 were allowed, 285 disallowed and 50 were still pending at the end of the year. The total cost of the claims allowed amounted to £97,137,000 mils.

47. The Scheme has justified the hopes which industry has placed in it, i.e. on the one hand it has cushioned the effects of redundancy, and on the other it has enabled the modernization of industry and the mobility of labour.

VII. SOCIAL WELFARE

48. The preventive and developmental aspects of social welfare gained further momentum during 1970. Popular participation in projects of community development was maximized while further progress was made in the effort for co-ordinating voluntary social welfare activity. Pursuing the objectives of the 2nd Five Year Development Plan, a total of 21 Community Welfare Councils were set up and became instrumental in the establishment of community self-help projects, such as Day Care Centres, Homes for the Aged, and Youth Clubs. The first District Welfare Council was also established and began operating on a regional basis. In the area of Youth a total of 22 Community Youth Clubs were in operation, in addition to 2 Demonstration Youth Centres run by the Department of Social Welfare Services. Grants-in-aid amounting to £8,200,000 mils were given to Community Organizations in support of a variety of projects.

49. The National Social Development Board established in 1969, continued functioning under the chairmanship of the Minister of Labour, with a view to co-ordinating intragovernmental activities and policies on social development. This Board has added a new dimension in national social planning and promoted the integration of social development within the overall planning for economic development.

50. Social work services both statutorily and on a voluntary preventive basis were provided to more than 5,000 cases involving children in need of care and protection, matrimonial disputes, antisocial behaviour, financial dependency, and the rehabilitation of mentally or physically handicapped persons. Under the Child and Family Welfare Programme a total of 1545 cases were investigated and 533 cases were placed under regular supervision, mainly for preventive purposes. Similarly 186 juvenile and adult offenders were placed on probation out of a total 695 cases investigated. The total number of monthly public assistance recipients at the end of the year was 3,759, involving 5,193, or approximately 0.8% of the total population. Expenditure in both allowances and grants rose to £213,000,000 mills.

51. During the year the necessary preparatory work was completed for the introduction of a statutory Public Assistance Scheme guaranteeing a minimum level of subsistence for every citizen. Four social surveys were also completed with the co-operation of the Swansea University College, aiming at the identification of social needs and the establishment of priorities in social welfare planning.

VIII. INTERNATIONAL RELATIONS AND TECHNICAL ASSISTANCE

52. The Ministry runs joint projects both with I.L.O. and U.N.E.S.C.O. The Cyprus Productivity Centre, the Hotel and Catering Institute and the Higher Technical Institute are the main joint institutions so run by this Ministry.

53. The Ministry believes firmly in the maintenance of friendly relations with international bodies and organizations, and in cooperating in multilateral and bilateral exchanges.

54. In June 1970, Cyprus sent to the 54th Session of the International Labour Conference in Geneva, a thirteen man tripartite delegation. The Government side was represented by the Director-General, the Senior Industrial Relations Officer and the Senior Employment Officer of the Ministry. In October 1970, Cyprus participated in the work of the 55th (Maritime) Session of the I.L.O. by a five man delegation under the new Minister of Labour and Social Insurance, Mr. Andreas Mavrommatis. Cyprus has the utmost faith in the work of the I.L.O. and values highly the work which it achieves. It is also fully dedicated to its principles and ideals.

55. After attending the October I.L.O. Maritime Session the Minister and the Director-General went on to hold bilateral talks with their British and Greek counterparts in London and Athens on subjects of their competence.

56. The Ministry and Industry representatives regularly attend courses and fellowships awarded by I.L.O., UNESCO, the Council of Europe and friendly Governments.

57. International relations in Cyprus are bound to grow and two-way technical assistance will grow with it. These developments will eventually necessitate the establishment of an International Relations Service in the Ministry.

IX. STRUCTURE, ESTABLISHMENT AND TRAINING

58. The Organizational Chart of the Ministry appears at page V.

59. The Cyprus Productivity Centre is a semi-autonomous organization with its own Board of Governors who assist in the formulation of policy and its implementation. It has no District Offices, all its services being centralized at Headquarters in Nicosia. The same is true of the Institutes, (Higher Technical, and Hotel and Catering) and the Central Hotel Training School.

60. The Welfare Services Department has its own District Welfare Offices (which do not appear on the Organizational Chart) on which Headquarters exercise direct line authority.

61. All other Departments/Sections have a Common District Labour Office which is responsible for all the activities of the Ministry at the district level.

62. The total establishment of the Ministry and all the Services which appear on its Organizational Chart was, at the end of 1970 451 monthly paid employees and 142 employees on daily wages. The individual work-load of the staff, particularly staff at all supervisory levels, is excessive by any standard. The Ministry has, therefore, requested the Cyprus Productivity Centre to study its structure, organization and methods and to advise on ways and means for improvement.

63. Intensive staff training continues to be the Ministry's alternative to staff shortages. An integrated programme of staff training and management development was worked out in consultation with staff representatives in 1969 and implemented in 1970. The programme provides for,

- (a) Induction Courses for new recruits,
- (b) Basic Training for employees of the Ministry,
- (c) A Seminar for Senior Staff.

64. The Manual of Operations, which spells out in detail procedures of work at all levels, forms the basis for on-the-spot training by Directors/Section Heads and District Labour Officers.

X. ACKNOWLEDGEMENTS

65. The Minister, who took over his duties in July 1970, feels that all staff and particularly supervisors at all levels extended to him every assistance possible; and expresses his deep appreciation to everyone for their loyalty and devotion to the cause of the Ministry.

66. The Minister takes this opportunity to thank publicly all who cooperated in rendering the publication of this Report possible within the time-limits set by the Ministry's programme of work. In this connection special thanks are due to the Public Information Office, to its Director and Staff, who have undertaken once again the speedy issue of the Report.

II. REPORT OF THE LABOUR RESEARCH AND STATISTICS SECTION

POLICY AND OBJECTIVES

67. The policy of the Section is to promote in co-operation with the Statistics Services of other Ministries, the co-ordination and improvement of statistical research and analysis, particularly as regards manpower and labour matters; to work towards the improvement of the scope and accuracy of 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 a detailed study of the present and foreseeable manpower and labour problems of the Island; and to facilitate the Ministry in the formulation and execution of its policies and objectives, and more generally Government in its overall economic and social policy and planning, and in achieving the most economic mobilization and utilization of our manpower.

68. 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) MANPOWER ASSESSMENT PROGRAMME :

69. 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 working towards 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 in 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 resources development, as part of the country's more general programme for achieving economic growth.

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

(B) SURVEYS AND SPECIAL STUDIES :

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

(a) Fifth Island-Wide Manpower Survey

72. The fifth Island-Wide Manpower Survey was conducted during the months of April and May, 1970. This Survey was carried out in co-operation with the Department of Statistics and Research of the Ministry of Finance. It differed from previous Manpower Surveys in the following ways:—

(i) A sample of establishments employing ten or more persons (624 establishments employing 26,956 persons) were contacted by personal visits, whereas the remaining 889 establishments of this category (which employed at 31.3.70 a total of 45,676 persons) were contacted by mail.

(ii) A sample of non-agricultural establishments employing 1-9 persons (611 in all) were also contacted by personal visits.

(iii) As for the previous year, farms employing ten or more persons were included in the Survey.

73. Therefore, the coverage of this year's Survey was as follows:—

- (i) 1,466 non-agricultural establishments employing ten or more persons;
- (ii) 47 farms, livestock production, forestry, and fishing establishments; and
- (iii) 661 non-agricultural establishments employing 1-9 persons.

74. The objectives of this Survey were:

- (a) to collect data on employment by location, branch of economic activity, occupational categories and sex;

(b) to collect information on manpower requirements; and
(c) to obtain information concerning training needs of employed persons.

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

76. A report on the findings concerning establishments employing ten or more persons has been issued (See Manpower Research Series No. VIII (7)) and a separate Report for smaller establishments is under preparation.

(b) Monthly Returns from Employers

77. The programme of monthly mail reports on the employment situation from co-operating establishments which was initiated in 1966, was continued during the year, as the data thus made available has proved very useful in enabling the Ministry and other interested Departments to follow labour market developments.

(c) Review of Labour Market Developments During the year 1969

78. On the basis of the data which is made available by the above-mentioned programme of monthly mail reports, a study entitled 'Review of Labour Market Developments During the Year 1969' was prepared early in the year. This study makes available monthly data on the employment situation in establishments employing ten or more persons as well as on Un-employment and Vacancies information by Branch of Economic Activity.

79. A similar report for the year 1970 is now under preparation and will be completed as soon as the data for December 1970 is received.

(d) Cyprus Skills Survey

80. In order to collect part of the data needed in connection with a study of the Manpower situation in Cyprus for the period 1972-1976 which Professors Liebhafsky and Kaminarides* have undertaken to prepare, this Section undertook to carry out a 'Cyprus Skills Survey' the objectives of which are to collect data on the occupational structure of the various branches of economic activity and forecasts of employment for the years 1972 and 1976. In addition information on replacement needs and on training within industry will be obtained.

81. In this connection a survey to establish school output for the years 1972 and 1976 has also been undertaken.

82. The collection of the completed questionnaires was finished in December, and it is hoped to have preliminary data on the findings of the Survey available in January, 1971.

(e) Survey of Employment and Wages for 1969

83. At the request of the Planning Bureau a Survey of employment and wages paid during the year 1969 was undertaken. For the collection of the necessary data use was made of the Cards which are kept at each District Labour Office for each employer for the purposes of the Termination of Employment Law. According to the Law each Employer must submit monthly a statement showing the number of persons employed by him during the month and must pay five mils for every £1 paid in the form of wages. A record of the number of employees and the amount of the contribution is made on his card. These cards provide, therefore, a good basis for the extraction of employment and earnings data.

84. Work on this Survey is at an advanced stage and the Report should be ready early in 1971.

(f) Social Insurance Statistics

85. A 25% sample of the 1968/69 Social Insurance Cards has been selected in order to supply data on the characteristics of the labour force. Work on this project has also progressed well and preliminary data on occupations, age-groups, and industry employment should be available early in 1971.

(g) Survey of Hotel Employees, March 1970

86. During March, 1970, a Survey was carried out in order to collect data on the earnings of Hotel employees. This Survey covered 27% of the Hotels and 43% of hotel employees. (For details see relevant Report).

(h) Survey of Footwear and Wearing apparel Employees — June, 1970

87. The objectives of this Survey were to collect data on the earnings of employees in Footwear and Wearing Apparel establishments. This Survey covered 6.3% of the employees in Footwear establishments and 7.9% of the employees in Wearing Apparel establishments. (For details please see relevant Report).

(i) Survey of Salesmen and Shop-Assistants, June, 1970

88. The object of this Survey was to collect information concerning the earnings of Salesmen and Shop Assistants in relation to their education and years of service. A total of 129 establishments employing 603 such employees were covered. (For details please see relevant Report).

* Messrs E. Liebhafsky and J. Kaminarides are professors of the University of Missouri and the State University of Arkansas respectively. Their study is expected to be complete by the middle of 1971.

(j) Survey of demobilized National Guardsmen

89. During the year under review a total of 1,592 demobilized National Guardsmen registered for work with the Employment Offices. Of these 715 (45%) were placed in work through the Employment Offices and the majority of the remainder secured work on their own.

90. At the end of December, 1970 only 213 (8% of total registrations) ex-National Guardsmen were registered as unemployed.

(k) Emigration

91. During the year under review a total of 2,400 persons or 0.04% of the estimated 1970 mid-year population emigrated from the Island.

(C) EMPLOYMENT OFFICES STATISTICS

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

93. For detailed information on the above-mentioned topics, refer to tables nos. 1-20.

TABLES
Nos. 1-20

(D) PRESS VACANCIES

94. The systematic study of all vacancies advertised in the local press and the Official Gazette, which was initiated in March, 1963, was continued during the year, as this has provided useful information and assistance in the attempt to study the demand for labour from as many aspects as possible.

(E) STATISTICS OF SCHOOL LEAVERS

95. In view of the problems which school leavers encounter in their search for work, information concerning this subject is collected on a systematic basis. Local Offices prepare and submit monthly returns on the number of secondary school leavers registered as unemployed giving details of the type of school attended, and the sex of those remaining unemployed.

96. For details on School leavers statistics, refer to tables no. 16-19.

97. Apart from the above data, information is also collected on the numbers of those graduating from secondary technical and vocational schools, by occupational categories. For details see table no. 21.

TABLES
Nos. 16, 19
TABLE
No. 21

(F) "SPECIAL CASES" STATISTICS

98. At the end of each month, all District Labour Offices prepare and submit a separate return on "Special Cases" i.e. job seekers who are mentally or physically handicapped and are in need of special treatment. This return provides data on the number of "Special Cases" on the "live" registers at the end of each month, by sex, age-groups, type of disability, number of placements, and the category of employer with whom these were effected.

99. Details on "Special Cases" statistics are given at table no. 18.

TABLE
No. 18

(G) PORT LABOUR STATISTICS

100. A monthly return on Port workers is submitted at the end of each month by the District Labour Offices. This return provides information on the number of port workers employed in each port during the month, the average number of days worked, and their earnings, separately for each category of port workers (stevedores, lightermen, and quay porters) and for registered and unregistered port workers. For details on Port Labour Statistics see table no. 17.

TABLE
No. 17

(H) CENTRAL REGISTER OF ESTABLISHMENTS

101. The Central Register of Establishments which was prepared during the previous year has proved of significance to the work of the Section as well as to other sections of the Ministry.

102. In an effort to keep this register up-to-date District Labour Officers submit, on a monthly basis, details of new establishments set up in their District as well as of establishments closing down or changing address. The records are thus constantly kept up-to-date.

III. REPORT OF THE EMPLOYMENT SECTION

POLICY AND OBJECTIVES

103. 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.

104. The main duties of the Employment Service are to help job-seekers to find suitable and employers to find qualified employees; to effect the best possible distribution and 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.

105. Conditions of overfull employment having prevailed for six consecutive years, the policy of the Ministry is now not just one of "full-employment", but that of "most productive employment".

EMPLOYMENT BY BRANCH OF ECONOMIC ACTIVITY

106. Cyprus economy has made a further step forward in almost every field of economic activity. Conditions of overfull employment prevailed for the 6th consecutive year. The number of persons registered as unemployed during the year was 1.07% of the economically active population.

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

Agriculture, Fishing and Forestry	96,000
Mining and Quarrying	5,100
Manufacturing, Electricity, Gas and Sanitary Services	36,300
Construction	24,800
Commerce	24,000
Transport, Storage and Communications	11,500
Entertainment and Recreation Services	8,600
Government and Communal Institutions	21,500
British Military Authorities	6,200
Other	28,400
	<u>262,400</u>

T O T A L

108. 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 the Agriculture, Forestry and Fishing industry declined from 40.3% in 1960 to 37.6% in 1968 and 36.6% in 1969 and 36.6% in 1970 of the economically active population of the island.

109. The following table summarises relevant developments.

Economically Active Population 1960 - 1970

Branch of Economic Activity	1960		1965		1968		1969		1970	
	Thous.	%	Thous.	%	Thous.	%	Thous.	%	Thous.	%
1. Agriculture, Forestry & Fishing	94.8	40.3	97.0	39.6	97.2	37.6	96.0	36.6	96.0	36.6
2. Other Activities	140.5	59.7	148.0	60.4	161.6	62.4	166.0	63.4	166.4	63.4
Total Economically Active Population	235.3	100	245.0	100	258.8	100	262.0	100	262.4	100

110. Government remains the largest single employer in the Island. The number of persons employed by Government at the end of December 1970, was 20,034, as compared with 19,525 in 1969.

111. The above figure for Government employees includes 5,526 industrial workers and 1,708 casual clerical and technical workers, as compared with 5,739 and 1,825 respectively, in 1969.

112. The average number of Cypriots directly employed by the British Military Authorities (including U.N. and NAAFI) during 1970 was 7,055. (For further details see table No. 20).

EMPLOYMENT SERVICE STATISTICS

113. The number of persons registered as unemployed in 1970 remained almost the same

as that in 1969. Thus the registered as unemployed in 1970 accounted for 1.07% of the economically active population as against 1.05% in 1969, 1.2% in 1968, 1.14% in 1967, 1.4% in 1966, 1.5% in 1965, 2.3% in 1964, 2.2% in 1963, 2.3% in 1962, and 3% in 1961.

114. An analysis of the figures shown in tables no. 6 and 7 indicates that out of a total of 2,810 registered as unemployed, 1,177 (42%) were women. It is also noteworthy that 1,849 (66%) of those registered as unemployed came from the country - side; these were in effect underemployed farmers looking for additional work in order to supplement their incomes.

115. In 1969 registrants from the country-side represented 67% of the total number of registered unemployed, in 1968, 66%; in 1967, 68%; in 1966 71% and in 1965, 73%.

116. The duration of registration is shown in table no. 8. The figures indicate that in 1970 2,065 (73%) of the registered as unemployed were on the live register for more than 15 days, as against 76% in 1969, 74% in 1968, 74% in 1967, 73% in 1966, 70% in 1965, and 50% in 1964, these are mainly school graduates and persons who are interested only in certain specific types of work, or in employment in or very near their villages.

117. It will be observed from table no. 5 that the highest number of unemployed are unskilled workers, clerical workers and newcomers to the labour force (i.e. secondary school graduates etc.).

118. Table no. 7 shows those registered as unemployed by month, district and sex. Table no. 16 shows the number of secondary school graduates who registered for employment during the year.

119. A total of 11,609 vacancies were notified to the local employment exchanges, compared to 14,788 in 1969, 15,119 in 1968, 14,769 in 1967 and 15,944 in 1966. At the same time 9,319 placements were effected as against 9,761 in 1969; 9,914 in 1968; 12,306 in 1967 and 14,158 in 1966. (Further details on vacancies notified and placements effected are given in tables no. 10-15).

120. The percentages of placements with private employers compared to that with Government and with semi-Governmental Employing Departments has increased considerably. In some cases these placements were over 50% of all placements.

EMIGRATION

121. 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 they dropped to 2,676, and in 1969 to 2,378. In 1970, 2,400 persons emigrated from the island.

EMPLOYMENT OF ALIENS IN CYPRUS

122. At the end of December, 1970, 1,464 aliens were employed in Cyprus under a temporary employment permit issued by the Migration Department, Ministry of Interior, on the recommendation of the Ministry of Labour. The number of aliens employed at the end of June 1970, was 1,287. The majority of them were persons with professional qualifications i.e. architects, engineers, surveyors, administrators and managers of foreign companies, qualified nurses and school teachers. In most cases employers of aliens are required to engage Cypriot counterparts, to be trained by the aliens in order to replace them in due course. Analysed by country of origin, Greece is the country with the highest number of aliens employed in Cyprus, followed by the United Kingdom, the United States of America, Lebanon and Yugoslavia. A considerable number of aliens from Greece, Yugoslavia and Lebanon are presently engaged in the construction of the Larnaca and Limassol harbours and the Oil Refinery outside Larnaca.

123. An Analysis of Aliens employed in Cyprus as at 30/6/70 and 31/12/70 by Occupational Categories is given below :

MAJOR GROUPS

	30/6/70	31/12/70
0. Professional, Technical & Related Workers	498	525
1. Administrative, Executive & Managerial Workers	114	120
2. Clerical Workers	46	55
3. Sales Workers	85	82
4. Farmers & Fishermen	31	32
5. Miners & Quarrymen	7	2
6. Workers in Transport & Communication Occupations	60	84
7/8. Craftsmen, Production - Process Workers and Labourers n.e.c.	260	403
9. Service, Sports & Recreation Workers	188	161
T O T A L	1,289	1,464

Note. Aliens of category 0-93 (Musicians, artists, dancers, singers & actors are not included in Category "0").

SPECIAL CASES

124. A total of 153 "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. 18 refers.

TABLE
No. 18

PORT LABOUR

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

126. 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.

127. For details on the number of registered and unregistered port workers see table no. 17.

TABLE
No. 17

CHARACTERISTICS OF REGISTERED UNEMPLOYMENT

128. During 1970 conditions of over-full employment continued prevailing in the Republic. Most of those who registered as unemployed were farmers seeking additional work in order to supplement their income, or persons already in employment seeking a better or different employment to the one they already 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.

129. In order to differentiate between those registrants who depend entirely on wages for their livelihood and those who do not, the registered unemployed have been classified since 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, mainly to work in Government projects near their place of residence in order to supplement their income.

130. 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.

131. 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 digging 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.

PROFESSIONS AND OCCUPATIONS IN SHORT SUPPLY

132. Short supply of labour continued in both the private and public sector of the economy of the island during the year under review, in various occupations of the higher and middle grade personnel i.e. such as professionals, technicians and craftsmen, as well as of unskilled workers mainly in periods of increased agricultural activities for the collection and packing of agricultural products.

133. Such shortages extend to architects, civil and mineral engineers, surveyors, production managers, sales managers, chartered accountants, hotel managers, middle grade hotel staff, nurses, qualified dental technicians, commercial advertisers.

134. The Construction Industry and the Services Industry (Hotel & Catering) were the two branches of economic activity which were mostly affected from the shortage of skilled labour.

PROFESSIONAL, EXECUTIVE AND TECHNICAL REGISTER

135. Employment Service facilities are offered to professional, executive and technical job seekers, both at Headquarters and at the districts. A Central Register is kept at Headquarters, a summary of which is circulated to all District Labour Offices at regular monthly intervals. Contacts are also kept with students and other persons with professional qualifications, living abroad and wishing to secure employment in Cyprus. 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 placements of such persons were affected in Cyprus and job vacancies for Cypriots were advertised in the press through the Cyprus High Commission.

136. During the year under review an average number of 107 applicants was registered in the Professional Executive and Technical Register, whilst 104 persons were placed in employment. The number of applicants on the live register at the end of December 1970 was 141 as against 78 at the end of December 1969.

137. The following table shows the average number of persons with professional qualifications registered during the years 1965 to 1970 and the placements effected in each year.

	1970	1969	1968	1967	1966	1965
Average No. of persons registered	107	78	59	45	44	50
Placements effected	104	77	37	33	29	46

138. The majority of those who could not be placed easily into employment are those with a diploma or degree in political sciences, commerce, domestic science and generally in the field of humanities.

139. The number of unemployed persons with professional qualifications is in fact higher, as a considerable number of such persons are registered with the Ministry of Education for appointment in the Educational Services. The majority of them are philologists, theology teachers, mathematics teachers, physical training instructors, graduates of domestic science schools, etc.

“WHITE-COLLAR” WORKERS AND THE CREATION OF NEW PROSPECTS OF EMPLOYMENT FOR YOUNG PEOPLE

140. The problem of unemployment among Secondary School Graduates still remains serious since the great majority of them aspire to clerical jobs. Opportunities for employment in such posts are limited. This category of unemployed constituted 26.5% of the total registrants in 1970, whilst placements in the same category of registrants constituted 9.9% of the total placements.

141. Social attitudes and deep-rooted prejudices against manual and technical work have encouraged graduates to look upon “white-collar” employment as the best avenue for a career and social prestige.

142. During the year under review, there have been indications that the situation is changing. Youth is now inclined to show greater understanding and is becoming more ready to accept technical and manual work as a career. The response of secondary school-leavers to the accelerated training courses organised by the Ministry at the Dhekelia Training School, the Productivity Centre and the Hotel and Catering Institute, can be considered as a favourable indication in this direction. This may be attributed to the persistent enlightenment campaign organized by the Ministry of Labour and 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.

143. The conscription into the National Guard of young school graduates has resulted in increased demand for female school graduates. The following table is of some interest in indicating how the pattern of unemployment among secondary school graduates has altered over the last six 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	639
July, 1968	785	144	641
July, 1969	1216	494	722
July, 1970	1064	410	654

VOCATIONAL GUIDANCE

144. The main functions of this service are to assemble and distribute information about careers and employment opportunities for young persons and adults; to advise young people and adults on their choice of careers; to assist them in finding suitable employment and to keep in touch with them; to provide employers with facilities for filling their vacancies, and to encourage industries and firms to develop improved methods of recruiting, selecting and training young people.

145. Vocational Guidance is offered at the various districts and at headquarters as part

of the overall activities of the Employment Section, though no specialized service has yet been set up for the purpose.

146. During 1970, officers of the Ministry visited secondary schools, elementary schools and parents' associations, and gave talks on employment prospects in industry. The Educational Authorities co-operated closely with the Ministry in disseminating information to interested persons concerning job opportunities. Leaflets, pamphlets and other statistical information were also distributed.

147. A lot has, as a matter of top priority, to be done, however, before this Service can become an effective tool in our manpower policy.

ADVISORY COMMITTEES TO THE EMPLOYMENT OFFICES

148. An Advisory Committee is attached to each of the Employment Offices in the Districts of Nicosia, Famagusta, Limassol, Larnaca and Paphos. These Committees, which are composed of an equal number of workers' and employers' representatives, met regularly during the year to discuss questions relating to the organization 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.

149. Among the subjects discussed by these Committees were employment of professionals, vocational guidance, accelerated training in the construction industry, accelerated training for saleswomen, apprenticeship schemes, rehabilitation of Cyprus Mines Corporation redundants, rehabilitation of the disabled, etc. Many of the recommendations of these committees were useful, practical and constructive and have been put into effect.

VOCATIONAL REHABILITATION OF THE DISABLED

150. The Centre which falls within the administrative responsibility of the Employment Section, completed two years of successful operation since its establishment in 1968 and during this period has shown its usefulness and effective role in contributing to the needs of society.

151. The objectives of the Centre, when fully operational, are:—

- a) to provide occupational workshops for disabled persons who cannot work under normal industrial conditions;
- b) to train disabled persons in such trades as may render their rehabilitation feasible;
- c) to provide facilities for assessing the residual working capacity of disabled persons referred to it by the Employment Exchanges;
- d) to assist in the placement of the disabled in suitable employment; and
- e) to train disabled persons in the use of prosthetic appliances necessary to improve their prospects of obtaining employment.

152. During 1970 the number of trainees increased up to the maximum capacity, i.e. 26; the Assessment Workshop started its operation at the end of October, 1970. Training was provided in (i) weaving, (ii) knitting, (iii) carpet-making, (iv) bench-fitting, (v) tinsmithing and (vi) machining and brush-making.

153. A total of 16 trainees completed their training in 1970, 6 of whom have been absorbed by industry, 3 are occupied as home-workers and 7 are employed by the Special Fund of the Centre.

154. The Centre participated for the first time in the "1970 International Fair" in Cyprus by a separate pavillion. During this exhibition both the public and representatives from industry had the chance to hear about the objectives of the Centre and to examine the quality of the exhibited products which had been made by the trainees.

155. The policy of the Centre is determined by a Central Advisory Board for the Rehabilitation of the Disabled, consisting of representatives of industry, the disabled and private institutions interested in rehabilitation of the disabled. The Board established a Management Committee to assist in the day to day routine work of administering the Centre.

156. In 1970 it was observed again that distance was the main reason which prevented disabled persons residing outside Nicosia or its suburbs, to attend the training courses offered by the Centre; in order that the Centre may be able to attain its full objectives it should be provided with the following additional services:—

- a) a boarding house for the accommodation of trainees;
- b) additional workshops and equipment;
- c) a prosthetics workshop for the adjustment and re-adjustment of prosthetic appliances.

IV. ANNUAL REPORT OF THE INDUSTRIAL TRAINING SECTION

POLICY AND OBJECTIVES

157. Government's Labour policy regarding Industrial Training, outside schools, as defined by the Second Five Year Plan 1967-71, is implemented by the Industrial Training Section of the Ministry of Labour and Social Insurance through the pursuit of the following principles and objectives:—

- (a) The mobilization and utilization of the island's manpower pool through training and up-grading of skills.
- (b) The formulation and pursuit of such policies as would promote conditions ensuring higher productivity in all industries.
- (c) The achievement of "most productive employment" through training, up-grading and manpower planning.

158. The Industrial Training Section was established in 1969 and its work was supervised by the Senior Employment Officer till early in 1970 when the newly appointed Senior Industrial Training Officer took up his duties. The Section's main functions are:—

- (a) To advise the Ministry generally on the industrial training needs of the Cyprus labour force.
- (b) To collect and collate statistical data concerning the industrial training needs of the Cyprus economy and to plan all industrial training activities of the Ministry.
- (c) To co-ordinate the activities of all existing training schemes under the Ministry.
- (d) To implement policies and Laws concerning industrial training.

159. Among the various industrial training institutions, programmes and schemes which function under the jurisdiction of the Ministry of Labour and Social Insurance, the Apprenticeship Training Scheme, the Retraining Scheme of High School Graduates at Dhekelia and the Accelerated Training Scheme for the Building Industry at present come under the overall responsibility of the Industrial Training Section.

APPRENTICESHIP TRAINING SCHEME

160. The Apprenticeship Training Scheme was established in 1963 by the Ministry of Labour and Social Insurance in an effort to help industry to cope with the technological and industrial development of recent years.

161. The Scheme has two main objectives:—

- (a) To increase the number of skilled workers in industry in order to meet the acute demand, and
 - (b) To up-grade the skills of the young workers in industry on the basis of contemporary ideas and methods of work, in order to increase productivity.
162. The Scheme started functioning in 1963 with 66 apprentices in 5 trades. At the end of 1970 it covered a total of 882 apprentices in 11 different trades.

163. The cost is borne by Government, and the employers pay the trainees their normal wages for the period of related instruction at the Technical Schools.

164. Under the Scheme, apprentices are selected between the age of 14-18 and in agreement with their employers they attend the Technical Schools of their district twice a week during working hours. They receive theoretical instruction based on a syllabus, adapted to the local industrial conditions, which is prepared by the Joint Apprenticeship Committee of the trade concerned. The theoretical and practical instruction given in the Technical Schools has been fully integrated in their regular programmes since 1966. During the remaining four days they receive practical training at the place of employment by a competent supervisor or foreman.

165. The Scheme is supervised by an Apprenticeship Board which consists of employers', workers' and Government representatives, and 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 assists instructors from industry and the Technical Schools in the implementation of the approved syllabi. The inspectors are obliged to report to the Board monthly on the progress of the Scheme in the trade with which they are concerned. Twenty seven inspectors have so far been appointed.

166. The Apprenticeship Board also appoints the Joint Apprenticeship Committees which are responsible for preparing the relevant syllabus for each trade and following-up 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 the Cyprus Industry). Twenty nine Joint Apprenticeship Committees are now functioning under the Apprenticeship Scheme.

167. The Selection of trades for which apprentice training is provided is based on the following two main criteria:—

- (1) The present and future demand for skilled workers in industry, and
- (2) The availability of training facilities in the form of equipment, qualified instructors, etc.

168. The training period varies according to the trade concerned; in most cases it lasts for 3 years. On their successful completion, the apprentices are awarded a Certificate which is recognised by Government, Industry and the Trade Unions.

169. The Scheme which made a modest beginning in 1963 has since been developed into an island-wide institution and has demonstrated that its results are practical and useful. It is the second biggest source of supply of semi-skilled and skilled workers to industry after the Technical Schools. To-date it has given industry 364 properly trained craftsmen thus contributing considerably to the increase of the supply of skilled workers.

170. The Scheme moreover, served as an example to employers to enable them to appreciate the value of proper training, the aim being to induce employers to implement their own apprenticeship programmes.

171. The number of apprentices since the initiation of the Scheme has increased constantly and has now reached its climax (914 apprentices enrolled at the beginning of the School Year 1970-71).

172. The numerical increase of apprentices by year is shown below:

Year	No. of Apprentices
1963	66
1964	152
1965	209
1966	265
1967	557
1968	561
1969	672
1970	914

Note: The number of Apprentices shown above are the enrolments at the beginning of each School Year.

173. Between 1963-1970 the Apprenticeship Scheme gave industry 364 craftsmen in the following trades:—

Course	No. of Graduates
Automechanics	63
Welders/Plumbers	27
Furniture Makers	41
Electricians	66
Builders	54
Plumbers	21
Welders	29
General Technicians	24
Repairers of Radio and Television Sets	14
Repairers of Domestic Appliances	5
Fitters and Turners	13
Goldsmiths and Silversmiths	7
	364

174. During the school-year 1969-1970 the Apprenticeship Scheme organized courses in Nicosia, Limassol, Famagusta, Larnaca, Xeros and Paphos with a total number of 669 apprentices in 12 trades.

175. The number of apprentices at the end of 1970 was 882 in the following trades:—

T r a d e s	Total	N'sia	L'ssol	F'sta	L'ca	Xeros	Paphos
Builders	213	122	15	54	—	—	22
Electricians	113	43	19	31	—	12	8
Plumbers	26	26	—	—	—	—	—
Welders	21	21	—	—	—	—	—
Goldsmiths & Silversmiths	10	10	—	—	—	—	—
Automechanics	139	70	45	24	—	—	—
Furniture Makers	175	87	30	39	9	10	—
Repairers of Radio & T.V. Sets	54	32	—	22	—	—	—
Dress-makers	49	—	—	—	19	—	30
Welders-Plumbers	63	—	32	19	12	—	—
Sheet-metal Workers/ Welders/Plumbers	19	—	—	—	—	—	19
T O T A L	882	411	141	189	40	22	79

DHEKELIA RETRAINING SCHEME FOR HIGH SCHOOL GRADUATES

176. The Retraining Scheme for high school graduates is a continuation of the Dhekelia Retraining Scheme for Redundant Sovereign Base Area Employees according to which the Military Authorities provided the facilities of the R.E.M.E.* Trade Training Centre for the purpose of retraining Cypriots in the skills for which there is an acute demand.

177. Since its initiation in April 1969, the Dhekelia Retraining Scheme for high school graduates offered four full time courses of 12 months duration to 38 persons in the following skills:—

Course	No. of trainees	Completion date
1. Welders	7	16.4.70
2. Sheet Metal Workers	8	16.4.70
3. Electricians	11	20.7.70
4. Heavy Vehicle Mechanics	12	20.7.70

178. Four additional courses of 28 weeks duration each were initiated during 1970 under a new agreement between the Cyprus and the British Government according to which the Cyprus Government accepted to finance 50% of the total operating costs. The starting and completion dates of the courses as well as the number of trainees by December, 1970, in each course were as follows:—

Course	Starting date	Completion date	No. of trainees in December, 1970
Welders	3.6.70	16.12.70	11
Metal Smiths	3.8.70	3. 2.71	14
Electricians	3.8.70	3. 2.71	13
Automechanics	3.8.70	3. 2.71	13

179. Early in 1971 the following courses of 28 weeks duration each have been scheduled to start:—

Course	Starting Date
Welders	11.1.71
Electricians	22.2.71
Automechanics	22.2.71
Metal Smiths	22.2.71

180. The courses organized at the Dhekelia Trade Training Centre include theoretical instruction and practical exercise at the Workshops of the Centre under the supervision of competent instructors. Lessons are presented in English.

181. Each trainee receives a training allowance of £4.- per week during the period of retraining and is awarded a relevant diploma at the end of the course.

182. It is worth mentioning that this scheme for the retraining of unemployed high school graduates in technical trades is unique in Cyprus. It is a novel experiment, the experience from which will be valuable to the Ministry of Labour as regards future plans for industrial training.

ACCELERATED TRAINING SCHEME FOR THE BUILDING INDUSTRY

183. The acute labour shortages of skilled workers in the building industry have for a long time resulted in higher wages and consequently in high building costs. Therefore, the Ministry of Labour and Social Insurance decided upon the initiation of an accelerated training scheme for the building trades based on the modular system.

184. The fields to be covered are:—

- I. **Building**
 - Bricklaying
 - Plastering
 - Floor & Wall Tiling.
- II. **Carpentry**
 - Carpentry/Joinery
 - Carpentry/Joinery/Wood machining
 - Formwork & Shuttering.
- III. **Metal Trades**
 - Turners.

185. This Scheme has been subcontracted to the Cyprus Productivity Centre and further details thereon can be seen at pages 28 and 29.

* Royal Electrical and Mechanical Engineers.

APPRENTICESHIP TRAINING SCHOOL FOR JOCKEYS AT THE NICGSIA RACE CLUB

186. The Industrial Training Section of this Ministry offered its assistance to the Nicosia Race Club in order to establish an Apprenticeship Training School for Jockeys.

187. The Industrial Training Section offered its expertise in:—

- (a) finding suitable candidates for the courses and in selecting those most appropriate for the job
- (b) finding suitable instructors
- (c) organising and equipping the school
- (d) preparing the syllabi.

188. The school started functioning on 9th November, 1970, with 6 apprentices. As soon as it is properly established it is expected to increase the number of its trainees considerably.

V. REPORT OF THE ADVANCED TRAINING INSTITUTES AND THE CENTRAL HOTEL TRAINING SCHOOL

189. There are two specialized advanced training Institutes operating under the aegis of the Ministry, with assistance from United Nations Specialized Agencies: the Higher Technical Institute and the Hotel and Catering Institute. Each has its own Director and Board of Governors. The Director of the Hotel and Catering Institute is also Director of the Central Hotel Training School. The School and Institute share the same premises and local staff.

HIGHER TECHNICAL INSTITUTE

GENERAL

190. The H.T.I. 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 total expenditure of U.S.\$1,754,078 in five years out of which the Special Fund will contribute \$980,500 and the Government of Cyprus \$773,578.

191. 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 \$165,000. The Government of Cyprus shall provide the necessary professional counterpart staff, the non-professional and administrative staff and the land and buildings.

192. A request to U.N.D.P.* for additional Technical Assistance of \$205,800 has been provisionally approved by the U.N.D.P. Administrator and is expected to be finally approved by the Governing Council in January 1971.

OBJECTIVES

193. The purpose of the H.T.I. is the training of high grade technicians (Technician Engineers) in the three fields of Mechanical Engineering, Electrical Engineering and Civil Engineering, for the needs of the Industry of Cyprus and of the Technical and Vocational Schools, in order that the country may be provided with the technical personnel essential for its industrialization.

194. The creation of the Institute became a necessity because of the country's growing need in technicians and in technical teachers for the implementation of an educational reform in the country.

195. Through full-time and other forms of training, such as night classes and refresher courses, the Institute is expected to make a lasting impact on the economic and social development of the country and on the development of its educational system.

196. The level reached in the three-year courses is comparable to that of similar internationally accepted courses for high level Technician Engineers (like the Higher Technician Diploma of the City & Guilds of London Institute and the Higher National Diploma of the U.K.) but oriented to meet the particular needs of Cyprus. Successful students will be awarded a Cypriot Technician Engineer Diploma. The first graduates of the full-time course will be out in July 1971.

MID-PROJECT EVALUATION

197. At the request of the Minister of Labour and Social Insurance, a joint U.N.D.P./UNESCO/ILO Review Committee was sent to Cyprus to assess the project's progress, to ensure that the curricula and syllabi were of the right level and geared to the real needs of local industry, and to investigate the request for additional laboratory and workshop equipment.

198. The Committee came in March 1970, and stayed for one week. A special meeting of the Board was convened to which the members of the Committee expressed their satisfaction on the work done and on the overall progress of the Institute.

199. The Committee submitted its Report in July 1970 which was very favourable. Inter alia, the Report

- (a) re-confirmed the correctness of the establishment of the H.T.I.;
- (b) accepted the necessity for the Institute's own workshops and recommended additional assistance for their equipment;
- (c) recognised the need for additional laboratory equipment;
- (d) praised the Institute's curricula and syllabi and the Government staffing policy, and
- (e) accepted and recommended Government's request for additional technical assistance.

* United Nations Development Project.

200. As a result of the favourable report of the Review Committee, the U.N.D.P. Administrator in December 1970 authorised the purchase of the additional laboratory and workshop equipment pending the final approval by the Governing Council in January 1971.

EXPERTS

201. Two new Experts joined the H.T.I. during 1970, increasing the team of Experts to seven, plus the Chief Technical Adviser. The Team of Experts appears at page II of the Report.

202. Two more Experts (one for Metallurgy, Heat Treatment and Foundry, and one for Industrial Control and Instrumentation), are included in the additional assistance requested by the Government of Cyprus which is expected to be finally approved in January 1971.

COUNTERPART STAFF

203. The Counterpart project personnel includes full-time and part-time members of the lecturing staff as well as Instructors and Laboratory Assistants. One or more members of the lecturing staff are assigned as Counterparts to each of the International Experts.

204. During 1970, the following posts were filled by the Public Service Commission:

- Director.
- Three posts of Senior Lecturers (Civil, Electrical and Mechanical).
- Three posts of Lecturers (Basic Electrical Engineering, Electrical Engineering "Light Current", and Basic Mechanical Engineering), and
- Librarian/Archivist.

205. With the above appointments, the regular lecturing staff of the Institute was strengthened satisfactorily. With the commencement of the Academic Year 1970/71 (September 1970) the Institute started operations with eight Lecturers on contract basis (Mechanical Engineering Science, Electrical Engineering, Civil Engineering, Physics and Chemistry, Technical Teacher and Instructor Training, Civil Engineering "Concrete Technology", English and Report Writing and Workshop Superintendent). Thus, out of a total of 19 lecturing posts only two remain unfilled, those being the posts of Industrial and Business Administration, and of Mechanical Engineering. The duties of those two posts are performed by the Experts assigned to the Project.

206. One full-time instructor on contract basis, thirteen part-time instructors and four daily paid Laboratory Assistants were also engaged to meet the Institute's requirements in these categories.

STAFF DEPARTMENTAL ORGANIZATION

207. With the appointment of Senior Lecturers in September 1970, the four Departments of the Institute started to operate as administrative entities. Heads of the Civil, Electrical and Mechanical Departments became the respective Senior Lecturers appointed by the Public Service Commission. Co-ordination work in the General Studies Department, was assigned to one of the Lecturers of this department.

208. For the overall co-ordination of work and activities of the Institute, regular weekly meetings with Experts and Heads of Departments were convened for discussions on the implementation of the training policy. Further, each Department held regular weekly meetings for the same purpose.

COUNTERPART FELLOWSHIPS

209. Two Lecturers who were awarded UNESCO fellowships in the previous year, 1969, returned during 1970. Three other Lecturers were awarded 12-month UNESCO fellowships, according to the Plan of Operation, during 1970 and started their courses, two in U.S.A. and one in U.K.

BOARD OF GOVERNORS

210. The Institute is administered by a semi-autonomous Board of Governors which is chaired by the Minister of Labour and Social Insurance and has as members representatives of Professional Associations, Employers Associations, Trade Unions (Greek and Turkish), Government Departments and the Turkish Office of Education.

211. During 1970, the Board met four times on the 21st March, 17th April, 29th May and 23rd November. It dealt with various problems relating to the operation of the Institute and its implementation. On several occasions, Sub-Committees were appointed to study and report on specific problems or carry out specific tasks or surveys.

212. Among the important issues, the Board dealt with, were the following:

- (a) the approval of the curricula and syllabi of training of the H.T.I. courses;
- (b) the revision or addition of certain clauses of the General Regulations of the H.T.I.;
- (c) the approval of schemes of service for new posts;
- (d) the approval of the H.T.I. proposals for the 1971 Budget;

- (e) the establishment of a policy on "contact-hours" for the lecturing staff of the Institute;
- (f) the consideration of methods of financing the Students Union of the H.T.I.;
- (g) the arrangements for the Entrance Examinations of the new Academic Year 1970/71; and
- (h) the approval of the Academic Calendar for the School Year 1970/71.

TEMPORARY ACCOMMODATION

213. The Institute continued for the second year and until August 1970, to operate in temporary accommodation at the Technical School, Nicosia, and used its workshops and laboratories. The mechanical workshops of the Productivity Centre were also used.

INSTITUTE'S OWN BUILDINGS

214. By the new academic year 1970/71, (September 1970) the Institute was transferred to its own new building at Athalassa. Although the building was not complete, a sufficient number of rooms was made available by the contractors for use as lecture rooms, offices, etc., enabling the commencement of work. Although the contract for the construction of the Institute expired in May 1970 and was extended until the end of August 1970, the building was not completed even by the end of 1970.

215. As the construction of the Institute's Workshop was not completed by October 1970, the Institute again used the Workshops of the Nicosia Technical School and those of the Productivity Centre.

216. The Planning Bureau approved the additional erection of a student's canteen at a cost of £10,000.-. Tenders were invited and work is anticipated to start in March 1971.

EQUIPMENT

217. The Plan of Operation of the H.T.I. provides for \$150,000 for laboratory equipment as part of UNESCO's contribution. Order lists were forwarded to UNESCO Headquarters for the whole amount, and by the end of the year 80% of the equipment was received. In all laboratories which were made available by the contractors, the appropriate equipment was installed by the Experts.

218. Additional laboratory equipment and workshop equipment of \$175,000 value was included in a supplementary request of the Government to U.N.D.P. which is expected to be finally approved early in the new year.

RESULTS OF THE ACADEMIC YEAR 1969/70

219. Four of the first year students (1 Greek, 3 Turkish) failed at the end of the academic year 1969/70. Ten of the first year students and nine of the second year students were referred. At the September Referred Examinations, all second year students passed. From the first year, 7 passed and 3 failed (2 Greeks, 1 Turk); the latter were allowed to repeat the year.

220. The results of the academic year 1969/70 are summarised in the table below:

S p e c i a l i s a t i o n		All Students	Passed	Failed
1st Year	Civil	20	19	1
"	Electrical	16	12	4
"	Mechanical	19	17	2
2nd Year	Civil	24	24	—
"	Electrical	27	27	—
"	Mechanical	16	16	—
TOTAL		122	115	7

RESULTS OF THE 1970 ENTRANCE EXAMINATIONS

221. Out of 196 candidates who applied for the July 1970 entrance examinations, 186 sat in all the papers of the examinations. Of these, 98 were successful among whom 18 were Turks. 61 of the successful candidates come from Gymnasia, Lyceums and other Schools of General Education and 37 from Technical Schools.

ENROLMENTS

222. (a) To the first year of the courses — From the 98 successful candidates for the first year of the courses, 89 were pre-enrolled in July 1970. Of these, only 78 were finally enrolled in September of whom 8 were Turks. Seven repeaters were also enrolled.

223. (b) **To the second year of the courses** — From the 48 students eligible to enrol for the second year of the courses on account of their successes at the previous year, only 46 did so. Of the remaining two, one obtained a scholarship abroad and the other joined the National Guard.

224. A Turkish student, having studied for 2½ years at the Istanbul University, was admitted directly to the second year of the Electrical Engineering course.

225. (c) **To the third (final) year of the courses** — From the 67 students eligible to enrol on account of their successes at the previous year, 66 did so. The remaining one was awarded a scholarship abroad.

INDUSTRIAL TRAINING

(a) For Technical School Students

226. First-year students who were graduates from Technical Schools received industrial training with ten local firms, Authorities etc., according to their field of specialization. According to the curriculum, the above students received such training for 20 hours per week, (Fridays, Saturdays and Mondays).

227. A nominal remuneration of £1.500 mils weekly was paid to such students in accordance with an agreement made during the previous academic year 1968/69 between the Ministry and the employers concerned. These earnings were deposited with the Institute's "Fund for Students Working in Industry".

228. The amount of £1,093,910 mils was collected during the year and after deducting 1% to cover several small expenses of the Fund, the balance was returned to the students according to the number of days each of them worked in Industry.

(b) Summer Training

229. According to the new curriculum of training approved by the Board, all students should receive training in industry for 6 weeks during the summer following their first year of studies at the Institute. This arrangement will be applicable to all students irrespective of their school of origin (i.e. Gymnasia or Technical Schools).

230. In Summer 1970, all Gymnasia students who had completed their 1st or their 2nd year of studies received industrial training for six weeks, as above. The Technical School students who, according to the old plan (described in (a) above), had already been engaged in industrial training during their normal course of studies were exempted from this summer training.

231. Reports on the Summer Training were encouraging. The students, who were left free to negotiate their own remuneration, received from £5 to £11 per week.

(c) For the final year students

232. The approved new curricula for the H.T.I. courses provide for six months of Industrial Training the objectives of which are to offer skilled worker and technician training and to introduce the students into the type of work-environment and the work-problems encountered in the Cyprus Industry.

233. All 66 third year students were placed in selected Government Departments, Authorities and Private Industrial establishments for such training for 2½ days per week.

234. The Industrial Training Supervisor and the Head and Lecturers of the respective Departments visited the students at the places of their training for the preparation and discussion of their training programmes with their employers.

235. A fee of £2,000 mils was collected for each week's work. Of this, £1,500 mils is deposited in the "Fund for Students Working in Industry" and the remaining £0,500 mils is used to subsidise travelling expenses by students.

SCHOLARSHIPS TO STUDENTS

(a) Government Scholarships

236. The Government offered scholarships to 20% of the students in the form of remission of tuition fees (to 10% full remission, and to another 10% remission of half fees).

237. For the academic year 1969/70 the Scholarships Selection Committee, specially appointed by the Board for the purpose, in accordance with the above, awarded 13 full and 13 half scholarships to the students of the Institute.

(b) Scholarships Fund

238. The Director applied for contributions to the Scholarships Fund to most of the private establishments and to the Semi-Governmental Authorities. By the end of the academic year 1969/70 an amount of £1,845,000 mils was collected.

239. From the above proceeds, the Scholarships Selection Committee awarded 12 full and 16 half scholarships valued at £1,320,000 mils. The balance of £525,000 mils was transferred

for use in the academic year 1970/71. By the end of 1970 another amount of £180,000 mils was collected from contributions. More donations are expected to be collected early in 1971.

PRIZE

240. The yearly prize of £10.- which was instituted by the Cyprus Professional Engineers Association, was awarded to a first-year student of the Civil Engineering Department.

SCHOLARSHIPS TO FOREIGN STUDENTS

241. The Council of Ministers, on the suggestion of the Board of Governors, decided to offer one full scholarship (including board and lodging), every year, to a student from a Commonwealth Country for a 3-year course of studies at the H.T.I. This was notified to all Commonwealth Countries through the Ministry of Foreign Affairs of Cyprus.

242. As a result of this notification, 13 candidatures were submitted from the Governments of the following countries:

1. Nigeria	—	Four candidatures
2. Lesotho	—	Three "
3. W. Pakistan	—	Three "
4. Mauritius	—	One candidature
5. Kenya	—	One "
6. Uganda	—	One "

243. The candidate of Mauritius was selected by an ad hoc Committee and accepted the scholarship. He was enrolled in the first year of the Civil Engineering Department.

INSURANCE OF STUDENTS

244. According to the Board's decision, all students were insured against personal accidents for the sum of £1,000.000 mils each. The fee of £2.350 mils was paid by the students. No accident occurred during 1970.

STUDENTS UNION

245. The Committee of the Union had regular meetings with the Director on several school problems and on matters related to the students' corporate life.

EXTRA CURRICULAR ACTIVITIES

246. According to the curriculum, the 2nd-year students have four periods per week allocated for extra curricular activities. Two Lecturers have been made available to assist the students in organizing such activities. Groups were formed for athletics, music, films, excursions etc., and a number of activities and lectures were organized during 1970.

LIBRARY

247. An amount of \$10,000 was provided in the Plan of Operation for the creation of a Reference Library. Order lists were forwarded to UNESCO and a great number of technical books have been received. Another amount of £400.- was included in the 1970 Budget for the purchase of technical books locally.

PARTICIPATION OF THE DIRECTOR AND THE CHIEF TECHNICAL ADVISER OF H.T.I. IN A UNESCO SEMINAR

248. In April, 1970, a Regional Conference on Engineering Education, organized by UNESCO, was held in Algiers. The Chief Technical Adviser of the H.T.I. was one of the three speakers. The Director of the Institute participated in the Conference and took part in its proceedings.

249. From the discussions during the meetings of the Conference a number of practices introduced at the H.T.I. were adopted as sound and modern in conception, such as the continuous assessment system and the drafting of syllabi by the job-analysis approach. The H.T.I.'s 40-week academic year was regarded as the longest in existence amongst the countries of the region.

HOTEL AND CATERING INSTITUTE GENERAL

250. The Hotel and Catering Institute is a joint project of the Cyprus Government and the United Nations Development Programme. Executing Agency for the implementation of the project on behalf of the Government is the Ministry of Labour and Social Insurance and on behalf of the United Nations Special Fund, the International Labour Organization. The agreement was signed in February, 1969 and provides for a total expenditure of U.S. \$2,560,300

in four years, out of which the Special Fund will contribute \$753,700 and the Government of Cyprus \$1,806,600. The Special Fund shall provide a total of 288 man-months of expert services, nine fellowships to Cypriot counterparts of six months duration each and equipment and supplies at a cost of \$150,000. The Government of Cyprus shall provide the necessary professional counterpart staff, the non-professional and administrative staff, the land and buildings.

251. The Institute is administered by a Director and a Board of Governors which is composed of representatives of Ministries, Employers' Associations and Trade Unions directly concerned with the Hotel and Catering Industry.

252. In 1970 two Turkish Cypriot representatives (one from the Trade Unions and one from the Employers' Association) were appointed to the Board of Governors.

OBJECTIVES

253. The overall objectives of the Institute are to provide Industry with hotel and catering personnel of the middle and upper grades. The upper grade courses however, are not expected to commence before the completion of the Institute's own premises sometime in November, 1972.

254. The Institute aims at providing:

- (a) Training,
- (b) Advisory and Consultancy Services,
- (c) Research, Information and Documentation.

TRAINING

255. The training activities aim 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 fields of:—

- (a) Managerial systems,
- (b) Hotel organization and structure,
- (c) Hotel cost-accounting and analysis,
- (d) Staff management and labour planning,
- (e) Public relations and sales promotion,
- (f) Propaganda and publicity,
- (g) Tourist traffic and tour planning, and
- (h) Budgeting and control.

256. In addition, courses for supervisory level personnel will be organized. They will last twenty-two weeks and will cover Kitchen, Restaurant and Bar, Housekeeping and Front-Office operations. Under the control of the Institute compulsory periods of work in hotels will be organized between terms for practice.

257. The advisory and consultancy services will consist of direct technical assistance of a practical nature to hotels, and techniques related to the planning, organization and management of their various services.

258. The Institute will serve as a demonstration pilot centre for local hotels, restaurants and travel agencies, since it will also include a small, but top-class, operating model hotel.

EXPERTS AND COUNTERPART STAFF

259. A team of international experts arrived in 1969 and now assist in the implementation of the project. The Chief of Project is responsible for the on-the-spot administration of I.L.O.'s project activities. Besides the Chief of Project four I.L.O. experts (one for every speciality of training) are attached to the Institute and four more are expected in 1971.

260. The counterparts of project personnel, consisting of the Director and five instructors, were appointed by the Public Service Commission and have assumed their duties alongside the I.L.O. experts. In close co-operation with the experts they are being trained in all aspects of their functions in order to enable them 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.

ACCESS TO THE INSTITUTE AND ENROLMENT OF TRAINEES

261. Students of the Institute come from three sources:—

- (i) High-School graduates
- (ii) Graduates of Hotel Schools and
- (iii) Industry-based employees with at least 3 years Secondary education and 3 years experience in the hotel or catering industry.

262. All candidates are required to pass the Institute's entrance examinations before admission.

263. Candidates coming from High Schools are also required to attend a 16 weeks induction course before entering the technical courses. The object of the induction course is to

introduce candidates, with a sound general education, into the trades of cookery, waiting, reception and housekeeping, enabling them thereby to acquire the basic knowledge of these skills and to make a choice of speciality to follow in the technical courses.

264. The first Middle Grade Technical Courses of the Institute commenced on 7th January, 1970, with the following number of students and sources of enrolment:—

	High School Graduates	Hotel Schools' Graduates	Industry-based Employees
Cookery	—	3	1
Reception	10	—	—
Waiting	3	7	—
Housekeeping	10	—	—
	23	10	1
			Total: 34

265. Ten Waiting students and ten Housekeeping students received their diploma in December, 1970, and are now employed in Industry in remunerative jobs.

266. On the 2nd November, 1970, the Second Middle Grade Technical Course commenced with the following number of students:—

	1st Year	2nd Year
Cookery	3	3
Reception	3	10
Waiting	10	—
Housekeeping	12	—
	28	13
		Total: 41

267. Eighteen of the students attending the Institute at present are male and 23 female. Seven students are Turkish Cypriots.

268. The lessons for all courses are scheduled to finish at the beginning of April, 1971 and all students will be placed in Industry for practical training by mid-April, 1971.

ACCOMMODATION

269. The Institute is housed temporarily at the premises of the Central Hotel Training School. The tender for the construction of the Institute was awarded by the Main Tender Board to a local firm.

270. On 21st January, 1971, the agreement for the construction of the Institute was signed. Building works commenced immediately after signature of the agreement and will be completed by the end of 1972. The cost of the building will be £337,000,000 mils; the furniture and equipment to be provided by Government and I.L.O. will cost approximately £110,000,000 mils.

271. When the new building is completed, by the end of 1972, it is estimated that the Institute will enrol students at the following rate:—

- 36 students for General Basic level (accelerated preparatory training).
- 96 students for Middle level (technical courses).
- 48 students for instructors and Upper level (training courses).

CENTRAL HOTEL TRAINING SCHOOL

272. The Central Hotel Training School, established in 1965, has now reached maximum capacity by the enrolment of 60 students, 32 in Waiting and 28 in Cookery.

OBJECTIVES

273. 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.

AB INITIO TRAINING

274. In 1970, 60 trainees were enrolled for full-time courses in Cookery and Waiting. The trainees reside in the School and work under real industrial conditions. During the summer holidays they are placed with suitable hotels for their practical training.

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

276. A total of 32 graduates received their diploma in 1970, (16 Cooks and 16 Waiters) and were immediately absorbed by industry.

UP-GRADING COURSES

277. 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 cuisine. In 1970, the School organized on the spot up-grading courses in Floor-Service.

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

ACCELERATED TRAINING COURSES

279. For the first time, in the history of the School, accelerated training courses in Waiting and Cookery were organised jointly by the Central Hotel Training School and the Hotelkeepers' Association.

280. The cost of the courses was shared equally by Government and Hoteliers. Twenty four waiters and 7 cooks graduated from the aforesaid courses and were immediately absorbed by industry.

OTHER ACTIVITIES

281. Apart from the teaching of mathematics, knowledge of merchandise, good manners, professional ethics, understanding of the arts and ancillary lessons, the School has organized visits to wineries, breweries, monuments, monasteries, places of importance and theatrical shows.

282. In March, 1970, a seminar on the "Problems of Management" was organized at the Ledra Palace Hotel. Thirty Hotel managers and proprietors participated. The Seminar was an unprecedented success.

283. Regular visits were organized to the Foreign Cultural Centres and libraries, and importance has been given to the student's culture, personal appearance and good manners.

284. The library of the School has been enriched by donations from individuals, the United States Information Service, the British Council, the French Cultural Centre, and the Goethe Institute. It is hoped that such valuable donations to the library will continue and increase in future.

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

VI. REPORT OF THE CYPRUS PRODUCTIVITY CENTRE (SUMMARY)

PLAN OF OPERATION

286. The Cyprus Productivity Centre is a Government of Cyprus — United Nations Development Programme — International Labour Office joint project which was originally established on the 28th November, 1963 and extended by subsequent amendments of its Plan to the end of 1970.

287. A new request has already been submitted to the United Nations Special Fund for the further extension and expansion of the Centre and is now under consideration.

288. The policy of the Centre is to assist private and public enterprises 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.

289. 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 inplant work to demonstrate their operation.

290. 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.

291. After the 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.

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

- to determine the 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 policies.

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

FUNCTIONS

294. Functionally the training activities of the Centre are grouped into two sections:—

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

295. The Management Development Section in 1970 consisted of the following sub-sections:—

- (a) General Management,
- (b) Marketing Management,
- (c) Industrial Engineering,
- (d) Production Management,
- (e) Management Accounting,
- (f) Small Scale Industries,
- (g) Supervisory Training, and
- (h) Organization and Methods.

296. The Vocational Training section has significantly expanded and in 1970 it incorporated the following trades:

- (a) Metal (Welding and Fitting),
- (b) Auto (Light and Heavy),
- (c) Electrical,
- (d) Plant Maintenance,
- (e) Foundry,
- (f) Plumbing and Sheet Metal,
- (g) Machine-shop,
- (h) Building,
- (i) Woodworking, and
- (j) Technical drawing.

1970 TRAINING ACTIVITIES

Management Training

297. Some of the main characteristics of the management programmes have been the following, which on the whole arise out of the policy adopted by the Centre in 1969:—
- In-plant work now is pursued along uniform lines and in most practical courses participants are given assignments and have to produce reports.
 - The methodology of training has moved a long way towards more “participative” methods and involves less lecturing.
 - More courses and lectures have been organized in Greek.
 - Outside lecturers have been used.
298. Management Programmes per area run in 1970 are given below:—

Area/Section	No. of courses	Class hours	No. of participants
General Management	5	165	122
Organisation	5	90	86
Production	3	160	33
Management Accounting	2	27	47
Marketing	8	151	137
Supervisory Training	3	108	57
Small Scale Industries	8	197	110
T o t a l	34	898	592

The above programme was 72% higher than that of 1969.

299. During 1970 the C.P.C. organized two residential seminars which were led by lecturers from abroad. These were:

- (a) “Planning and Decision Making in Modern Management” led by Professors Zenon S. Zannetos of Massachusetts Institute of Technology and Renato Tagiuri of Harvard University.
- (b) “Management by Objectives” led by Messrs J. S. Frripp and J. A. Herring, Consultants of Urwick International Limited.

300. A seminar on “Long Range Planning and Computer Utilization”, first of its kind, was also organized in Athens by the Centre with the assistance of Honeywell Bull, Athens, to demonstrate the strength of the computer in assisting managers to receive reliable and exact data for long range planning decisions. The seminar was attended by Cypriot and Greek Companies.

Vocational Training

301. The courses held in 1970 are indicated by area in the table below:—

Area/Section	No. of courses	Class hours	No. of participants
Auto Trades (Light and Heavy)	13	463	147
Machinshop	5	232	50
Metal Trades	3	141	34
Electrical	5	249	71
Plumbing	2	21	50
Building	2	90	28
T o t a l	30	1196	380

302. The Vocational Training Section of the C.P.C. is mainly concerned with upgrading trade skills. The training is given in specially built and equipped workshops and is designed to assist instructors and skilled workers. The training undertaken by I.L.O. Experts and local qualified Technical Staff.

Accelerated Training

303. As from August 1970 the C.P.C. undertook the Accelerated Training Scheme launched by the Ministry of Labour and Social Insurance. The purpose of this scheme is to train unskilled workers intensively for a limited period in order to meet the manpower

demands of certain industries. Priority has been given to the building trades. The Table below indicates the training activities already undertaken.

A r e a	W e e k s	No. of Trainees
Bricklaying	30	40
Carpentering	19	12
Turning	22	10
T o t a l	71	62

304. Courses range in duration from 17-23 weeks. All courses except the Metal Trade Course which is covered wholly at the Centre's Workshops, will consist of training both at the Workshops and within Industry. Training at the Workshops includes theoretical and practical instruction, each class consisting of 15 trainees aged 18-30 who are at least elementary school graduates.

305. Nine classes have been scheduled to start in 1971 covering the fields of plastering, tiling, formwork/shuttering and carpentry/joinery.

306. This scheme is jointly financed by the Government and the Industry concerned. In 1970 an amount of £37,520 was allotted for this scheme. As a means of encouragement trainees are given a weekly stipend of £4 - £6 depending on their age.

Consultancy

307. In 1970 consultancy services became one of the main activities of the Centre.

308. During the year under review the C.P.C. carried out consultancies for local industries in the following areas:—

- 1 Computerization,
- 1 Critical Path Method,
- 2 Re-organization,
- 1 Marketing Policies,
- 1 Accounting and Costing,
- 1 Staff Requirements,
- 1 Feasibility Study for Cold Stores,
- 1 Production Planning, and
- 2 Plant Lay-outs.

Staff Training

309. In 1970 seven fellowships were awarded by I.L.O. to local counterparts for specialized training abroad. The countries in which the fellowships were tenable were: U.S.A., U.S.S.R., Italy, U.K., France and Holland.

Advice and Information

310. A number of Firms and Organizations were encouraged and received free advice and information from the officers and experts of the Centre on day to day problems they encountered.

Research

311. In accordance with the policy of the Centre on the priority Industries, two research projects were undertaken during 1970, for the Clothing and Shoe Industries. The relevant reports were submitted to the Board for consideration.

312. The Centre publishes an independent Annual Report of its own.

VII. REPORT OF THE INDUSTRIAL RELATIONS SECTION

POLICY AND OBJECTIVES

313. The policy of the Section can be summarized broadly as the development and preservation of sound industrial relations in the island and the maintenance of industrial peace within the overall economic policy of Government and the interests of the public as a whole.

314. This policy is pursued by: (a) encouraging free collective bargaining; (b) assisting in the prevention and settlement of trade disputes; (c) advising on the formation of bargaining, joint consultation, and grievance machinery in industry; (d) developing strong trade unions and employers' associations and (e) collecting and disseminating information on international practices and developments in industrial relations.

315. As a rule it is not the policy of the Ministry, or of Government for that matter, to encourage requests for legislative measures regulating wages and other conditions of employment, unless the request affects the general interests of the country and/or classes or categories of workers who have no effective 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. The Ministry favours free collective bargaining between employers and trade unions as the best means for regulating conditions of employment.

316. 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 and bodies—the data collected, thus enabling them to negotiate rationally and objectively. Further, the Section, either on its own initiative or at the suggestion and request of either side in industry, drafts or advises on legislation, where such legislation is considered necessary under the policy outlined in the previous paragraph.

THE INDUSTRIAL RELATIONS SCENE IN 1970

317. The industrial relations scene in the island was much calmer in 1970 than in the two previous years. Thus, the number of man-days lost was only 5,938 (compared to 42,000 in 1968 and 17,000 in 1969), which is much lower than the average for the last 20 years (15,728).

318. Some of the reasons for this favourable development are the following:—

(a) All disputes over the negotiation of new collective agreements in the public utilities and other semi-governmental organizations had been settled in the previous year. (b) The number of important collective agreements due for renewal during the year was smaller than in 1969 or 1968. (c) The majority of strikes (21 out of a total of 35) concerned claims over “rights” and lent themselves to a rather quick settlement. (d) The mutual spirit of understanding and responsibility shown by both employers' and workmen's unions. (e) The effectiveness of the conciliation service of the Ministry, which during the year was strengthened in quantity and in quality, and the high degree of confidence which the service enjoys by both sides of industry.

319. Though the number of strikes during the year was almost the same as in 1969, the number of man-days lost was, for the reasons given in the previous paragraph, much lower. The most serious strikes were those in the Bata Shoe Factory and in Tsakistos Farm. The first involved 185 workers and resulted in 925 man-days lost while the second, involving 10 workers only, resulted in 640 man-days lost. It should be noted that out of the total number of 35 strikes, only 19 strikes lasted more than one day.

320. In 1971 the number of disputes is expected to be higher; firstly owing to the expiration of a great number of collective agreements at the end of 1970 and during 1971, and secondly, due to the submission of new claims by civil servants, teachers, school masters and employees of public utilities to the Government.

321. The tripartite Prices and Incomes Advisory Committee which was set up by Government late in 1968 for the purpose of formulating a prices and incomes policy agreed that: (a) the existence of a sound prices and incomes policy acceptable by all parties concerned is indispensable; (b) increase in money incomes should be consistent with the increase in production and productivity; consequently, for the improvement of the standard of living of the people as a whole, a systematic and universal effort should be made for the increase of productivity; and (c) as long as wages and salaries increase proportionately with the rise in productivity, prices should remain stable, unless all other costs of production unavoidably increase. The Committee continues its work with the object of reaching unanimous agreement on the details of the general policy.

322. A greater number of disputes over dismissals than in previous years was referred to the Industrial Relations Section for settlement. In most of the cases the union claimed

re-instatement, high compensation or a major variation of the employers' decision. There is no doubt that the unions will continue to resort to mediation in accordance with the procedure laid down in the Basic Agreement whenever they feel justified or strong enough to insist on re-instatement, because the Arbitration Tribunal operating under the Termination of Employment Law can only award compensation payable by the employer in case of arbitrary dismissal, or by the Redundancy Fund in case of genuine redundancy. Another reason is that the Section (or private arbitration), unlike the Arbitration Tribunal, has greater flexibility and freedom to suggest a variety of solutions.

ORGANIZATION

323. The Industrial Relations Section comprises the following services:—

(a) A Conciliation Service with conciliators at Headquarters and in the Districts (the latter are usually the District Labour Officers themselves).

(b) A Service for the interpretation and implementation of the Hotel and Catering Establishment Employees (Conditions of Service) Regulations and Laws.

(c) Following the amendment of the Trade Unions Law in April 1970 the registration of trade unions was made the responsibility of the Ministry instead of the Official Receiver and Registrar. The Director-General of the Ministry was appointed Registrar of Trade Unions and two officers serving in the Department of the Official Receiver and Registrar, as Examiner and Assistant Examiner of Trade Unions respectively, were transferred to the Ministry to work under the Senior Industrial Relations Officer. Thus, to all intents and purposes, trade union registration has now become a function of the Section.

(d) The Section also comprises the Personnel Management Service for Government's industrial workers which, at the end of the year, had a staff of 3 (for details see paragraphs 373 et seq.).

(e) Finally, the Section is actively concerned with the interpretation and implementation of a number of labour laws, such as the Trade Unions Law, the Trade Disputes Law, the Hours of Employment Law and Orders made under it, the Port Workers (Regulation of Employment) Law, and the Minimum Wage Law.

PRINCIPAL ACTIVITIES OF THE SECTION

324. The lists of collective agreements prepared in 1969, one by date of expiration and the second by industrial classification were kept up-to-date. The lists show the dates on which collective agreements are due to expire together with the number of employees affected and are, therefore, useful both for the Section and for other Government Departments, for they make it possible to foresee the extent and kind of disputes that may arise during the course of the year and, where appropriate, to take preventive action before a crisis is generated.

325. The Section provides model collective agreements of a simple type for use as a basis during direct negotiations or after general agreement is reached at the level of the Ministry. Sometimes the parties to a dispute, which does not involve more than one or two issues, are content to rely on minutes taken by the Ministry during the process of conciliation, thus dispensing with the need for formal agreements on the issues involved. But as collective agreements are becoming more complicated day by day, the Section spares no effort in drafting such agreements for the parties. Especially if the employer does not belong to an association providing a secretariat or other help.

326. It is hoped that the publication of a digest of the main provisions of existing collective agreements covering more than 10 persons, which could not be effected in 1970 due to staff shortage, will be effected in 1971. This is expected to be a valuable guide both for workers and employers, and for would-be investors from abroad.

327. With the object of enlightening the trade unions and the public on important and contemporary labour issues and of improving the standard of the conciliation service the Section pursued the following activities :

(a) A series of lectures and seminars by two Senior members of the U.S.A. National Labour Relations Board and the Federal Conciliation and Mediation Service was organized by the Section in co-operation with the United States Embassy. The two officials were Dr. Thomas Ricci and Mr. Lawrence Schultz; they dealt with collective bargaining, mediation, and the right to strike. (b) Talks and radio interviews by the Senior Industrial Relations Officer and the Examiner of Trade Unions. (c) Articles published in the Monthly Bulletin of the Ministry and/or the Press. (d) Contributions to other regular radio programmes.

328. Some of the subjects covered were:- Collective Bargaining, The Right to strike by Public Employees, Participation of workers in the Management Boards of Undertakings, History of the Trade Union Movement in Cyprus, The Trade Unions Law, Workers' Education, Freedom of Association and Protection of the Right to organize, etc.

329. Two publications in the Labour Publications Series, "Participation of Workers in Decisions within Undertakings" and "Arbitration of Labour Disputes" were issued early in the year.

330. Basing itself on the experience gained over the last 8 years with the working of the Basic Agreement of 1962, the Section initiated the replacement of the Agreement by a

new Industrial Relations Code which, apart from being more detailed and exhaustive than the Basic Agreement would also contain certain new provisions of substance. A first reading of the Code by the Labour Advisory Board was completed by the end of the year and a tripartite sub-committee was set up to examine the Code in more detail with a view to making unanimous recommendations to the Board.

331. Under a decision taken by the Minister on the advice of the Labour Advisory Board, the Senior Industrial Relations Officer chaired a sub-committee of the Board to report on the desirability of fixing minimum wages under the Minimum Wage Law for certain categories of workers. At the sub-committee's request the Statistics and Research Service of the Ministry, carried out a survey in the clothing and the shoemaking industries and among shop assistants. On the basis of the findings of this survey the Senior Industrial Relations Officer had at the turn of the year drafted a preliminary report which was to be placed before the sub-committee early in 1971.

332. At the same time the Section has drafted a Wages Council Bill which, at the end of the year, was being studied by an ad hoc committee of the Ministry under the chairmanship of the Director - General.

333. The Senior Industrial Relations Officer, who participated together with the Director - General in the 54th Session of the International Labour Conference in Geneva, was unanimously elected Rapporteur of the Minimum Wage Committee of the Conference. His election reflects, among other things, the esteem in which Cyprus is held internationally as a progressive and democratic country.

THE HOTELS AND CATERING EMPLOYEES (CONDITIONS OF SERVICE) COMMITTEES

334. Under the provisions of the Hotels (Conditions of Service) Regulations 1965 and the Catering Employees (Conditions of Service) Regulations, issued respectively under the Hotels Law and the Catering Employees (Conditions of Service) Law, 1968, two standing Committees were established for the Hotels and the Catering Establishments, respectively. The first Committee had been in existence much prior to 1965 under similar Regulations which were completely overhauled in 1965.

335. The composition of each one of the above Committees is as follows:-

- (a) The Director-General of the Ministry of Labour or his representative, Chairman.
- (b) The Director-General of the Ministry of Commerce and Industry, or his representative.
- (c) Two persons appointed by the Minister of Labour in consultation with the workers' organizations concerned.
- (d) Two persons appointed by the Minister of Labour in consultation with the employers' organizations concerned.

The Senior Industrial Relations Officer chairs both Committees as a representative of the Director-General.

336. The main functions of the two committees are to ensure that the aforesaid Law and Regulations are properly applied in all hotels and catering establishments, to interpret the said Law and Regulations and to adjudicate on disputes arising out of their implementation, and to arrange for the prosecution of offenders.

337. A special file exists for every hotel and all major catering establishments, and all reports required to be sent by employers under the Regulations (concerning the employees' hours of work and share in the 10% service charge) are placed in this file and duly followed up.

338. Following a survey, which was carried out during 1968, personal cards were prepared for hotel and catering establishment employees, on the basis of which Professional Booklets for the Catering Establishment employees were prepared and delivered to them early in May, 1970. The previous Professional Booklets of the Hotel employees were withdrawn and re-issued on the basis of these cards. The new booklets were delivered to them towards the end of the year.

339. During the period January through December, 1970, eight meetings were held by the two Committees (five concerning hotels and three concerning catering establishments).

340. The smooth functioning of the Hotels (Conditions of Service) Committee was interrupted during the year owing to the decision of the Hotel Keepers' Association to withdraw from it in protest against the unions' alleged violation of decisions taken by the Committee. Following the settlement of the dispute in the hotel industry, which had resulted in a 3-day strike in a number of hotels, and an appeal by the Minister of Labour and Social Insurance, the Association agreed to rescind its decision and to resume participation in the Committee.

341. At the end of the year the amendment of the Hotels Regulations was receiving urgent consideration. Amendments were also being considered to the Catering Establishments Law and Regulations, mainly in order to bring their provisions in line, as far as this is possible and desirable, with those of the Hotel Regulations, and vice versa.

ANALYSIS OF, AND ISSUES INVOLVED IN, TRADE DISPUTES

342. The number of disputes referred to the Ministry for conciliation in 1970 was 142 compared to 162 in 1969. Of these, 53 were disputes over interests and 89 were disputes over rights.

343. The number of disputes handled by the Conciliation Service of the Ministry is not by itself an indication or measure of industrial conflict. It shows, however, that the two parties in industry honour their obligations and undertakings under the Basic Agreement whereby they agreed, among other things, to refer all disputes to the Ministry of Labour before resorting to industrial action.

TYPE AND FREQUENCY OF GENERAL OR ECONOMIC CLAIMS (DISPUTES OVER INTERESTS) IN DISPUTES REPORTED TO THE MINISTRY FOR MEDIATION DURING 1968, 1969 AND 1970

	1968		1969		1970	
	Frequency	Frequency	Frequency	Frequency	Frequency	Frequency
1. Wages and Salaries						
A. General Claims	64	69	61	74		
B. Method of payment	4	2	2			
C. Incentive Schemes	1	6	—			
D. 13th or 14th salary & 53rd or 54th week	12	18	11			
2. Hours of work						
A. General*	30	29	17	19		
B. Weekly Rest	1	2	2			
C. Definition of "day" and "night"	3	1	—			
3. Leave and Public Holidays						
A. Annual Leave & Public Holidays	48	68	40	55		
B. Educational Leave	1	—	—			
C. Sick Leave	—	22	—			
D. Union Leave	1	—	15			
4. Premiums and Allowances						
A. Overtime	23	24	16	43		
B. Allowances**	68	50	23			
C. Other Special Compensation	1	—	4			
5. Miscellaneous						
A. Provident Fund	43	47	28	102		
B. Gratuities	6	6	3			
C. Pensions	1	1	1			
D. Medical Treatment		28	20			
E. Termination of Employment	6	12	9			
F. Job Classification	3	1	4			
G. Establishment or Employee Complement	5	1	8			
H. Trade Union Recognition	2	3	6			
I. Loans to Employees	2	—	—			
J. Probationary Period	3	4	2			
K. Procedures for settling grievances	2	—	—			
L. Work Assignment	1	—	—			
M. Combined Establishment	1	—	—			
N. Uniforms	4	4	2			
O. Other Issues	8	20	19			
	344	418	293	418	293	293
T O T A L						

* 1 Case concerned a claim for a 5-day week.

** 13 Cases concerned cost-of-living allowance.

**TYPE AND FREQUENCY OF GRIEVANCES (DISPUTES OVER RIGHTS)
REPORTED TO THE MINISTRY FOR MEDIATION DURING 1968, 1969, AND 1970**

TYPE OF GRIEVANCES AND ANALYSIS OF ISSUES	1968		1969		1970	
	Frequency	Frequency	Frequency	Frequency	Frequency	Frequency
1. Cases of Alleged Violation of part or the whole of an existing Agreement by the employers	14	21	31			
A. Wages/Salaries	3	3	2			
B. Annual Leave	1	—	3			
C. Provident Fund	6	7	9			
D. Allowances	2	3	5			
E. Others	2	8	11			
2. Cases of Interpretation of Agreement (Excluding Dismissals)	39	36	20			
A. Wages/Salaries	10	8	7			
B. Annual Leave	3	2	—			
C. Overtime	4	—	—			
D. Hours of Work	2	1	1			
E. Provident Fund	2	5	3			
F. Allowances	2	8	2			
G. Promotions	5	1	5			
H. Job Classification	3	1	—			
I. Others	8	10	—			
3. Dismissals	9	4	25			
4. Other Grievances Arising During the Life of an Agreement	23	21	19			
A. Wages/Salaries	3	1	7			
B. Annual Leave and Public Holidays	11	2	—			
C. Allowances	1	4	—			
D. Others	8	14	12			
T O T A L	85	82	95	82	95	95

344. Of the two preceding tables, the first table shows the type and frequency of general or economic claims in disputes reported to the Ministry. It will be seen that, comparatively speaking, there has been no significant change in trends, except in claims for the establishment of, or in connection with, Provident Funds which decreased considerably in 1970.

345. The second table shows the type and frequency of grievances handled by the Section. It will be seen that grievances over dismissals and the alleged violation of collective agreements by employers have increased considerably, compared to the two previous years.

346. The Table below shows the number of disputes (strikes and non-strikes) reported each month from 1966 to 1970. This table shows that October and December were the months with the greatest number of disputes during the year. No special reason for this can be given.

**NUMBER OF DISPUTES (STRIKES AND NON-STRIKES)
REPORTED TO THE MINISTRY, BY MONTH, FOR THE
YEARS 1966 - 1970**

MONTH	Y E A R					TOTAL
	1966	1967	1968	1969	1970	
January	12	9	4	11	14	50
February	5	3	4	21	14	47
March	13	8	15	18	12	66
April	4	8	6	20	7	45
May	5	7	16	12	8	48
June	9	6	8	8	10	41
July	9	5	21	16	12	63
August	6	7	7	8	9	37
September	4	7	10	14	10	45
October	8	3	8	17	18	54
November	12	7	19	8	10	56
December	7	8	8	9	18	50
TOTAL	94	78	126	162	142	602

347. Out of a total of 142 disputes reported to the Ministry during 1970, 97 (68%) were settled by the Ministry's mediation services without interruption of work and 35 (25%) after a work stoppage. The remaining 10 (7%) were still pending at the end of the year.

348. Ten disputes out of the 24 pending at the end of 1969, were settled during 1970. The remaining 14 cases are deemed to be closed.

349. The total number of man-days lost due to strikes during the year was 5,938. The number of workers involved was 4,725. As has been already mentioned these figures show a considerable decrease of man-days lost over the two previous years, and are well below the average for the last 20 years (15,728).

350. 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). The selection of the countries is arbitrary but they represent both highly industrialized countries and developing countries. The same countries are compared every year.

NUMBER OF MAN-DAYS LOST FOR THE YEARS 1961 - 1970

Year	Man-days lost
1961	21267
1962	21268
1963	36099
1964	2347
1965	1073
1966	2608
1967	19180
1968	42598
1969	17602
1970	5938

MAN-DAYS LOST AS A PERCENTAGE OF MAN-DAYS WORKED IN 8 COUNTRIES IN 1968

Country	Economically Active Population		Salaried Employees and Wages Earners		Man-days Lost (1968)	Man-days Lost as a Percentage of Man-days Worked*
	Year	No.	Year	No.		
1. Cyprus	1968	258,600	1969	124,000**	42,598	0.108***
2. France	1967	20,269,000	1962	14,136,860	(1967) 4,203,509	0.099
3. Israel	1968	956,000	1968	649,500	71,789	0.036
4. Italy	1968	19,763,000	1968	12,909,000	9,239,793	0.238
5. Malta	1968	100,019	1968	78,980	58,333	0.246
6. Puerto Rico	1968	807,500	1960	476,424	54,424	0.038
7. Sweden	1965	3,449,897	1965	2,934,680	1,200	insignificant
8. United Kingdom	1966	25,467,956	1966	22,407,100	4,690,000	0.069

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

** Estimate.

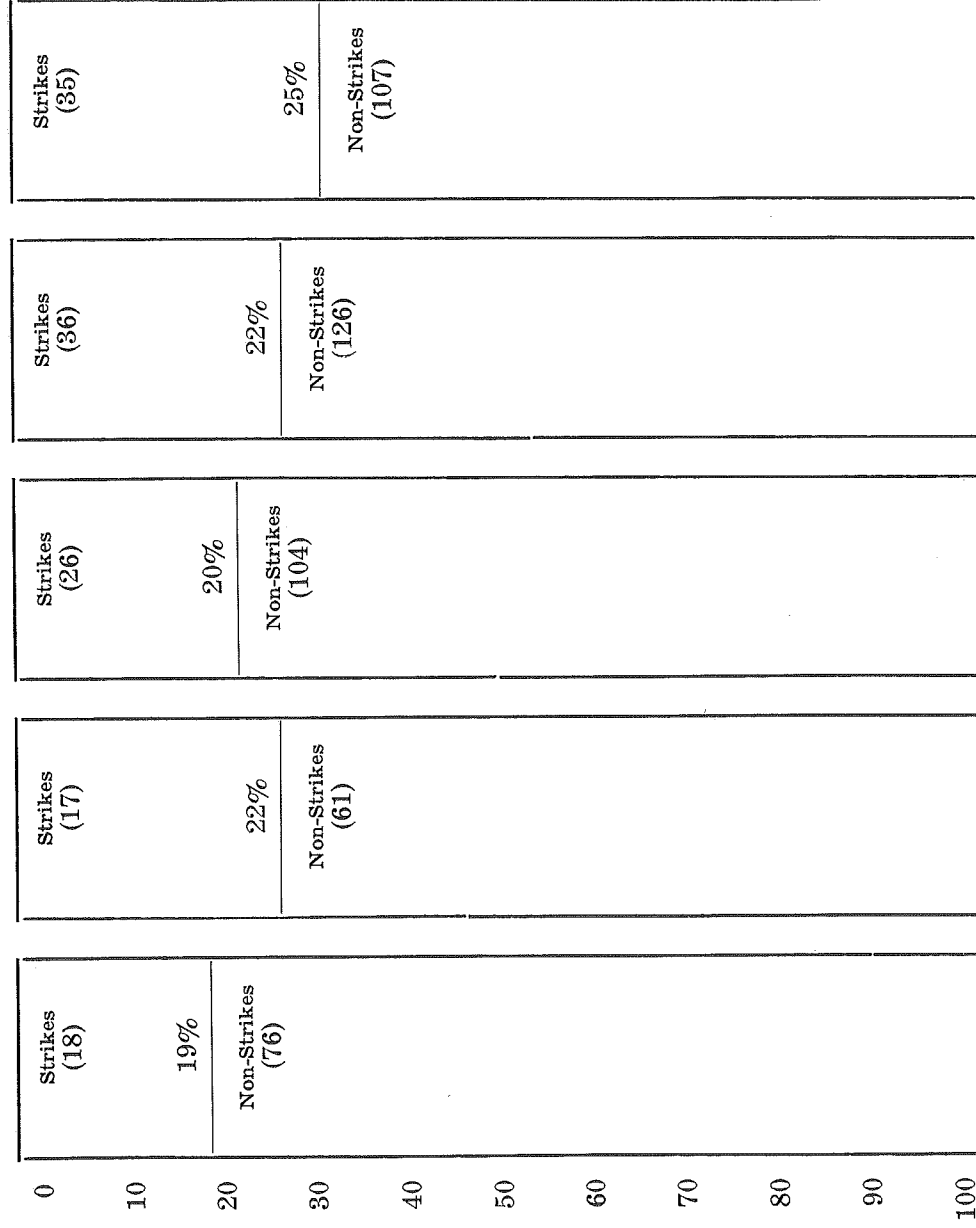
*** This year's figure stands at 0.015.

351. As can be seen, in 1968 — the year when the latest international statistics are available — Cyprus, compared well with some of these countries, though in that year the number of man-days lost in Cyprus was the highest in the last 20 years. The figure for 1970 is the lowest with the exception of Sweden.

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

353. One sympathy strike was declared during the year in the Cyprus Broadcasting Corporation; it involved 100 employees but lasted only for one hour. Sympathy strikes are not included in the total number of strikes.

TABLE SHOWING THE RELATIONSHIP OF STRIKES & LOCK-OUTS TO THE TOTAL NUMBER OF DISPUTES FOR THE YEARS 1966-1970



354. In the Table below man-days lost due to reported work stoppages are classified by the 9 major divisions of industry for the last five years. Agriculture, manufacturing and services were responsible for the greater number of man-days lost during 1970.

MAN-DAYS LOST DUE TO WORK STOPPAGES BY INDUSTRY DURING THE YEARS 1966 - 1970

	1966	1967	1968	1969	1970
I N D U S T R Y					
0 Agriculture, Forestry Hunting & Fishing	8	—	969	72	1773
1 Mining & Quarrying	302	902	—	25	120
2—3 Manufacturing	1389	787	1337	3325	1503
4 Construction	150	11	270	359	922
5 Electricity, Gas, Water & Sanitary Services	—	—	152	18	—
6 Commerce	11	814	15	2324	—
7 Transport, Storage and Communications	348	82	31081	1509	337
8 Services	500	16584	8735	9967	1283
9 Activities not adequately described	—	—	39	—	—
T O T A L	2708	19180	42598	17602	5938

355. The next Table shows the number of man-days lost, classified by cause of dispute, during the last five years. As can be seen half of the man-days lost by strikes in 1970 were due to disputes over rights. The figure for man-days lost due to strikes in disputes over rights seems to be fairly constant over the years.

**MAN-DAYS 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	
1966	1457	1251	—	2708
1967	17499	1683	—	19182
1968	40948	1626	24	42598
1969	14036	3445	121	17602
1970	3044	2882	12	5938
TOTAL	76984	10887	157	88028
AVERAGE	15396	2177	31	17605

356. Dismissals are 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, and to the full employment situation.

357. However, a major dispute over the dismissal of 7 workers by the Asbestos Mines Ltd. arose early in the year. Eventually the company did not proceed with the dismissals and the efforts of the conciliation service to settle the dispute permanently continued throughout the year.

358. The meaning of the headings used in the preceding Table are as follows:-

(a) **Interest Disputes**

Arising out of the negotiation or renewal of collective agreement.

(b) **Rights Disputes (Grievances)**

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

359. Tables 22 and 23 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 (1951-1970). These Tables show that during this 20-year period the year 1970 ranks second as far as the number of disputes referred to mediation and the number of strikes are concerned. But it ranks only 16th in the number of man-days lost.

360. The Basic Agreement of 1962 which laid down procedures adopted by both sides for the peaceful negotiation of collective agreements and the handling of grievances continued to be complied with by both sides though, as stated in previous paragraphs, its replacement by an Industrial Relations Code has been under serious study.

361. Of the 132 trade disputes settled through the conciliation services of the Ministry, 84 were dealt with centrally and the rest by the District Industrial Relations Officers. For the first time in the last few years do we witness a marked difference between the disputes handled centrally and those handled at district level. Usually the numbers were roughly equal. A detailed analysis together with figures for 1969 is given below:-

**TRADE DISPUTES SETTLED THROUGH THE CONCILIATION
SERVICES OF THE MINISTRY DURING 1970
AND A COMPARISON WITH 1969**

INDEX CODE	I N D U S T R Y	NUMBER OF DISPUTES			
		Headquarters		Districts	
		1969	1970	1969	1970
0	Agriculture, Forestry Hunting & Fishing	3	3	3	6
1	Mining and Quarrying	4	3	—	1
2-3	Manufacturing	12	19	27	18
4	Construction	11	16	10	6
5	Electricity, Gas, Water & Sanitary Services	2	9	1	—
6	Commerce	17	14	6	7
7	Transport, Storage and Communications	10	8	12	3
8	Services	16	12	4	7
9	Activities not adequately described elsewhere	—	—	—	—
	T O T A L	75	84	63	48

TABLE
No. 24

362. Table No. 24 presents a breakdown by industry of the disputes reported to the Ministry during the years 1969 and 1970. It will be seen that the bulk of disputes again involved manufacturing. But there was a sharp decrease in transport, storage and communications, and a considerable decrease in commerce which together with construction occupy the second place.

GRIEVANCE MACHINERY

363. Grievance machinery was practically unknown in Cyprus industry prior to 1959. Formal machinery has since been established in major undertakings, the public utilities and the Government (for industrial workers). The Basic Agreement served as a guide for the drafting of regulations governing the functioning of this machinery.

ARBITRATION

364. During 1970 four cases of grievances (interpretation of collective agreements) were referred to arbitration under the provisions of the Basic Agreement. The undertakings involved were the Cyprus Copper and Sulphur Co. Ltd., Coca-Cola, the Cyprus Inland Telecommunications Authority, and the Electricity Authority of Cyprus. In all cases awards were issued by the arbitrators which were complied with by the parties. The arbitrator's award in a case outstanding from 1969 was also issued during the year.

365. "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 could be found through direct efforts or after referring the dispute to the conciliation services of the Ministry.

366. 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 and water supply. The Regulations have not been used in recent years.

PREVAILING WAGE RATES

TABLES
No. 25 & 26

367. Table No. 25 shows the Normal Hourly Wage Rates, the Actual Weekly Earnings and the Actual Hours worked in the various economic activities. Table No. 26 shows the Average Normal Monthly Salaries by industry, occupation and sex for persons aged 18 and over. These data are the result of the October "Wages and Hours" survey carried out by the Statistics and Research Department of the Ministry of Finance (a similar survey was also carried out in March). The wage rates of Government industrial workers and the wages and salaries paid by Government, semi-governmental organizations and by a number of private enterprises are effected by "escalator" clauses providing adjustment every three months in accordance with the movements of the official Retail Price Index.

TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

368. The Trade Unions Law, No. 71 of 1965, was amended in April 1970 and thereafter all the duties concerning the registration of trade unions as well as the administration and application of the Law were undertaken by the Ministry of Labour. The statutory duties of the Registrar have been vested in the Director-General who is assisted, in this respect, by two officers transferred from the Department of the Official Receiver and Registrar and posted in the Industrial Relations Section.

369. At the end of the year there were on the Register:-
18 Associations of Employers with 2 Branches,
104 Trade Unions with 255 Branches,
8 Federations of Trade Unions, and
5 Confederations of Trade Unions with 10 Branches.

The estimated membership of all trade unions at the end of the year, was 73,500, which accounts for approximately 59% of all workers and salaried employees (estimated at 124,000) as compared with 71,613 in 1969. The estimated membership of all Employers Associations was 869, as compared with 820 in 1969.

370. Most of the Employers' Associations referred to in the previous paragraph are members of the Cyprus Employers' Federation (previously styled Cyprus Employers' Consultative Association), an island-wide organisation registered under the Companies Law, with 250 direct members and 9 Trade Associations consisting of 400 members. The number of persons employed by all the members is about 24,000.

371. Table No. 27 shows the present strength of the Employers' Associations, while Table No. 28 shows by Confederation the growth of the Trade Union Movement since 1952, when the first Trade Union Law was enacted.

372. There are six main Trade Union Groups in Cyprus, out of which five are grouped by confederation to which trade unions are affiliated. These are the following:-

(a) The "Pancyprian Federation of Labour" (PEO) to which are affiliated the left wing

trade unions popularly known as the "Old Trade Unions". This is the most numerous group. PEO is affiliated to the World Federation of Trade Unions. Actual membership at the end of 1969 was 35,500 and estimated membership at the end of 1970 was 36,000.

(b) The "Cyprus Workers' Confederation" (SEK) to which are affiliated the right wing Trade Unions also known as the Free Labour Syndicates, or "New Trade Unions". SEK is affiliated to the International Confederation of Free Trade Unions and the Greek Confederation of Labour. Actual membership at the end of 1969 was 19,536 and estimated membership at the end of 1970 was 21,000.

(c) 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. Actual membership at the end of 1969 was 2,992 and estimated membership at the end of 1970 was 3,000.

(d) The Panyprrian Federation of Independent Trade Unions (POAS) with an actual membership of 1,074 at the end of 1969, and an estimated membership of 1,000 at the end of 1970.

(e) The Democratic Labour Federation of Cyprus (DEOK) with an actual membership of 717 at the end of 1969, and an estimated membership of 500 at the end of 1970.

(f) Other Trade Unions with no affiliation to any confederation (including civil servants, teachers, school-masters and bank employees' unions) with an actual membership of 11,794 at the end of 1969, and an estimated membership of 12,000 at the end of 1970.

GOVERNMENT INDUSTRIAL PERSONNEL SERVICE

373. The service offers to Government Departments, in their capacity as employers of industrial labour, limited personnel services through the Industrial Personnel Officer, 1st Grade, who works under the direction of the Senior Industrial Relations Officer of the Ministry at Headquarters.

374. The specific duties of the Industrial Personnel Officer are to promote the establishment and the maintenance of sound personnel practices coupled with good labour relations, and to assist in the settling of labour disputes and personnel grievances in Government industrial employment.

375. The Industrial Personnel Officer acts as Secretary of the Government Joint Labour Committee, the recognised negotiation machinery for Government wage 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 presides over a standing sub-committee of the Joint Labour Committee dealing, in the first instance, with the multitude of issues coming up for discussion at the Joint Labour Committee. He also advises and assists the Official Side of the Joint Labour Committee in their negotiations with the Trade Unions' representatives on wages and conditions of employment of Government industrial employees. Finally the Industrial Personnel Officer advises Government Departments on the application of Government's personnel policy.

376. The Industrial Personnel Service was strengthened during 1970 by the appointment of two officers, one Industrial Personnel Officer, 2nd Grade, and one Labour Assistant, a fact which contributed to some extent to the better organization of its activities and to the consideration of many matters which, owing to shortage of staff, had remained pending for a long time. With a view to further strengthening the service so as to cope with the multitude of issues facing it, provision was inserted in the 1971 Estimates for a second Industrial Personnel Officer, 2nd Grade.

377. The efforts of the Ministry to staff the service properly will continue in 1971. One of the objectives is to create three posts of personnel officers to serve in the three major labour employing Ministries, i.e. Agriculture & Natural Resources, Communications and Works, and Health, in order to deal with the various problems and grievances without undue delay and to act as liaison between Headquarters and the Director of the Department concerned. They would also give advice on the uniform and proper application of the existing agreements on wages and conditions of employment.

378. During the year the Joint Labour Committee had 6 meetings during which decisions were taken on a considerable number of issues affecting the conditions of employment of Government industrial employees. Prominent among these were:

(a) The termination of the practice of re-employing Government workers after retirement, unless their skill, knowledge and experience are such as to render their services indispensable; provided that any such re-employment will have to be approved by the Director-General of the Ministry concerned who shall also fix the wages.

(b) The creation of a special wage bracket for workers who, on account of the nature of their work, have to work at irregular hours, or during week-ends, or on public holidays. This issue involves 152 workers of the Civil Aviation Department and about 250 workers of the Medical Department. A final decision concerning the rates for the aforesaid grade may be reached in 1971.

(c) The classification of a number of workers of the Civil Aviation who handle machinery, as plant-operators.

379. During the year the standing Sub-Committee of the Joint Labour Committee held

one meeting during which four subjects were discussed. On two of them, recommendations were sent to the Joint Labour Committee for final decision while the other two remained pending.

380. Two other special committees were set up by the Joint Labour Committee for the consideration of the following subjects:

(a) Codification of the regulations concerning the wages and conditions of employment of Government workers (para 387(a) refers).

(b) The interpretation and, possibly, the re-definition of the term "itinerant worker", coupled with a decision on transport and accommodation allowances. This Committee held three meetings at which the opinions of the official and staff sides were expressed; it is expected that the Committee will continue and complete its work in 1971.

381. As an employer, Government grants its industrial employees, in addition to wages and cost of living allowances, a number of fringe benefits, the principal of which are:-

(a) Family allowance ranging between 2-7 mils per hour, depending on the number of children.

(b) Under a contributory scheme, free medical treatment, drugs and hospitalization to regular employees and their dependants and 40 days paid sick leave.

(c) Twelve paid public holidays per annum (casual workers qualify for a holiday if they have an aggregate service of three months within the period of six months preceding a public holiday).

(d) Twelve to fifteen days (depending on the years of service) paid annual leave to regular workers.

(e) Provident Fund for regular workers with a contribution of 6.5% by the workers and 7.5% by the Government.

(f) Subsistence allowance ranging between 700-1000 mils per night up to 42 nights per year to both regular and casual workers.

(g) Various allowances for special types of work, such as charge allowance, sea work allowance, underground allowance, dirty work allowance, etc.

382. As already stated, Government regular workers (including their dependants) are entitled to free medical treatment, drugs and hospitalization and 40 days sick leave. These benefits are derived from contributions made by the workers and the Government at the rate of 10 mils per pound each. The Scheme is called the Cyprus Social Security Scheme. Charitable grants are also payable to contributors who have long periods of sickness.

383. The number of contributors to the Scheme at the end of 1970 was 5,414 as against 5,018 in 1969 and 4,411 in 1968. Besides Government regular employees, contributors include industrial employees of the Cyprus Grain Commission, the Cyprus Telecommunications Authority, the Electricity Authority of Cyprus, and the Water Boards of Nicosia, Famagusta and Limassol.

384. The number of dependants of the 4,204 Government contributors was 7,538 at the end of 1970 as against 7,556 in 1969. The number of dependants of the 1,210 non-Government contributors was 2,770 as against 2,733 in 1969.

385. The Government's total industrial payroll for the year 1970 was £2,470,896,000 mils and the average number of industrial workers employed was 5,610. Government continues to be the largest single employer of industrial labour in Cyprus.

386. The following table shows the industrial Labour force (hourly paid) employed by Government Departments and the total amount of wages paid for each month of 1970.

M o n t h	Total No. of Workers	Regular Workers	Casual Workers	Total amount of Expenditure f mils
January	4,994	2,653	2,341	178,060,000
February	5,217	2,736	2,481	188,491,000
March	5,274	2,732	2,542	199,668,000
April	5,329	2,829	2,500	187,245,000
May	5,571	2,823	2,748	211,964,000
June	5,970	2,849	3,121	200,014,000
July	6,067	2,847	3,220	228,344,000
August	5,934	2,759	3,175	205,598,000
September	5,800	2,831	2,969	211,385,000
October	5,902	3,004	2,898	232,170,000
November	5,736	2,815	2,921	225,969,000
December	5,526	2,924	2,602	202,038,000
AVERAGE	5,610	2,816	2,793	205,908,000

387. During the year three questions of major importance received attention by the Service:-

(a) Codification of the conditions of employment of Government workers

A draft scheme was prepared in February and was submitted to all members of the official side of the Joint Labour Committee and to all interested Ministries and Departments for their views. A 9-member Committee was set up, under the Chairmanship of the Industrial Personnel Officer, 1st Grade, which held 8 meetings for the detailed consideration of the matter. The views and decisions of the Committee were incorporated in a new draft prepared by the Service and submitted to the members of the official side of the Joint Labour Committee for consideration and approval. Subsequently the draft will be sent to the staff side of the Joint Labour Committee (trade unions) for their comments. It is hoped that it will be finally approved and codified in the first half of 1971.

(b) Introduction of an establishment (number of persons required for the various jobs) as well as of job descriptions

The personnel service prepared job descriptions for each occupation, but the matter was not pursued further (i.e. preparation of job classifications and establishment) because of certain preliminary objections raised by the unions who preferred that the introduction of establishment be combined with a general revision of wage rates. This important matter will be further discussed next year.

(c) Guidance to labour-employing Departments

(i) The service has made increasing efforts during the year to offer advice and guidance to labour-employing departments in the handling of grievances and on the proper application of existing agreements. This assistance has taken the form of visits and participation in Departmental Committees.

(ii) Two or three seminars are scheduled for the year 1971. The seminars are intended as a forum to familiarize Government Officers dealing with labour matters with the provisions of the new Code of Conditions of Employment and to discuss problems arising out of its implementation.

388. The following table shows the present Schedules of Government rates for Government industrial employees:—

C A T E G O R I E S		Classification	Hourly Rate at R.P.I.* 108—110 mils	
I. UNSKILLED LABOURERS	Apprentices	1	81 — 121	
	Learners	2	109 — 127	
	Unskilled women	3	109 — 127	
	Unskilled women (Hospital Maids)	4	109 — 138	
	Unskilled men	5	152	
	Semi-skilled women	6	143 — 152	
	Semi-skilled men	7	150 — 163	
II. SKILLED LABOURERS (ARTISANS)	Skilled Labourer Gr. II	8	163 — 174	
	Skilled Labourer Gr. I	9	174 — 218	
	Skilled Labourer special Gr.	10	218 — 273	
III. MISCELLANEOUS GRADES OF SKILLED LABOURERS	Plant Operator Gr. II	11	188 — 218	
	Plant Operator Gr. I	12	218 — 255	
	Plant Operator Special Gr.	13	255 — 287	
	Cabinet and Pattern makers Gr. I	14	174 — 230	
	Cabinet and Pattern makers Spec. Gr.	15	236 — 286	

* Retail Price Index.

VIII. REPORT OF THE INSPECTION OF FACTORIES SECTION

POLICY AND OBJECTIVES

389. The policy of the section is to promote and maintain to the highest possible degree conditions of safety, health and welfare at the place of work. To this end the objectives of the Section are three-fold: (a) to enforce labour legislation concerning the safety, health and welfare of workers; (b) to supply technical advice and information to the public with a view to assisting in the public's compliance with the law and in the prevention of accidents; and (c) to advise Government on ways and means, through legislation or otherwise, to secure and improve conditions of safety, health and welfare at the place of work.

SCOPE OF ACTIVITIES

390. The Section is responsible for the inspection of all the 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, except Social Security legislation which has a separate inspectorate service.

391. 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 Organization) Regulations fall within the competence 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.

PROCEDURES FOR IMPLEMENTING THE POLICIES AND OBJECTIVES

392. To implement its policies and objectives the Section follows three lines of action: (a) it makes use to the fullest possible extent of the assistance of tripartite bodies both for advice as regards the introduction of necessary legislation, and for influence on employers and workers for the improvement of working conditions; (b) it offers advice and technical guidance; and (c) it enforces the law through legal action or otherwise.

393. Concerning tripartite co-operation, the Pancyprrian Safety Council is of primary importance to the Section. This is an advisory body composed of representatives of Employers, Trade Unions and Government, and public or private bodies which have a direct interest in safety. They are appointed by the Minister of Labour and serve under his chairmanship, their terms of reference being to study and comment on existing and proposed labour legislation affecting safety, health and welfare at the place of work, and to advise the Minister on these and other connected matters.

394. Among the activities to which the Pancyprrian Safety Council contributes is the annual Safety Week during which an all-out campaign is undertaken for the promotion of safety at work. This year's Safety Week was organized in November. As a forerunner of the event, a Safety Pavilion was set up in the Cyprus International Fair for the whole duration of the Fair in the month of September. The Pavilion exhibited personal protective equipment and other safety appliances as well as unsuitable tools and other items which caused or could cause accidents.

395. The Section offered advice and information on safe methods of operation and work during inspection visits and, in several specialised cases, at the request of employers or both Trade Unions.

396. The Inspectorate carried out regular visits to factories to ensure continued compliance with all provisions of the Law.

397. Details of the number of visits paid and the number of undertakings visited are given at paragraphs 402-403 of this Report.

398. Where enlightenment and persuasion failed as a means of attaining compliance, legal action was taken against defaulters.

399. Details of the cases brought before the courts are given at paragraph 413.

400. 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 was 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 pays special attention to factories being built in the new Industrial Estates which will thus conform fully to the law and will be in many respects model factories.

ORGANIZATION OF THE INSPECTION SERVICE

401. In addition to the General Inspectorate, which enforces general labour legislation, the Service provides specialized technical officers for (i) the inspection and testing of boilers and other pressure vessels and of cranes, lifts, hoists and other equipment subject to inspection and testing under the Factories Law; and (ii) the implementation of the Building (Safety, Health and Welfare) Regulations.

ACTIVITIES OF THE INSPECTORATE

(a) General Inspections.

402. There were 6022 registered undertakings and building and construction operations subject to inspection under the Factories Law, in 1970. 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 UNDERTAKINGS	NUMBER OF UNDERTAKINGS							
	N/sia	L/ssol	F/sta	L/ca	P/phos	Total		
Factories with power	2040	885	750	350	224	4249		
Factories without power	457	172	120	89	113	951		
Agriculture	686	65	70	70	5	831		
Docks and shipping	3	1	30	2	—	36		
Building	452	150	100	37	83	822		
Offices and shops	5250	2210	1300	892	105	9757		
Transport	50	25	20	22	3	120		
Personal Services	260	383	110	51	22	1026		
TOTAL	9398	3891	2500	1448	555	17792		

403. A total of 11019 inspections or visits to undertakings liable to inspection were carried out by the Factory Inspectors. Of these, 6296 were inspections of factories with power, and 4723 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 1969 data from which it can be seen that the number of inspections steadily increases.

CLASS OF UNDERTAKING	Inspections during 1969	INSPECTIONS DURING 1970						Total
		N/sia	L/ssol	F/sta	L/ca	P/phos		
Factories with power	4819	2621	1849	812	627	387	6296	
Factories without power	619	292	113	66	115	144	730	
Agriculture	13	3	—	—	4	5	12	
Docks and Shipping	4	—	—	2	—	—	2	
Building	1457	1254	186	511	310	389	2750	
Offices and Shops	456	152	26	161	33	27	399	
Transport	1	4	—	1	7	3	15	
Personal Services	379	171	110	123	36	16	456	
Visits other than to the above undertakings	667	49	—	282	28	—	359	
TOTAL	8415	4546	2284	1958	1160	971	11019	

404. The total number of workers in inspectable manufacturing and construction undertakings was just over 60000.

405. The number of workers in the other inspectable sectors of economic activity was 80000 approximately.

(b) Inspections of Steam Vessels.

406. The number of boilers and steam receivers known to be in use during the year under review was 358 and 189 respectively.

407. Hot and cold examinations of boilers are carried out, in accordance with the Factories Law, at least once in every period of 14 months, or after extensive repairs; whilst steam receivers are examined at least once in every 26 months.

408. The Safety Inspectors carried out, during 1970, a total of 457 examinations of steam vessels operating in various establishments (346 steam boilers and 111 steam receivers).

409. To ensure safety, the maximum working pressure of 6 steam boilers was reduced as a result of the detection of defects in the course of inspections.

410. Seven hydraulic tests of 7 steam boilers were carried out during the year. Furthermore, nine steam boilers were found to be unsuitable for further service and their use was prohibited and discontinued.

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

411. The Table below indicates the types and number of machinery liable to inspection by the Safety Inspectors. 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 1970	Maximum frequency of inspection	Section of Factories Law providing for frequency of inspections
Air receivers	1040	26 months	42(5)
Cranes, pulley blocks, etc.	653	14 months	35(2)
Hydraulic Lifts	246	12 months	33(9)(c)
Hoists & Electric Lifts	294	6 months	33(2)

412. During 1970 the Safety Inspectors carried out 522 inspections of air-receivers, 642 of cranes and other lifting equipment liable to inspection under section 35(2), 240 of hydraulic lifts liable to inspection under section 33(9)(c) and 488 inspections of mobile hoists and electric lifts.

(d) Prosecutions.

413. Legal proceedings were taken in 66 instances, against persons contravening the Labour Laws, and the fines imposed totalled £921,700 mils. 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.	49	£ 846,600
2. Accidents and Occupational Diseases (Notification) Law, Cap. 176.	1	£ 3,000
3. Children and Young Persons (Employment) Law, Cap. 178.	8	£ 54,550
4. Shop Assistants Law, Cap. 185.	1	£ 1,050
5. Hotels (Conditions of Service) Regulations 1965.	3	£ 11,000
6. Minimum Wage Law, Cap. 183	1	£ 2,000
7. Catering Employees (Conditions of Service) Reg. 1968.	3	£ 3,500

ACCIDENT PREVENTION AND ACCIDENT RECORDS

414. There was a marked reduction in the number of industrial accidents during 1970. The total number of reported accidents was 1148 of which the 6 were fatal. The respective figures for 1969 were 1212 accidents including 9 fatal, showing a decrease in 1970 by 5% in injury accidents and 33% in the fatal ones.

415. Frequency and severity rates are not given here for lack of sufficient data, inter alia, on hours worked.

(a) Analysis of Accidents.

416. An analysis of the industrial accidents notified, by industry, sex, age, degree of injury and causation is given in Table No. 29.

417. Table No. 30 shows the distribution by industry of the accidents which occurred during 1970. The building industry tops the list again, with 399 non-fatal and four fatal ones. Expressed as a percentage of the total number of accidents, these figures represent approximately 35% and 66% respectively.

418. Table No. 31 gives in graphical form the trend of reported accidents over the period 1961-1970.

419. Table No. 32 is an account of the various accidents by causation. In this table, "Materials and Substances" which include falling objects, and "Other Equipment" which include

TABLE No. 29

TABLE No. 30

TABLE No. 31

TABLE No. 32

hand-tools, ladders and scaffolds, are once more the causations with the highest number of accidents, revealing a continuation of the previous year's trends.

(b) Fatal Accidents.

420. Fatal accidents due to industrial causes amounted to 6 in 1970 as stated above. All victims were male. The table below gives an analysis of these accidents by district, industry and causation. It is heartening to note a marked decrease in fatal accidents during the year under review, although there is still room for improvement.

DISTRICT	FATAL ACCIDENTS 1970		Cause of Accidents
	No. of persons involved	Industry	
NICOSIA	1 1 1 1 1	Construction (Govt.) Building (Excluding Govt. & Military) Agriculture and livestock Production, other. Building (Excluding Govt. & Military) Machine Shops (producing and repairing machine and equipment parts)	Working environment. Working environment. Materials, substances and radiations. Falling objects. Working environment.
FAMAGUSTA	1	Building (Excluding Govt. & Military)	Falling objects.

(c) Accident Causes:

421. The Factory Inspectors investigated all serious or fatal accidents and a large number of less serious ones so as to trace causes and take measures to prevent the recurrence of similar events.

422. Some representative examples of the accidents which occurred during the year are discussed here, in order to serve as an indication of the attitudes and conditions with which the Inspectorate is confronted in its day-to-day work:

(i) Building and Construction Industry:

Building and Construction again this year claimed the highest number of accidents than any other particular industry. One particular instance proved almost fatal when two workers were buried for some time under a heap of soil when the sides of an excavation in which they were working caved in. Bad working practices accounted for this accident. No precautions were taken by the contractor for shoring of the sides which were of a rather stable soil but suffered the effects of climatic changes with a day of strong sunshine following a day of rather heavy rain. In addition to this the workers undermined the root of the excavation side, whilst a mound of soil and bricks put an additional load on the edge of the excavation. Building hoists caused a number of accidents — fortunately none of them fatal — a significant improvement over the previous year when hoists caused several fatal accidents. The main cause of this type of accident is the all too frequent lack of an appropriate enclosure around the hoist, a practice for the elimination of which the inspectorate is making great effort. It is gratifying to note the first signs of success of these efforts. Collapse of a wall during demolition in one case and of the supporting scaffolding in another as well as falls of persons and falling objects in various instances accounted for a number of fatalities and injuries in this industry.

(ii) Machinery:

Lack of secure fencing, unsuitable loose clothing, insufficient training and inadequate knowledge of the risks involved in the operation of the various machines used in industry accounted for a good many accidents, resulting in injuries of varying gravity, from amputations of limbs to less severe incapacities. No fatalities were reported from machinery causes.

(iii) Other Hazards:

Smoke from a fire accounted for one death due to asphyxia. Severe burns were suffered by a worker when solvents were accidentally set on fire and a number of minor injuries were brought about by various other causes, highlighting either lack of sufficient care or ineffective protection and faulty equipment.

HEALTH AND WELFARE

423. Particular attention was paid during the year to the problem of health risks in industry.

424. The International Labour Office provided further assistance in this field by assigning an Expert in Occupational Health to help in organizing the Inspectorate's Industrial Diseases Preventive Service and the drafting of the necessary regulations. The Expert, Dr. W. G. D. Murray, of U.K. was engaged for six months in Cyprus on this work, from March through September, 1970.

425. A pilot survey of industrial workers and their environment carried out under his guidance revealed that risks did exist in Cyprus industry from lead and certain chemical substances.

426. Consequently work went ahead for the preparation of the first drafts of regulations for the workers' health and welfare. These drafts are "the Control of Factory Atmosphere Regulations" and the "Standards for Health Provisions (Factory) Regulations", the first dealing with the control against measurable atmospheric levels of the more dangerous substances and the second laying down standards for temperature, lighting, ventilation, and sanitary and welfare facilities in factories and workshops.

427. The drafts are currently under study by the Ministry with a view to their approval and implementation the earliest possible.

428. Special equipment has been placed on order for the investigation and control of the working environment and the expert's proposal for the appointment of a duly qualified person to carry out inspections and tests for the control of the health risks in places of work, is pursued by the Ministry at the appropriate Government quarters.

IX. REPORT OF THE SOCIAL INSURANCE DEPARTMENT

POLICY AND OBJECTIVES

429. 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 subject, 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, 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. At present the Ministry of Labour and Social Insurance is considering the introduction of an earnings-related scheme which will supplement the existing flat-rate scheme.

SCOPE

430. The Department administers four distinct, albeit inter-related, schemes: (a) the Social Insurance Scheme, (b) the Pneumoconiosis Scheme, (c) the Annual Holidays 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 staff requirements of each scheme at any given time.

A. SOCIAL INSURANCE SCHEME

431. The Social Insurance Law covers every person gainfully occupied in 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. On the recommendations of the Ministry's Actuarial Adviser and the approval of the Labour Advisory Board the contribution and benefit rates were increased as from October 1969.

432. The principal aims of the Social Insurance legislation enacted in 1970 are:

- (1) To bring the Cyprus Social Insurance provisions in line with those of the I.L.O. Convention No. 121; and
- (2) to protect the Fund from unfounded claims by restricting the retrospective payment of contributions to three years, and by excluding from insurance persons over the age of 65 who have not been previously insured.

COVERAGE AND NUMBER OF CONTRIBUTIONS

433. The total number of active contributors to the Scheme increased by 10,654 to 176,969 during the year.

434. Since the amendment of the Law in October, 1964, to cover self-employed persons for the first time, 50,440 such persons have been insured.

435. Table No. 33 gives details on the movements of the self-employed insurable population since 1964.

TABLE
No. 33

FINANCING OF THE SCHEME

436. 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 given year, is not sufficient to discharge its liabilities for that 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.

437. 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 180 mills for men and 140 mills for females and males under 18.

438. For self-employed persons the weekly rate is 320 mills for men and 260 mills for women. Government pays an additional fifty per cent per week in each case.

439. The stamp system is used for collection of contributions. Contributions are paid weekly by affixing insurance stamps on special cards issued annually to insured persons. In the case of employees the stamp affixed each week covers both the employer's and the em-

ployee'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: 260 mils, 280 mils, 320 mils and 360 mils. These stamps are sold through Post Offices in towns, and Postal Agents in rural areas.

INCOME AND EXPENDITURE

TABLES
No. 34 & 35

440. During the year under review the total income of the Fund from Contributions, Interest, Rents and Fines amounted to £4,249,791,000 mils, representing £1,353,215,000 mils more than in the previous year. Expenditure on social insurance benefits was also higher than in the previous year, the total expenditure of £3,405,415,000 mils showing an increase of £528,044,000 mils over 1969. The interest received from investments increased by £22,531,000 mils to £323,927,000 mils during the year. For details relating to Receipts and Payments see Table No. 34 and for Investments see Table No. 35.

ADMINISTRATION OF BENEFITS

TABLES
No. 36, 37,
38, 39 & 40

441. The payment of benefits under the Scheme, other than orphans' benefits and those for employment accidents, depends on certain contribution conditions, details of which are given in Table No. 36. Table No. 37 gives the rate or amount of benefit, other than benefit rates for employment accidents, payable at the full and reduced rates. Table No. 38 gives the number of benefit claims received, per month, for the years 1969 and 1970. Table No. 39 gives the monthly expenditure on benefits for 1969 and 1970. The benefit rates for employment accidents and occupational diseases are given in Table No. 40.

442. Details of the claims received and amounts paid by benefit during 1970, other than those for employment accidents and occupational diseases, are given below.

(1) Marriage Grant

443. A lump sum of £10,000 mils is paid to female contributors on the occasion of marriage. The number of claims received for this benefit decreased by 11 to 946 during the year. Of the 946 claims received, 737 were allowed, 190 were disallowed as claimants did not satisfy the contribution conditions, and 19 were pending at the end of the year. The cost of this benefit amounted to £6,409,000 mils compared with £7,446,000 mils in the previous year.

(2) Maternity Benefits

444. There are two benefits for maternity: a maternity grant and a maternity allowance.

445. A maternity grant of £5,000 mils is payable to the mother, either on her insurance or on that of her husband. In 1970 5397 claims were received for this benefit — 328 more than in the previous year. Out of a total of 5397, 5015 claims were allowed, 353 were disallowed and 29 were pending at the end of the year. Expenditure on this benefit during the year was £23,825,000 mils compared with £23,257,000 mils in 1969.

446. A maternity allowance is a periodical payment payable on the mother's insurance. A weekly rate of £2,000 mils is paid to the mother for a period of twelve weeks, commencing with the sixth week before the expected week of confinement. The number of claims received for maternity allowance increased by 103 to 758 during the year. A sum of £8,805,000 mils was paid for this benefit compared with £7,266,000 mils in 1969.

(3) Sickness Benefit

447. This benefit is payable at the weekly rate of £2,000 mils, increased by £0,900 mils for one dependant, £1,200 mils per week for two dependants and £1,500 mils per week for three or more dependants. The number of claims received increased by 835 to 7010 during the year. Expenditure on this benefit was also higher than in the previous year, the expenditure of £43,686,000 mils showing an increase of £4,624,000 mils over 1969.

(4) Unemployment Benefit

448. The rates of unemployment benefit are the same as those for sickness benefit given in the previous paragraph. The number of claims received for unemployment benefit decreased by 2135 to 23,212 during the year. Of the 23,212 claims received, 22,088 were allowed, 913 were disallowed, and 50 were pending at the end of the year. The cost of this benefit was £74,191,000 mils compared with £81,095,000 mils in the previous year.

(5) Widow's Pension.

449. The rates of widow's pension are the same as those for sickness benefit given in paragraph 447. The number of claims received during the year was 874 while 69 claims were pending from the previous year. Out of a total of 943 claims, 787 were allowed and pensions were awarded, 52 were disallowed and 104 were pending at the end of the year. The total number of widows to whom this pension has been awarded since 1957 is 3841. Of these, 156 died, 37 re-married and the benefit was discontinued, and 5 reached the age of 65 and old-age pensions were awarded instead. At the end of the year there were 3643 widows in

receipt of this pension compared with 2914 at the end of 1969. The cost of this benefit increased by £90,750,000 mls to £360,742,000 mls during the year.

450. The following Table gives details on the number of widows' pensions, the number and cause of pensions terminated, and the monthly cost of this benefit for the years 1965-1970.

YEAR	PENSIONS TERMINATED BY CAUSE						Pensions granted during the year			
	Pensions in course of payment at the beginning of the year			Death		Re-Marriage		Other		
	Number	Monthly Payment £ Mils	Number	Monthly Payment £ Mils	Number	Monthly Payment £ Mils	Number	Monthly Payment £ Mils	Number	Monthly Payment £ Mils
1965	843	8,281.655	7	54.600	2	15.600	—	—	210	1,811.792
1966	1044	9,653.337	13	113.000	2	20.800	—	—	280	2,391.298
1967	1309	11,994.665	18	114.300	6	59.800	—	—	320	2,651.890
1968	1605	14,472.455	18	126.100	5	53.950	—	—	708	5,842.543
1969	2290	20,351.570	41	343.445	6	50.050	—	14.430	673	5,806.950
1970	2914	27,226.992	47	357.704	8	82.020	—	9.363	787	6,822.306
1971	3643	34,020.147								

451. At the end of 1970 there were 155 widows residing outside Cyprus and receiving their pensions abroad compared with 129 at the end of 1969. Details of the countries of residence are given in Table No. 41.

452. Detailed statistics on widows' pensions in course of payment at 31st December, 1970 are given in the following Table.

Age - Group	Number of Widows	NUMBER OF DEPENDANTS					Amount payable per month £ Mils
		0	1	2	3 and over	Total	
Under 20	—	—	—	—	—	—	78.170
20 — 24	8	3	4	1	—	—	370.340
25 — 29	34	5	6	16	7	—	1,266.625
30 — 34	101	7	10	34	50	—	1,862.109
35 — 39	149	7	24	40	70	—	2,352.131
40 — 44	189	19	43	52	75	—	3,076.258
45 — 49	263	74	70	59	59	—	4,343.387
50 — 54	423	222	99	58	44	—	4,790.667
55 — 59	513	373	84	44	12	—	5,293.770
60 — 64	644	601	35	7	1	—	4,591.155
65 — 69	569	544	23	1	1	—	4,101.940
70 — 74	510	500	10	—	—	—	1,893.595
75 & over	240	237	4	—	—	—	
TOTAL	3643	2592	412	312	319		34,020.147

(6) Death Grant

453. A lump sum of £10,000 mls is payable on the death of an insured person. The death grant payable in respect of an old-age pensioner or a widow's pensioner is equal to six times the weekly rate of the deceased person's pension which was payable at the date of his or her death. During the year under review 1071 claims for death grant were received and a total of £14,075,000 mls was paid, compared with 939 claims and £10,543,000 mls paid during 1969.

454. The following Table shows the number of deaths giving right to widow's pension for the years 1965 - 1970. The number of dependants in respect of whom increases to the basic pension rate were paid is also given.

YEAR	NUMBER OF DEATHS GIVING RIGHT TO BENEFIT	NUMBER OF BENEFICIARIES				Total
		Widows	Children	Others	Total	
1965	210	210	110	—	320	
1966	280	280	194	—	474	
1967	320	320	185	—	505	
1968	708	708	556	—	1,264	
1969	673	673	252	3	928	
1970	787	787	259	—	1,046	

(7) Orphan's Benefit.

455. This benefit is payable to the guardian of an orphan at the weekly rate of £2.250 mls. In January, 1970, 37 orphans' pensions were in course of payment. During the year 5 pensions lapsed on account of age and 9 claims were received. At the end of the year there were 41 orphans' pensions in course of payment. The cost of this benefit increased by £713,000 mls to £4,993,000 mls during the year.

456. The following Table gives details on orphans' pensions for the years 1965-1970.

YEAR	PENSIONS IN COURSE OF PAYMENT AT THE BEGINNING OF THE YEAR		PENSIONS LAPSED ON ACCOUNT OF AGE		PENSIONS GRANTED DURING THE YEAR	
	No.	Monthly amount £ Mils	No.	Monthly amount £ Mils	No.	Monthly amount £ Mils
1965	17	147.325	6	52.000	3	26.000
1966	14	121.330	—	—	5	43.330
1967	19	164.655	5	43.330	13	112.660
1968	27	233.985	7	60.665	14	121.330
1969	34	294.665	3	29.250	6	58.500
1970	37	360.750	5	48.750	9	87.750
1971	41	399.750				

457. The age-distribution of orphans in respect of whom pensions were paid at 31st December, 1969 and 1970 is given in the following Table:

AGE-GROUP	NUMBER OF ORPHANS	
	DECEMBER 1969	DECEMBER 1970
Under 1	—	—
1 — 4	—	2
5 — 9	2	—
10 — 14	19	15
15 — 17	6	10
Over 18	10	14
	37	41

(8) Old-Age Pension

458. The pensionable age for both men and women is 65 years. The rates of old-age pension are the same as those for sickness benefit given in paragraph 447. The number of claims received for this benefit increased by 446 to 3240 during the year, while 99 claims were pending from the previous year. Of the total of 3339 claims, 2940 were allowed and pensions were awarded, 346 were disallowed and 71 were pending at the end of the year. At the end of the year there were 22,413 old-age pensioners. The cost of this benefit was £2,634,340,000 mls compared with £2,233,335,000 mls in 1969.

459. Details of changes in old-age pensions for the years 1960-1970 are given in the Table below.

YEAR	Pensions payable at the beginning of the year		Pensions terminated owing to death or other reasons				Pensions granted during the year	
	No.	Total Monthly amount £ Mils	Death		Other		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	517	5,893,215	27	223,122	2559	26,205,819
1970	20118	212,768,501	526	5,428,165	4	50,260	2940	29,468,446
1971	22528							

460. At the end of 1970 there were 236 old-age pensioners residing outside Cyprus and receiving their pensions abroad compared with 200 at the end of 1969. Table No. 41 shows the countries of residence.

BENEFITS FOR EMPLOYMENT INJURIES.

(1) Temporary Occupational Disability (Injury Benefit).

461. This benefit is paid to employees who are incapable of work as a result of accidents arising out of and in the course of employment and for certain diseases due to the nature of employment. The weekly rate of benefit — which is not dependent on any contribution conditions — is £3,200 mls, increased by £0,900 mls for one dependant, £1,500 mls for two dependants, and by £1,800 mls for three or more dependants.

462. The number of claims for injury benefit decreased by 48 to 1428 during the year, of which 75 were disallowed compared with 53 in the previous year. 326 persons continued to receive injury benefit after 31st December, 1970, as incapacity for work continued after that date. The amount paid for injury benefit during the year was £29,019,000 mls compared with £30,886,000 mls in 1969. More detailed statistics are given in Tables N. 42 and 43.

(2) Occupational Injury Pension (Disablement Pension).

463. This benefit is paid to employees if, as a result of accidents arising out of and in the course of employment, and for certain diseases due to the nature of employment, they suffer on the fourth day after the accident or any subsequent day, loss of physical or mental faculty, and are not entitled to injury benefit for that day, provided the extent of the resulting disablement amounts to at least ten per cent. The basic rate takes the form of either a lump sum or of a periodical payment (pension) depending on a medical assessment of the degree of disablement due to the injury or disease. Benefit for disablement assessed as under twenty per cent, is in the form of a lump sum at the rate of £100,000 mls for ten per cent disablement, and thereafter at the rate of £10,000 mls for each one per cent disablement.

464. Benefit for disablement assessed at twenty per cent or more is in the form of a periodical payment. For a hundred per cent disablement the weekly rate of benefit amounts to £3,200 mls increased by £0,900 mls for one dependant, by £1,500 mls for two dependants and by £1,800 mls for three or more dependants. Totally disabled persons requiring the constant help or attendance of other persons are entitled to an additional benefit of £1,500 mls per week to cover the additional expenses incurred. There is a proportional reduction both in the basic rate and in the increases for dependants for disablement pensions less than hundred per cent.

465. Persons applying for disablement benefit are examined by a Medical Board consisting of three Government Medical Officers of whom one is the Chairman. This Board held 31 meetings during the year and examined 255 persons, compared with 25 meetings and 202 examinations in 1969.

466. The number of persons who claimed disablement benefit increased by 35 to 251 during the year. In addition, 99 cases were pending from the previous year. Of the total of 350, 255 persons were examined by the end of the year, 5 failed to attend for examination, 7 were refused examination and 85 cases were pending at the end of the year. The following Table shows the findings of the Medical Board on the persons examined in the years 1969 and 1970.

Year	Number of persons examined by the board	Number of persons certified by the board by degree of disablement (%)											
		No. disability	Under 10%	10	20	30	40	50	60	70	80	90	100
1969	202	28	11	94	25	26	10	4	—	—	—	—	4
1970	255	36	41	100	27	22	16	6	3	2	—	—	2

467. The number of claims paid during the year was 172 of which 98 were paid in the form of a lump sum and 74 in the form of periodical payments (pensions). The total number of pensions awarded since the introduction of this benefit in October, 1964, is 335. In 1970 the monthly cost of this benefit amounted to £2,030,630 mls compared with £1,591,605 mls in 1969. The total cost of this benefit, both for lump sums and periodical payments, amounted to £36,186,000 mls during the year as against £32,861,000 mls in the previous year.

468. The following Table shows the changes made in the permanent incapacity pensions for the years 1965-1970.

Year	Pensions in course of payment at the beginning of the year		Pensions terminated by cause				Pensions granted during the year	
	No.	Monthly Payment £ Mils	Deceased		Other		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	—	—	—	40	244.140
1968	100	571.740	1	29.380	3	14.040	79	476.190
1969	175	1,050.790	—	4.160	—	—	79	484.485
1970	254	1,591.605	3	25.480	3	16.990	74	439.370
1971	322	2,030.630						

469. The Table below shows the number of permanent incapacity pensions in course of payment at the end of the year analysed by sex and age of recipient.

Age - group	Number of beneficiaries	
	M e n	W o m e n
Less than 20	9	2
20 — 24	25	5
25 — 29	29	2
30 — 34	34	—
35 — 39	31	3
40 — 44	32	4
45 — 49	30	—
50 — 54	34	9
55 — 59	28	3
60 — 64	28	4
65 & over	10	—
TOTAL	290	32

(3) Occupational Survivor Pension (Death Benefit)

470. This benefit is payable to the survivors of insured persons if death results from an employment accident or an occupational disease. The benefit for the widow, widower, children or parents is in the form of a periodical payment, and for the relatives in the form of a grant. The rates for periodical payments are as follows:—

(a) **Widow or Widower:** At the weekly rate of £3.200 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 £2.250 mils for each orphaned child payable up to the age of 15 or the 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 £1.500 mils per parent. It is payable only when no widow, widower or children survive to claim for the death of their bread-winner.

471. The benefit payable to relatives is a lump sum of £400.000 mils and is payable only when no other closer relatives (widow, widower, children or parents) survive. In cases where more than one relative is involved this amount is distributed as may be determined by the Court to be reasonable and proportionate to the loss sustained by the said relatives. If the insured person leaves no dependants the Scheme will pay the expenses of burial up to a maximum of fifty pounds (£50).

472. During the year under review 28 claims for death benefit were received and 1 was pending from the previous year. Of the total of 29 claims, 20 were allowed, 3 were disallowed and 4 were pending at the end of the year. Another 2 claims were allowed, but the applicants were paid grants not exceeding the sum of £50 as the deceased persons left no widows or other dependants. The amount paid during the year was £23,614.000 mils compared with £19,687.000 mils in the previous year.

478. The following Table shows the number of pensions in course of payment at the beginning of each year, the number of pensions granted during each year and the monthly cost of these pensions for the years 1965-1970.

Year	Pensions in course of payment at the beginning of the year		Pensions granted during the year	
	No.	Amount £ mils	No.	Amount £ mils
1965	—	—	14	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	22	371.330
1970	95	1,671.530	20	367.000
1971	115	2,084.575	—	—

474. The Table below gives details on the age — distribution of widows in receipt of a death benefit as at 31st December, 1970, the number of dependants and the 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	4	1	2	—	71.060	
25 — 29	8	1	1	4	156.420	
30 — 34	12	1	1	3	244.380	
35 — 39	11	1	—	3	226.615	
40 — 44	15	—	5	3	301.575	
45 — 49	20	2	4	3	398.200	
50 — 54	20	10	7	2	325.400	
55 — 59	11	8	2	1	166.815	
60 — 64	8	8	—	—	110.920	
65 — 69	6	6	—	—	83.190	
70 — 74	—	—	—	—	—	
75 and over	—	—	—	—	—	
TOTAL	115	38	22	19	2,084.575	

ADMINISTRATION

475. 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 rural areas. A total of 172 officers were employed on Social Insurance work at the end of the year of whom 36 were on daily wages, compared with 167 and 62 respectively in 1969.

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

477. The local Employment Exchanges receive all claims for benefits which they check and submit to Central Office for adjudication. Claims for unemployment benefit lodged by persons residing within a radius of 15 miles from any of the main Employment Exchanges are paid in cash. All other benefits are paid by means of postal drafts.

478. Insurance Officers, who have been specially appointed to adjudicate on claims, have dealt with 44,327 claims during the year, as against 48,821 in 1969. Of the claims adjudicated on in 1970, 3560 were disallowed as claimants did not satisfy the contribution conditions, compared with 3294 in 1969.

479. 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 Central Office.

480. The number of inspections carried out throughout the Island, under the Social Insurance Laws, was 22,620 compared with 21,970 in 1969. The arrears collected during these inspections amounted to £69,331.330 mils as against £93,428.810 in 1969. An analysis of the inspections and the arrears collected in each district is given in the following Table.

D i s t r i c t	Number of inspections	Arrears collected £ mils
Nicosia and Kyrenia	11966	31,353.560
Limassol	3627	11,264.470
Famagusta	3396	15,521.270
Larnaca	1584	6,847.140
Paphos	2047	4,344.890
T o t a l	22620	69,331.330

481. The number of persons prosecuted for contravening the contribution provisions of the Social Insurance Laws decreased by 336 to 428 during the year. Of the 428 prosecutions, 67 were against employers for failure to pay contributions for their employees, and 361 against self-employed persons for failure to pay their own contributions. This compares with totals of 216 and 525 respectively in 1969.

482. The fines imposed by the Courts for the above offences amounted to £5,994.718 mils of which a sum of £3,646.375 mils represents arrears due to the Fund. These figures compare with £7,881.100 mils and £4,203.124 mils respectively in 1969.

483. The following Table shows the number of persons prosecuted, the arrears collected and the fines imposed, analysed by district.

District	No. of cases	Arrears collected		Fines imposed	
		Before trial £ mils	As a fine £ mils	£	mils
Nicosia & Kyrenia	116	2,520.700	909.835	1,016.843	
Limassol	111	2,406.340	1,051.060	810.750	
Famagusta	61	387.920	1,000.180	209.250	
Larnaca	98	227.520	552.980	152.500	
Paphos	42	573.020	132.320	159.000	
T o t a l	428	6,115.500	3,646.375	2,348.343	

COMMITTEE OF MANAGEMENT

484. 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) four persons nominated after consultation with organizations representative of employers and four from organizations representative of workers;
- (d) two persons nominated after consultation with organizations representative of farmers; and
- (e) one other person not belonging to any of the previous classes.

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.

485. During 1970 the Committee of Management and its sub-Committee held 3 meetings to discuss matters within the aforesaid powers and to make recommendations to the Minister.

OVERSEAS ARRANGEMENTS

486. Benefits such as old-age, widows', disablement and orphans' pensions are payable irrespective of the country in which the beneficiaries choose to live. At the end of 1970 there

was only one reciprocal agreement in operation — between Cyprus and the United Kingdom.

487. The number of people receiving old-age and widows' pensions while resident abroad increased during the year. 236 old-age pensioners and 155 widows were receiving their benefits abroad. Of these, 140 old-age pensioners and 95 widows were residing in the United Kingdom compared with 358 United Kingdom beneficiaries residing in Cyprus.

488. Table No. 41 shows the countries in which persons receiving old-age and widows' pensions abroad were living.

TABLE
No. 41

B. PNEUMOCOINOSIS COMPENSATION SCHEME

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

490. The Scheme covers all persons employed in mines and quarries as well as in any type of work which exposes those employed in it to the danger of pneumoconiosis. A total of approximately 4000 employees are covered.

491. Compensation in case of disablement consists of weekly payments, which include also increases for dependants.

492. The following Table shows the basic monthly rates of disablement pension and increases for dependants according to the degree of disablement.

DEGREE OF DISABLEMENT	R A T E O F P E N S I O N				Increase for three or more dependants £ mils
	Basic Monthly Rate £ mils	Increase for one dependant £ mils	Increase for two dependants £ mils	Increase for three or more dependants £ mils	
81 — 100	13.000	5.000	8.000	11.000	
61 — 80	10.400	4.000	6.400	8.800	
41 — 60	7.800	3.000	4.800	6.600	
31 — 40	4.900	1.750	2.600	3.420	
1 — 30	3.730	1.300	1.950	2.340	

493. In case of death a lump sum benefit is paid to the deceased's dependants. A sum of £1,500,000 mils is paid to persons wholly dependent on the deceased worker, and a reduced amount of £1,200,000 mils is paid to persons partly dependent on him. The lump sum paid is reduced by the amount of disablement pension which the deceased has drawn prior to his death but in no case does the lump sum fall below £500,000 mils.

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

495. Examinations by members of the Medical Board are carried out practically every day. During the year the full Board held 29 meetings. Among others, the Board re-examined 87 persons already in receipt of weekly compensation for the purpose of re-assessing the degree of their disablement. Of these, 18 persons were found to be suffering at a higher degree and one at a lower degree. The board also examined 3 persons who claimed compensation under the Scheme for the first time, and re-examined one person previously certified as not suffering from the disease. Of these, one person was found to be suffering from the disease, one person was certified as not suffering from it, and decisions on the other two cases are pending.

496. The following Table shows the number of persons suffering from pneumoconiosis, analysed 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 1/1/70 26	34	21	7	22
	As at 31/12/70 23	32	18	14	20	107

497. The age-distribution of persons suffering from the disease at the end of the year is shown in the following Table:

AGE—GROUP	NUMBER OF PERSONS
Less than 20	—
20 — 24	—
25 — 29	—
30 — 34	1
35 — 39	2
40 — 44	20
45 — 49	10
50 — 54	24
55 — 59	29
60 — 64	12
65 and over	9
TOTAL	107

498. In 1970, 3 totally disabled pensioners died. All 3 claims to death benefits submitted in respect of these deaths were allowed; the death benefits paid in respect of these claims amounted to £2,955.770 mils. The total number of pensioners whose death was due to or materially accelerated by pneumoconiosis since the enactment of the Law in 1960 is 33 and the total amount of death benefits paid amounted to £24,750.770 mils.

499. During the year under review the Fund's total receipts amounted to £47,477.000 mils, compared with £61,618.000 mils in the previous year. Of the total of £47,477.000 mils, an amount of £28,964.000 mils represents the fourth instalment of the supplementary contribution imposed on employers to cover the cost of old cases. Expenditure on pneumoconiosis benefits was £17,935.000 mils, which compares with £16,622.000 mils in 1969. For details of Receipts and Payments for the year under review see Table No. 44.

TABLE
No. 44

C. ANNUAL HOLIDAYS WITH PAY SCHEME.

500. The Annual Holidays with Pay Law which was enacted on 3rd March, 1967, and came into operation on 1st August of the same year, provides annual holidays with pay to employees who enjoy no paid annual holidays either because they work for undertakings which are not unionized or because the trade unions in the undertaking or the industry concerned are not strong enough to obtain this benefit for their members. It is estimated that approximately 54.000 employees did not have any annual holidays benefit on the date of the enactment of the Law.

ADMINISTRATION

501. The Law created a Central Holiday Fund into which employers make contributions at the rate of 3% of their employees' weekly wages which cover leave for 9 working days a year. Contributions are paid in the form of special stamps affixed in "holiday booklets".

502. The Law empowers the Minister to exempt employers from paying contributions to the Fund if, in the opinion of the Minister, such employers operate schemes which are more beneficial to the employees than the provisions of the Law. As a result of this, 2445 employers employing 45,009 employees have been exempted so far.

503. Employers are required under the Law to register with the Ministry within one month from the date of the acquiring the status of employer. At the end of 1970 there were 17,240 registered employers employing 134,770 employees. This compares with totals of 14,286 and 123,647 respectively at the end of 1969. The distribution of registered employers by district is shown in the following Table:

D I S T R I C T					
NICOSIA/ KYRENIA	LIMASSOL	FAMAGUSTA	LARNACA	PAPHOS	TOTAL
8,419	2,802	2,917	1,459	1,643	17,240

504. The income of the Fund during 1970 amounted to £537,699.000 mils, representing £51,046.000 mils more than in the previous year. The Fund's income is represented by employers' contributions, sales of booklets and guides, interest on surplus monies and fines collected.

505. Holiday payments from the Fund were also higher than in the previous year, the total payments of £435,579.000 mils, showing an increase of £59,318.000 mils over 1969. For details of Receipts and Payments for the year under review see Table No. 45.

TABLE
No. 45

506. To be entitled to an annual holidays payment, employees must have worked at least 25 weeks during the leave year. In 1970, 39,780 employees were paid their holiday entitlement through the Fund, and 4413 claims for holiday pay were disallowed because the claimants did not satisfy the requirement for the minimum period of employment. These figures compare with totals of 36,431 and 6535 respectively in 1969.

507. In 1970 the number of inspections carried out throughout the Island, under the Annual Holidays with Pay Laws, was 8550. An analysis of the inspections and the arrears collected in each district is given in the following Table.

District	Number of Inspections	Arrears Collected £ Mils
Nicosia & Kyrenia	3440	7,912.595
Limassol	1803	3,531.425
Famagusta	1513	3,703.690
Larnaca	581	1,714.920
Paphos	1213	806.280
T o t a l	8550	17,668.910

508. During 1970 legal proceedings for failure to pay contributions were brought against 57 employers compared with 89 in the previous year. The fines imposed by the Courts amounted to £362.300 mils and contributions paid through the Courts to £482.665 mils. This compares with totals of £476.250 mils and £443.195 mils respectively in 1969.

509. The following Table shows the number of employers prosecuted, the fines imposed and the arrears collected, analysed by district.

DISTRICT	No. OF CASES	ARREARS COLLECTED		FINES IMPOSED	
		Before Trial £ Mils	As a Fine £ Mils	£	Mils
Nicosia & Kyrenia	31	318.995	78.690	218.750	
Larnaca	20	735.820	390.475	141.050	
Famagusta	—	—	—	—	
Limassol	6	37.030	13.500	2.500	
Paphos	—	—	—	—	
Totals	57	1,091.845	482.665	362.300	

ARBITRATION TRIBUNAL

510. 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 thereunder. The Tribunal consists of: (a) 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 (b) two members, representing the interests of employers and workers respectively, nominated by the Chairman from a panel submitted to him by the Minister.

COMMITTEE OF MANAGEMENT

511. 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 is from the office of the Accountant-General;
- (c) three persons nominated after consultation with organizations representing the employers' interests; and
- (d) three persons nominated after consultation with organizations representing the workers' interests.

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 on 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 other matters which the Minister may bring to the notice of the Committee.

During the year under review this Committee held 2 meetings and discussed matters relating to the aforesaid powers.

D. TERMINATION OF EMPLOYMENT SCHEME

PURPOSE AND COVERAGE

512. 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 a minimum period of notice in cases of dismissal 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.

513. Cyprus is in a period of important development; as a result 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.

514. 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 modernize 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 in the Island as a class, and not by individual employers.

515. During 1970 Regulations were made empowering the courts to order the payment of fines to the Redundancy Fund for expenses incurred by the Arbitration Tribunal.

ADMINISTRATION

Redundancy Payments:

516. Employers' contributions to the Fund are collected through the "direct payment" system at monthly intervals. The income of the Fund during 1970 was £260,528,000 mils showing an increase of £47,533,000 mils over 1969.

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

518. The number of persons who claimed redundancy payment during the year was 1097. In addition, 56 claims were pending from the previous year. Out of a total of 1153 claims, 818 were allowed, 285 disallowed and 50 were pending at the end of the year. The total cost of the claims allowed amounted to £97,136,797 mils as against £29,065,000 mils in 1969. During the year under review £77,398,000 mils were paid as redundancy payments, compared with £26,532,000 mils in 1969.

519. For details of Receipts and Payments see Table No. 46.

Compensation for Unjustified Dismissals.

520. 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 what 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.

521. In 1970, 42 employees were awarded compensation for unjustified dismissal amounting to £3,880,800 mils. This compares with totals of 39 and £3,081,264 mils respectively in 1969.

522. In 1970 the number of inspections carried out throughout the Island, under the Termination of Employment Laws, was 10,820. The following Table gives details on the inspections and the arrears collected during these inspections in each district.

D i s t r i c t	Number of Inspections	Arrears Collected £ Mils
Nicosia & Kyrenia	4738	6,404.115
Larnaca	1963	1,824.155
Famagusta	1967	1,934.390
Limassol	867	—
Paphos	1285	1,286.200
Totals	10820	11,448.860

523. During the year under review 45 employers were prosecuted for failure to pay contributions for their employees, as against 52 in 1969. The fines imposed by the Courts in all cases amounted to £221.400 mils and the arrears collected to £1,415.170 mils, showing increases of £11.250 mils and £229.095 mils respectively over 1969. The following Table shows the number of employers prosecuted, the fines imposed and the arrears collected, analysed by district.

D i s t r i c t	No. of Cases	Arrears Collected		Fines Imposed £ Mils
		Before Trial £ Mils	As Fine £ Mils	
Nicosia & Kyrenia	24	111.865	1,365	134.250
Limassol	21	176.775	50.265	87.150
Famagusta	—	—	—	—
Larnaca	—	—	—	—
Paphos	—	—	—	—
T o t a l	45	288.640	1,415.265	221.400

Settlement of disputes

524. 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

525. The Committee of Management comprises 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;
- (a) 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; and
- (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.

526. During the year under review this Committee held 2 meetings and discussed, inter alia, the following subjects:

- (a) the estimates of the expenses of administration for 1971;
- (b) the Final Accounts of the Fund for 1969;
- (c) matters relating to the Fund's investments.

X. REPORT OF THE DEPARTMENT OF SOCIAL WELFARE SERVICES (SUMMARY)

POLICY AND OBJECTIVES

527. The Department of Social Welfare Services has pursued further its comprehensive policy which aims at:—

- (a) the provision of preventive services and programmes to facilitate the better social functioning of individuals, families and communities;
- (b) the restoration to normal life and social well-being of deviant, deprived or handicapped individuals or youth;
- (c) the promotion of maximum feasible participation of communities and voluntary organizations in all areas of social welfare.

528. During the year under review the focus of the Department's activities centered on a threefold objective:—

- (a) Promoting the preventive and developmental aspects of social welfare activity, besides remedial work, so as to prevent social problems or their consequences which constitute obstacles to development. Thus casework services for strengthening family life and the prevention of financial dependency gained considerable momentum;
- (b) contributing toward a balanced socio-economic growth, in line with the overall objectives of the 2nd Five Year Development Plan. Technical assistance and grants-in-aid were provided, inter alia, to community agencies for the development and fullest realization of their resources; considerable progress was also made in the enlistment of popular participation for the initiation of such developmental projects as Day Care Centres, Youth Clubs and Community Welfare Councils;
- (c) assessing existing and emerging social needs and establishing priorities in the process of planning for new social welfare projects and services. In this respect social surveys have been carried out and committees have been set up to examine such areas of action as Day Care, Youth, Community development, Institutional care for the handicapped, e.t.c.

529. The National Social Development Board, established in 1969, continued functioning under the Chairmanship of the Minister of Labour and Social Insurance. All Ministries concerned with social services participated in an effort to co-ordinate their activities and policies on social development. One of the long term objectives of the Board is the co-ordination of Governmental and Voluntary action in the social welfare field. It is believed that the successful operation of this Board has added a new dimension in national social planning and made a further move for the integration of social development within the overall planning for economic development.

530. Staff development continued to be considered an ongoing process aiming at the maintenance of a high standard of professional competence. In-service training courses were held for all serving officers and administrators, with evidently excellent results.

531. International co-operation entailed various activities and responsibilities for the Department such as its representation on a number of International committees and conferences, the operation of the World Food Programme in Cyprus, and the co-operation with related agencies abroad. The Swansea University College continued to provide expert technical and scientific assistance in the area of training, social surveys and programme evaluation. Two groups of social work students, one from Swansea University College and one from H.E.N. Athens (the Greek organization equivalent to the Young Women's Christian Association), visited Cyprus for an organized study programme of the island's social welfare services.

SCOPE OF ACTIVITIES

532. The Department's policy is interpreted into practice through the following programmes:—

A. DELINQUENCY AND SOCIAL DEFENCE

533. The Department is statutorily responsible for the supervision of juvenile and adult offenders placed on probation by the Courts as well as of persons released on licence or on parole from correctional institutions, i.e. the Prisons and the Lamboussa School. Preventive supervision is also rendered to juveniles with behavioural problems with the aim of helping them achieve an optimum social adjustment. In certain cases institutional care is provided through the Department's Hostels.

534. One function of the Probation Service is the pre-trial investigation and the preparation of social studies to assist the Court in deciding the appropriate treatment taking into

account the best way of rehabilitating the offender, in the interest of society as well. Over-all the incidence of juvenile crime has been fairly low and not causing any alarm. Thus the total number of juveniles convicted by the Courts during the year represents a low 0.3% of the criminally responsible juvenile population (ages 7-15).

535. A total of 330 juveniles appeared before the Courts during 1970 and of them 285 were convicted. As usually the predominant form of juvenile crime was "stealing". Probation orders were made in respect of 125 juveniles representing 40% of those convicted, while 23 were committed to Lamboussa School. By the end of the year there were 220 juvenile probation cases under supervision. Probation orders expired for 117 cases with a very satisfactory success rate of 83%.

536. Social studies for adult offenders were provided to the Courts on the latter's request. In this connection a total of 410 social studies were prepared and 61 adult offenders were placed on probation in accordance with the provisions of the Probation of Offenders Law. Following the expiration, during the year, of 85 orders there still remained at the end a total of 119 cases under supervision. The success rate in adult probation cases stood as high as 89% and does reflect on one hand the excellent selection which is made by the courts and on the other the effectiveness of the Probation Service itself.

537. Under this programme the Department continued to provide after care supervision to Lamboussa School boys and prisoners released on licence with a view to helping them toward their social adjustment and vocational rehabilitation. Close co-operation with both institutions continued during the year and regular contact was also maintained with the inmates families. This is considered an indispensable part of the social work help which is being rendered aiming at the resolution of family problems and the return of the inmate to a conflict-free family environment.

538. The Department's Hostels continued to provide supervision, resocialization experiences and plans of rehabilitation for all their inmates. A total of 88 adolescent boys and 25 girls benefited from such treatment during the year. Following the rehabilitation of 42 boys and 12 girls there remained in the hostels at total 46 and 7 inmates respectively.

B. CHILD AND FAMILY WELFARE

539. Preventive work with a view to forestalling family breakdown and remedial services for children living in or away from their homes continued to constitute one of the biggest programmes of the Department. On the whole the Department discharged its statutory responsibilities and provided a full range of services promoting the welfare of children.

540. Under this programme a total of 1545 cases were investigated and 533 cases were placed under regular supervision. The main bulk of new cases placed under supervision, rising to 366 cases, refer to preventive work and reflect the Department's emphasis on prevention. A total of 59 children who were deprived of a normal home life and exposed to physical or moral dangers were taken into care by decision of the Director or through Court and placed in either a Children's Home, a Hostel or with foster families. By the end of the year there were 227 children placed with suitably selected foster-families.

541. The Department's 4 Children's Homes and six Hostels continued to provide care and supervision to children of the ages of 5-14 and 14-18 respectively. At the end of the year these institutions accommodated 89 children. While the children receive their training in the institution, action is also taken for the improvement of the family environment so as to prepare and speed up their restoration with their own families or, when this is not feasible, with foster-families.

542. The construction of new and modern premises for the Children's Home Limassol was completed at a cost of £20,000.-; this Home has already been accommodated in its own building.

543. In accord with the objective of strengthening the family and promoting the well being of children and families in their own homes. This task involves a careful assessment of the individual with a view to improving the social-psychological and material conditions of the family and preventing family disorganization and the abuse of children. Thus a total of 844 cases of children or families were being helped during the year. This includes 243 cases for which the Department had to take protective action to ensure the maintenance of children by defaulting parents. In such cases an agreement for voluntary maintenance contributions is preferred but the ultimate goal always remains the revival of the deserting parent's interest in and the re-unification of the family. In some cases where a voluntary agreement is beyond reality the intervention of the Court becomes a necessary measure for a Maintenance Order.

544. The statutory responsibility for the supervision and registration of Day Care Centres, Nurseries and Child Minders was discharged with success. Thus a total of 17 new registrations were made; the total number of Day Care Centres and Child Minders rose from 43 on 31.12.69 to 58 on 31.12.70 following the termination of two former registrations. By the end of the year there were also 26 applications pending. All such applications are being examined in the light of the minimum standards already adopted and a high level of operation is thus maintained in all registered Day Care Centres.

545. Safe-guarding the interests of children given for adoption is another major statutory function under this programme. Welfare Officers are appointed by the Court as Guardians ad litem and following a close supervision of every child placed for adoption they submit

a report to the court on the suitability of prospective adoptive parents. A total of 80 cases were investigated during the year and an equal number of reports were completed. By the end of the year there were still 72 cases of notifications for intention to adopt, under supervision.

C. PUBLIC ASSISTANCE AND RELATED SERVICES

546. Further preparatory work has been completed for the eventual introduction of a statutory Public Assistance Scheme guaranteeing a minimum level of subsistence for every citizen. Public Assistance according to the proposed statutory scheme will be granted to every needy person as a legal right.

547. According to the existing Scheme which is governed by administrative regulations every involuntarily destitute person is eligible for pecuniary assistance. Such assistance may be given on a short or long term basis according to the needs of the case.

548. Besides, however, the relief of destitution another basic objective of this Scheme is to provide counselling services with a view to preventing financial dependency and helping recipients, as far as their potentialities may permit, to become self-supporting. In the light of this objective an appreciable proportion of Public Assistance recipients were rehabilitated during the year mainly through productive employment and have become financially independent.

549. During the year under review 2398 cases were investigated and assessed as to their eligibility for Public Assistance. Monthly allowances were approved in 650 cases and grants were approved for 1100 cases. The remaining 648 cases were not found eligible for any assistance. At the end of 1970 a total of 3759 cases were receiving monthly Public Assistance, involving 5193 persons, or approximately 0.8% of the total population.

550. The majority of persons assisted, by nature of distress, is that of elderly individuals (59%) followed by those suffering from physical and mental illness (25%). Further statistical analysis indicates a decline in the total number of cases assisted because of widowhood. This may be indicative of the positive effects of the Social Insurance Scheme which provides also for widows' benefits.

551. The total expenditure during 1969 for both monthly allowances and grants was about £213,000,000 mils as compared to £209,000,000 mils in 1969. The per head rate of assistance in monthly allowances at the end of the year was £3 p.m. against £2 p.m. in the previous year.

552. Emergency and other relief services continued to be rendered whenever an exigency occurred. In this connection the Department prepared 1850 socioeconomic studies for victims of emergencies (tornado, landslides) and participated in ad-hoc committees which were set up for the assessment of every case.

D. COMMUNITY WORK AND YOUTH WELFARE

553. The emphasis of the programme was focussed on the community as a major social unit within which social needs and social problems take shape and therefore have to be tackled in a community context. Particular attention was paid to motivating local voluntary welfare organizations and community leaders to participate actively in their community life through utilizing effectively existing human and other resources in order to meet social needs and speed up the process of social development. In this light, 21 Community Welfare Councils have been in operation during the year, including the Nicosia District Welfare Council which operates on a regional basis. The Councils, apart from their major objective of coordinating social welfare activities at the local level, have set up committees for the study and planning of welfare programmes such as Day-Care Centres, Youth Clubs and services for the old.

554. Technical assistance as well as financial help was provided to Voluntary Organizations engaged in social welfare programmes meeting priority social needs. Grants-in-aid amounting to £8,200,000 mils were given to Voluntary Organizations in support of a variety of social programmes.

555. Youth was given particular attention in this programme. Direct services to youth were provided through the Nicosia and Limassol Youth Centres which aim at satisfying the overall needs of the working youth. A third Centre was established in Famagusta in cooperation with a Voluntary Organization which finally undertook full responsibility for operation of the Centre. Technical or financial assistance was provided to Community Organizations initiating programmes in the service of youth. In this way, there were 22 Youth Clubs in operation by the end of the year, with a total enrollment of about 1,250 members; among these clubs 5 were for girls.

556. The following Table summarizes caseload changes during the year and shows the total cases under supervision for each programme as on 31.12.1970.

Table showing Caseload Changes by Programme

PROGRAMMES	Cases under supervision on 31.12.69	New cases added during year	Expired during year	Cases under supervision on 31.12.70
A. DELINQUENCY AND SOCIAL DEFENCE				
(a) JUVENILE PROBATION	212	125	117	220
(b) ADULT PROBATION	134	61	85	119
(c) OTHER (Lambousa School, Prison After-Care)	114	50	51	113
B. CHILD & FAMILY WELFARE				
(a) Children in Care or in their own homes	343	83	81	345
(b) Preventive child and family welfare cases	430	366	267	529
(c) Adoptions and Placements	102	67	85	84
(d) Day Nurseries and Child Minders	43	17	2	58
C. PUBLIC ASSISTANCE	3768	650	659	3759
Monthly Allowances	27	21	2	46
D. COMMUNITY & YOUTH	592	352	301	643
E. OTHER SERVICES				
GRAND TOTAL	5774	1792	1650	5916

E. SERVICES RENDERED THROUGH OTHER MINISTRIES

557. As in previous years close co-operation was maintained with other Government Agencies, especially those offering social services. Furthermore, and in addition to the direct or indirect services rendered to individuals, families or groups coming under various social welfare programmes four officers of the Department continued to be attached to other governmental Agencies whose service to the public involves a social welfare component. These social workers are assigned to the task of dealing with the social and family problems of the beneficiaries of such other Governmental Agencies or assisting in the planning of new services which may bear upon the human environment.

558. Thus one officer has been attached to each of the following governmental Agencies, on a permanent basis:—

- a) **Town Planning:** To deal with the overall Town and Country Planning study.
 - b) **Central Prisons:** To deal with inmates' problems and act as liaison with the outside world, and also keep contact with the District Welfare Officers on the progress of Prisoners released on parole.
 - c) **Psychiatric Institutions:** To deal with inmates' problems and act as liaison with the District Welfare Officers for the inmates' eventual rehabilitation and supervision on release.
 - d) **Cyprus High Commission, London:** To deal with problems of Cypriot emigrants.
559. Plans have already been made for the attachment, as from 2.1.1971, of one officer at the General Hospital Nicosia, to extend social work services to the patients and their families.
560. Services provided to other government agencies with a view to facilitating their functions and the achievement of their objectives, include:—
- (a) The investigation and report upon the socio-economic circumstances of government sponsored patients.
 - (b) The provision of school social work to help students with adjustment problems.
 - (c) The provision of medical social work, to help patients with problems of their families.
 - (d) The investigation and submission of reports on cases referred to the Department by other agencies, such as the Ministry of Finance, the Centre for the Rehabilitation of the Disabled, and the Municipal authorities.
561. Following a new arrangement with the Ministry of Education, the Department investigated during the latter part of the year 3,450 cases of Cypriot students attending Universities in Greece who applied for the issue of poverty certificates rendering them eligible for subsidized meals.

562. The following Table gives a comparative distribution of the social investigation reports prepared in respect of each programme during 1969 and 1970. It will be observed that the overall number of investigations in 1970 has sharply increased by 3479 or 40.5% over 1969.

Comparative Table showing Social Investigations
by Programme, during 1969 and 1970

	No. of Investigations	
	1969	1970
A. DELINQUENCY & SOCIAL DEFENCE		
(a) Juveniles	310	330
(b) Adults	315	410
(c) Prisoners	16	4
B. CHILD CARE	1,606	1,545
C. PUBLIC ASSISTANCE	2,628	2,398
D. COMMUNITY WORK	6	44
E. REPORTS SUBMITTED TO OTHER MINISTRIES		
(a) Medical	534	936
(b) National Guard	477	267
(c) Emergency Committees	973	1,337
(d) Certificates issued to University students in Greece	—	3,066
(e) Others	58	464
F. MISCELLANEOUS REPORTS	1,653	1,254
T O T A L	8,576	12,055

MISCELLANEOUS

563. As seen in the table shown above a considerable number of miscellaneous investigations were undertaken during the year. These investigations, rising upto 1,254, include the preparation of case-studies and reports on the socio-economic circumstances of domestic servants, guardianship of infants, passport facilities and others.

564. The Department of Social Welfare Services publishes an independent detailed report of its own which is obtainable upon request.

Registered as wholly unemployed on the last day of each of the months shown as a percent of the Econ. Active population of each District and Region, 1970.

TABLE No. 1

(Reference paragraph 92 of the Report)

DISTRICT / REGION	M O N T H S											
	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
NICOSIA DISTRICT	1.0	0.9	0.8	0.6	0.6	0.9	1.5	1.7	1.2	1.2	1.1	1.0
Nicosia Town	0.7	0.8	0.7	0.5	0.5	0.7	1.3	1.5	1.0	1.0	1.0	0.8
Nicosia Suburbs	1.6	1.5	1.3	1.0	0.9	2.6	2.9	2.1	1.9	1.7	1.5	1.6
Kythrea Region	0.6	0.8	0.5	0.4	0.6	1.1	1.1	0.7	0.6	0.6	0.5	0.8
Orini Region	0.8	0.8	0.7	0.5	0.4	1.4	1.1	0.8	0.8	0.7	0.6	0.5
Morphou Region	1.0	0.8	0.8	0.5	0.5	1.0	1.1	0.9	0.9	1.0	0.9	0.8
Lefka Region	1.0	0.7	0.8	0.4	0.6	0.8	0.9	0.6	0.6	0.8	1.0	1.5
KYRENIA DISTRICT	0.7	0.6	0.6	0.5	0.4	0.8	0.8	0.7	0.7	0.6	0.5	0.5
Kyrenia Town	0.5	0.3	0.5	0.4	0.8	0.9	0.8	0.7	0.5	0.6	0.6	0.7
Southern Kyrenia Region	0.7	0.6	0.5	0.3	0.5	1.6	1.0	1.5	1.0	0.9	0.7	0.7
Northern Kyrenia Region	0.6	0.6	0.6	0.4	0.7	0.6	0.6	0.5	0.3	0.3	0.3	0.3
PAMAGUSTA DISTRICT	1.1	1.1	0.8	0.4	0.9	1.5	1.6	1.2	1.0	0.9	0.8	0.8
Pamagusta Town	1.3	1.4	1.0	0.9	0.7	2.1	1.9	1.6	1.4	1.3	1.1	1.1
Pamagusta Region	1.0	1.0	0.7	0.3	0.8	1.0	1.7	1.1	1.0	0.8	0.8	0.8
Mesaoria Region	0.7	0.7	0.5	0.2	0.4	0.9	1.7	1.2	0.7	0.5	0.5	0.5
Karpasia Region	1.3	1.3	0.9	0.5	0.8	1.0	1.0	0.9	0.8	0.7	0.7	0.8
LIMASSOL DISTRICT	1.5	1.8	1.8	1.4	1.4	1.8	2.1	1.8	1.6	1.6	1.5	1.5
Limassol Town	2.1	2.3	2.7	2.2	2.3	3.0	3.6	2.8	2.7	2.7	2.6	2.2
Limassol Region	0.7	0.8	0.7	0.7	0.9	1.0	0.8	0.8	0.8	0.8	0.8	0.7
Evdimon Region	1.8	2.0	2.4	1.6	1.9	2.6	2.8	2.7	2.8	2.3	2.3	2.0
Kiliani Region	1.5	2.0	1.9	1.0	0.6	0.8	0.8	0.7	0.7	0.8	0.6	1.4
LARNACA DISTRICT	1.4	1.5	1.2	1.2	0.9	1.1	1.5	1.5	1.2	1.2	1.0	1.0
Larnaca Town	1.7	1.9	1.6	1.6	1.6	2.2	2.2	1.8	1.9	1.9	1.6	1.6
Larnaca Region	1.5	1.6	1.3	1.1	0.9	1.5	1.5	1.1	1.1	1.1	0.9	0.9
Kopinou Region	1.1	1.1	0.9	0.5	0.6	0.7	0.7	0.4	0.6	0.6	0.3	0.4
Lefkara Region	0.7	0.7	0.3	0.3	0.2	0.6	0.6	0.5	0.3	0.3	0.5	0.5
PAPHOS DISTRICT	0.8	0.7	0.7	0.5	0.6	0.6	1.1	0.7	0.7	0.7	0.8	1.0
Paphos Town	0.9	0.6	0.9	0.7	1.0	1.9	1.9	0.7	0.7	1.2	0.9	1.1
Paphos Region	0.9	0.8	0.8	0.6	0.8	0.9	1.4	0.9	1.0	1.0	1.3	1.1
Kelekedhara Region	0.7	0.7	0.3	0.4	0.4	0.4	1.0	0.9	0.5	0.3	0.3	0.8
Khrysokehou Region	0.7	0.7	0.7	0.5	0.5	0.3	0.4	0.4	0.2	0.3	0.4	0.6
WHOLE ISLAND	1.1	1.1	1.0	0.8	0.7	1.0	1.5	1.4	1.2	1.1	1.0	1.1
AVERAGE	1.02	0.99	0.86	0.77	0.75	0.59	0.55	0.50	0.96	1.28	0.94	0.91

TABLE No. 2
 (Reference paragraph 92 of the Report)
 Number of Persons registered as wholly unemployed on the last day of each of the months shown, by District and Region, 1970.

DISTRICT/ REGION	M O N T H S												AVERAGE
	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.	
NICOSIA DISTRICT	846	815	718	573	483	770	1,554	1,455	1,081	1,082	958	970	925
Nicosia Town	115	136	118	92	93	126	248	247	178	177	179	141	154
Nicosia Suburbs	291	279	244	193	179	273	493	552	426	401	339	300	331
Kythera Region	69	84	57	48	41	70	124	122	90	75	66	57	75
Orini Region	84	93	71	57	47	86	154	107	107	112	95	87	93
Morphou Region	146	119	119	75	63	134	259	256	199	198	135	173	156
Lefka Region	141	104	109	108	60	81	108	124	81	119	144	212	116
KYRENIA DISTRICT	82	72	73	57	46	83	105	124	87	78	70	65	79
Kyrenia Town	7	5	7	6	5	10	12	11	10	7	8	10	8
Southern Kyrenia Region	30	24	23	21	15	22	50	68	44	47	36	30	34
Northern Kyrenia Region	45	43	43	30	26	51	43	45	33	24	26	25	37
FAMAGUSTA DISTRICT	515	537	379	287	203	420	702	774	597	483	433	403	478
Famagusta Town	167	184	130	104	85	163	261	244	219	183	181	146	172
Famagusta Region	118	120	87	51	38	114	203	125	114	102	94	115	115
Mesaoria Region	81	82	55	35	23	51	110	213	156	86	65	62	85
Karpasia Region	149	151	107	97	57	92	120	114	97	100	85	101	106
LIMASSOL DISTRICT	753	873	905	687	669	902	1,032	870	834	837	779	785	828
Limassol Town	372	408	468	385	396	556	635	531	496	496	466	394	467
Limassol Region	101	108	104	94	97	124	154	118	112	124	116	102	113
Evdimon Region	86	100	96	77	95	125	137	131	136	116	113	104	110
Kiliani Region	199	257	237	131	81	97	106	90	90	101	84	185	138
LARNACA DISTRICT	325	348	290	285	222	247	349	349	292	293	247	251	291
Larnaca Town	121	136	119	112	110	117	160	168	138	147	124	127	131
Larnaca Region	139	146	124	103	84	98	142	135	122	107	88	90	115
Kophinou Region	45	47	36	61	23	25	31	29	19	27	24	18	32
Lefkara Region	20	19	11	9	5	7	16	17	13	12	11	16	13
PAPHOS DISTRICT	242	209	193	150	166	173	294	198	172	199	229	284	209
Paphos Region	26	17	25	20	20	29	53	20	19	39	30	35	28
Ktima Town	91	89	88	62	80	92	150	92	102	139	148	104	104
Kelokedara Region	60	41	19	25	22	26	57	52	31	21	20	49	35
Khrysoikhon Region	65	62	61	43	44	26	34	34	20	27	38	52	42
WHOLE ISLAND	2,768	2,854	2,558	2,039	1,789	2,595	3,836	3,770	3,063	2,972	2,714	2,758	2,810

TABLE No. 3
(Reference paragraph 92 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 1970

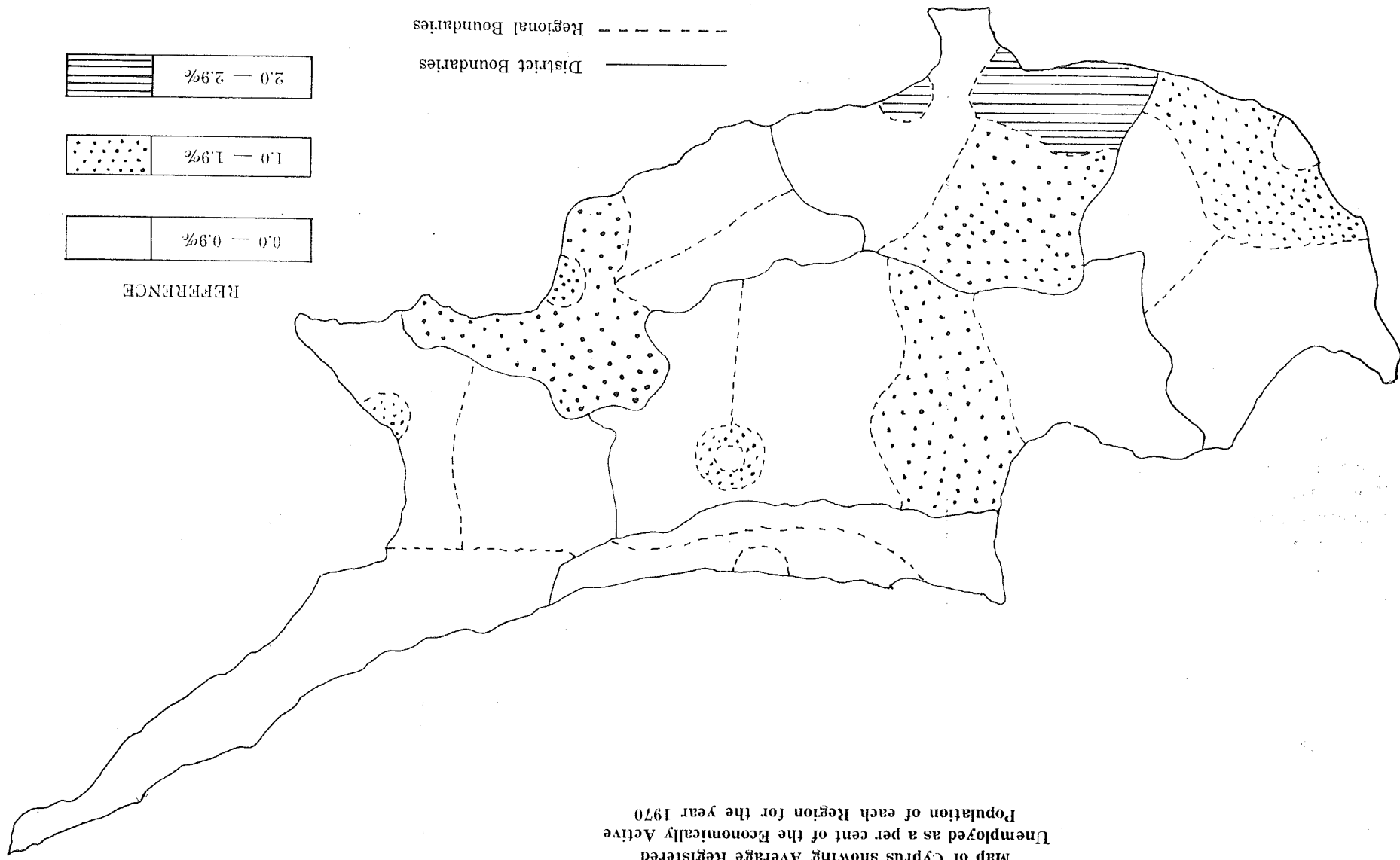


TABLE No. 4
 (Reference paragraph 92 of the Report)
REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES AT THE END OF THE MONTHS SHOWN (1970)
BY BRANCH OF ECONOMIC ACTIVITY

Code	BRANCH OF ECONOMIC ACTIVITY / MONTH	Average												
		Jan.	Febr.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
0	AGRICULTURE, FORESTRY AND FISHING	144	231	157	172	126	101	132	183	156	110	107	124	125
01	Agriculture and Animal Husbandry	110	166	97	124	80	68	94	166	130	97	87	104	111
02	Forestry and logging	31	57	58	42	31	31	34	15	25	11	19	17	13
04	Fishing	3	8	2	6	2	2	4	2	1	2	1	3	1
1	MINING AND QUARRYING	67	59	111	101	63	40	42	39	39	42	53	80	136
2/3	MANUFACTURING	237	240	278	216	202	154	256	364	329	244	204	179	172
20	Food manufacturing	34	24	22	30	31	19	38	50	59	47	42	24	21
21	Beverages	20	25	21	25	17	11	20	26	26	22	15	17	17
22	Tobacco	29	24	22	29	16	5	35	41	43	27	26	32	37
23	Textiles	5	5	6	7	5	5	5	9	6	4	6	3	1
24	Footwear and wearing apparel	52	94	121	44	34	22	30	94	78	38	28	22	20
25	Wood and cork	4	6	5	5	2	1	2	4	4	—	3	5	6
26	Furniture and fixtures	10	14	6	10	17	17	8	15	17	8	7	6	4
27	Paper products	2	—	2	5	3	1	4	3	3	1	1	—	1
28	Printing and publishing	7	5	10	5	6	4	11	12	9	4	5	6	3
29	Leather and leather products	2	1	1	—	1	1	2	3	4	2	2	3	3
30	Rubber products	1	—	2	2	—	1	1	1	1	1	2	3	1
31	Chemical products	3	2	4	2	1	2	4	3	3	2	3	3	6
32	Products of petroleum and coal	—	1	—	—	—	—	—	1	—	—	—	1	1
33	Non-metallic mineral products	5	4	3	8	4	5	7	6	9	4	4	4	2
35	Metal products	22	3	15	11	19	14	28	39	29	38	29	20	18
36	Machinery (excl. electrical)	5	13	3	5	5	3	13	4	5	3	5	3	1
37	Electrical Machinery	4	3	4	3	7	5	6	5	1	5	2	2	4
38	Transport equipment	25	13	24	31	23	24	38	43	25	33	14	18	18
39	Miscellaneous manufacturing industries	7	3	6	6	6	4	7	4	4	5	10	8	8
4	CONSTRUCTION	489	625	619	542	423	321	413	575	472	375	424	448	632
(a)	Private employers	236	253	289	247	224	168	236	279	230	179	277	222	233
(b)	Government Departments	233	353	303	273	183	143	168	276	208	173	126	211	375

(c)	Municipal construction works	9	6	8	8	4	4	4	8	4	8	2558	2039	1789	2595	3886	3770	3063	2972	2714	2758
(d)	Military construction works (S.B.A.)	11	13	19	14	12	6	6	7	15	13	10	19	13	6	10	15	13	13	9	11
5	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	37	57	63	51	49	26	31	29	24	19	22	32								
51	Electricity and gas	18	29	22	23	16	13	12	24	18	14	16									
52	Water and sanitary services	19	28	41	28	33	13	19	12	11	7	16									
6	COMMERCE AND BAKING	212	146	160	144	139	124	229	339	392	292	188									
61	Wholesale and retail trade	201	134	150	133	132	114	220	326	381	282	172									
62	Banks and other financial institutions	7	8	7	6	3	6	5	9	8	11	9									
63/64	Insurance and real estate	4	4	3	5	4	4	4	4	3	2	7									
7	TRANSPORT, STORAGE AND COMMUNICATION	81	68	76	69	57	58	106	108	97	96	90									
71	Transport	74	64	72	61	52	53	100	97	86	86	85									
72	Storage and warehousing	3	2	2	5	3	5	6	6	6	2	1									
73	Communication	4	2	2	3	2	—	—	5	5	6	4									
8	SERVICES	433	442	466	418	342	360	415	495	513	455	404									
81(a)	Government (Administration)	74	97	86	77	68	59	70	64	78	82	60									
(b)	British Sovereign Areas (Administration)	96	91	102	96	82	86	96	122	114	88	99									
82	Community services	51	48	50	44	33	30	52	78	71	61	47									
83	Business services	21	26	15	16	14	15	23	28	24	23	26									
84	Recreation services	26	24	30	20	21	23	23	20	24	27	33									
85	Personal services	165	156	183	165	124	147	151	183	202	174	139									
9	NEWCOMERS	853	649	660	631	501	499	860	1289	1267	1068	766									
(a)	Graduates from Secondary Schools	581	505	498	449	356	370	365	767	830	769	560									
(b)	Other Newcomers	272	144	162	182	145	129	495	522	437	299	206									
X	DISCHARGED FROM MILITARY SERVICE	257	251	264	214	137	106	111	408	476	357	213									
(a)	Discharged secondary school graduates	182	182	140	125	71	64	57	305	386	294	139									
(b)	Others discharged from Military Service	75	69	124	89	66	42	54	103	90	63	74									
GRAND TOTALS		2810	2768	2854	2558	2039	1789	2595	3886	3770	3063	2758									

TABLE No. 5
 REGISTERED AS WHOLLY UNEMPLOYED AT THE EMPLOYMENT EXCHANGES AT THE END OF THE MONTHS SHOWN (1970)
 (Reference paragraphs 92 and 117 of the Report)

BY OCCUPATIONAL GROUPS

Code	O C C U P A T I O N / M O N T H												
	Average	Jan.	Febr.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
0	107	71	79	84	76	71	69	118	145	146	144	136	141
1	14	8	9	9	5	7	16	14	20	17	22	22	22
2	306	320	291	277	255	218	264	353	356	354	354	322	310
3	57	57	60	60	48	42	56	66	64	54	67	54	53
4	18	29	22	24	7	10	11	25	26	18	12	18	17
4-0/1	16	21	16	24	3	9	11	23	25	16	10	17	17
4-0/1	16	21	16	24	3	9	11	23	25	16	10	17	17
4-2/4	2	8	6	—	4	1	—	2	1	2	2	1	—
4-2/4	2	8	6	—	4	1	—	2	1	2	2	1	—
5	21	50	67	53	28	10	4	2	1	7	4	1	24
5	21	50	67	53	28	10	4	2	1	7	4	1	24
6	186	149	195	178	134	123	225	251	266	169	169	173	195
6	186	149	195	178	134	123	225	251	266	169	169	173	195
6-0/1	8	2	1	3	2	4	12	18	13	6	9	10	10
6-0/1	8	2	1	3	2	4	12	18	13	6	9	10	10
6-2/3	—	1	—	—	—	—	—	—	—	—	—	—	—
6-2/3	—	1	—	—	—	—	—	—	—	—	—	—	—
6-4	144	113	160	135	97	91	190	181	201	131	135	139	152
6-4	144	113	160	135	97	91	190	181	201	131	135	139	152
6-5/9	34	33	34	40	35	28	23	52	52	32	25	24	33
6-5/9	34	33	34	40	35	28	23	52	52	32	25	24	33
7-0	1	1	—	—	1	1	1	8	3	—	—	—	—
7-0	1	1	—	—	1	1	1	8	3	—	—	—	—
7-1	38	53	69	33	26	15	23	90	63	20	21	30	20
7-1	38	53	69	33	26	15	23	90	63	20	21	30	20
7-2	15	42	48	14	12	5	8	10	22	8	4	3	2
7-2	15	42	48	14	12	5	8	10	22	8	4	3	2
7-3	6	1	3	5	7	7	5	12	7	7	7	3	5
7-3	6	1	3	5	7	7	5	12	7	7	7	3	5
7-4	1	—	1	—	—	—	—	1	3	1	—	1	1
7-4	1	—	1	—	—	—	—	1	3	1	—	1	1
7-5	90	57	106	96	84	76	117	135	106	95	67	73	65
7-5	90	57	106	96	84	76	117	135	106	95	67	73	65
7-6	50	29	55	63	59	60	65	51	41	41	34	33	33
7-6	50	29	55	63	59	60	65	51	41	41	34	33	33
7-8	394	367	461	353	309	251	432	650	658	397	287	282	284
7-8	394	367	461	353	309	251	432	650	658	397	287	282	284
7-8	394	367	461	353	309	251	432	650	658	397	287	282	284

		GRAND TOTAL												
7-7	Carpenters, joiners, cabinet makers, coopers	42	52	42	38	28	33	52	67	58	30	29	35	48
7-8	Painters and paperhangers	28	41	39	24	20	16	20	27	30	15	14	14	17
7-9	Bricklayers, plasterers & construction workers n.e.c.	36	55	58	47	31	14	38	48	34	20	18	32	40
8-0	Compositors, pressmen, engravers & book-binders	3	2	7	5	8	1	3	4	2	3	1	1	1
8-1	Potters, kilnmen, glass and clay formers	—	—	—	—	—	—	—	—	2	—	—	—	1
8-2	Millers, bakers, brewmasters & food & beverage workers	2	—	3	2	1	3	—	1	3	2	1	2	2
8-3	Chemical and related process workers	3	—	—	—	—	—	—	—	38	—	—	—	—
8-4	Tobacco preparers and tobacco-products makers	22	—	20	17	26	15	34	40	—	23	24	29	33
8-5	Craftsmen & production-process workers n.e.c.	4	23	3	3	2	2	3	3	2	3	4	2	1
8-6	Packers, labellers & related workers	52	2	3	5	—	—	54	139	216	124	54	17	11
8-7	Stationary & excavating equipment operators	4	4	4	1	4	4	6	4	4	2	2	6	9
8-8	Longshoremen and related workers	2	—	—	—	—	—	4	8	9	—	—	—	—
8-9	LABOURERS NOT ELSEWHERE CLASSIFIED	627	830	740	688	544	411	552	823	591	511	539	547	743
9	SERVICE, SPORT AND RECREATION WORKERS	247	229	259	243	171	200	228	277	275	290	294	270	234
9-0	Firemen, policemen, guards a.r.w.	53	38	34	43	49	47	57	49	51	63	108	44	50
9-1	Housekeepers, cooks, maids a.r.w.	95	118	122	109	65	74	80	104	108	126	68	95	71
9-2	Waiters, bartenders & related workers	33	36	40	36	22	22	31	26	21	29	34	47	57
9-3	Building caretakers, cleaners, a.r.w.	51	25	48	44	18	42	46	82	79	65	59	64	45
9-4	Barbers, hairdressers, a.r.w.	9	6	10	7	12	12	13	10	10	5	9	11	8
9-5	Laundresses, dry-cleaners & pressers	3	3	1	3	1	—	1	5	2	1	4	6	1
9-6/9	Other service & recreation workers	3	—	4	1	4	3	—	1	4	1	12	3	2
X	WORKERS NOT CLASSIFIABLE BY OCCUPATION	833	658	671	589	462	452	738	1257	1368	1098	1080	889	735
GRAND TOTAL		2810	2768	2854	2558	2039	1789	2595	3836	3770	3063	2972	2714	2758

TABLE No. 6

(Reference paragraphs 92 and 114 of the Report)

Registered as wholly unemployed at the Employment Exchanges - Cyprus, 1970
by Townspeople, Villagers and Sex

MONTH	TOTAL REGISTRATIONS			TOWNSPEOPLE			VILLAGERS			
	TOTAL		Males	Females	Total	Males	Females	Total	Males	Females
	Number	% of Econ. Act. Pop.								
January	2768	1.1	1693	1075	808	460	348	1960	1233	727
February	2854	1.1	1779	1075	886	497	389	1968	1282	686
March	2558	1.0	1585	973	867	514	353	1691	1071	620
April	2039	0.8	1253	786	719	438	281	1320	815	505
May	1789	0.7	1095	694	709	422	287	1080	673	407
June	2595	1.0	1701	894	1001	683	318	1594	1018	576
July	3336	1.5	2233	1603	1369	796	573	2467	1437	1030
August	3770	1.4	2005	1765	1221	666	555	2549	1339	1210
September	3063	1.2	1587	1476	1060	547	513	2003	1040	963
October	2972	1.1	1507	1465	1049	538	511	1923	969	954
November	2714	1.0	1468	1246	988	517	471	1726	951	775
December	2758	1.1	1686	1072	853	484	369	1905	1202	703
AVERAGE	2810	1.1	1633	1177	961	547	414	1849	1086	763

TABLE No. 7

(Reference paragraphs 92, 114 and 118 of the Report)

Registered as wholly unemployed at the Employment Exchanges - Cyprus, 1970
by District and Sex

MONTH	Total Registered Unemployed		NICOSIA		KYRENIA		FAM/STA		LIMASSOL		LARNACA		PAPHOS	
	Total	Females	Total	Females	Total	Females	Total	Females	Total	Females	Total	Females	Total	Females
January	2768	1075	846	419	82	51	515	218	758	246	86	242	55	
February	2854	1075	815	395	72	49	537	216	873	264	101	209	50	
March	2558	973	718	347	73	48	379	169	905	286	63	193	60	
April	2039	786	573	295	57	33	287	126	687	225	54	150	53	
May	1789	694	483	282	46	28	203	83	669	202	53	166	46	
June	2595	894	770	309	83	46	420	192	902	218	70	173	59	
July	3336	1603	1354	677	105	57	702	379	1032	293	349	119	294	78
August	3770	1765	1455	740	124	71	774	451	870	299	349	118	198	86
September	3063	1476	1081	625	87	50	597	338	834	290	292	104	172	69
October	2972	1465	1082	680	78	52	483	237	837	302	293	112	199	82
November	2714	1246	958	542	70	46	433	200	779	247	247	105	227	106
December	2758	1072	970	477	65	35	403	178	785	212	88	284	82	
AVERAGE	2810	1177	925	482	79	47	478	232	828	257	89	209	69	

TABLE No. 8

(Reference paragraphs 92 and 116 of the Report)

Registered as wholly unemployed at the Employment Exchanges - Cyprus, 1970
by Month, Duration of Registration and Sex

MONTH	TOTAL REGISTRATIONS					M A L E S					F E M A L E S				
	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	2768	659	1420	379	310	1693	447	925	185	136	1075	212	495	194	174
February	2854	642	1492	404	316	1779	442	1000	211	126	1075	200	492	193	190
March	2558	602	1257	400	299	1585	407	820	230	128	973	195	437	170	171
April	2039	408	1013	337	281	1253	259	685	202	107	786	149	328	135	174
May	1789	435	843	269	242	1095	306	539	151	99	694	129	304	118	143
June	2595	1060	976	302	257	1701	751	669	173	108	894	309	307	129	149
July	3836	1470	1759	330	277	2233	831	1099	173	130	1603	639	660	157	147
August	3770	1054	2091	368	275	2005	617	1118	165	105	1765	437	973	203	152
September	3063	684	1765	371	243	1587	387	913	184	103	1476	297	852	187	140
October	2972	595	1545	598	234	1507	328	833	246	100	1465	267	712	352	134
November	2714	638	1286	567	223	1468	415	699	253	101	1246	223	587	314	122
December	2758	702	1293	561	202	1687	498	813	275	101	1071	204	480	286	101
AVERAGE	2810	745	1395	407	263	1633	474	843	204	112	1177	272	552	203	150

TABLE No. 9

(Reference paragraph 92 of the Report)

Registered as wholly unemployed at the Employment Exchanges - Cyprus, 1970
by Month, Age-Groups and Sex

MONTH	TOTAL REGISTRATIONS					M A L E S					F E M A L E S				
	Total	Below 20 Years	20-39 Years	40-59 Years	60 and above	Total	Below 20 Years	20-39 Years	40-59 Years	60 and above	Total	Below 20 Years	20-39 Years	40-59 Years	60 and above
January	2768	458	1435	638	237	1693	97	953	431	212	1075	361	482	207	25
February	2854	528	1372	704	250	1779	141	887	536	215	1075	387	485	168	35
March	2558	440	1241	607	270	1585	117	784	455	229	973	323	457	152	41
April	2039	321	1001	474	243	1253	104	610	327	212	786	217	391	147	31
May	1789	299	894	401	195	1095	81	552	291	171	694	218	342	110	24
June	2595	636	1223	522	214	1701	361	810	353	177	894	275	413	169	37
July	3836	1470	1759	330	277	2233	831	1099	173	130	1603	639	660	157	147
August	3770	972	1864	668	266	2005	266	1103	426	210	1765	706	761	242	56
September	3063	710	1559	551	243	1587	114	910	365	198	1476	596	649	186	45
October	2972	665	1520	569	218	1507	102	850	375	180	1465	563	670	194	38
November	2714	528	1360	588	238	1468	85	795	392	196	1246	443	565	196	42
December	2758	476	1303	716	263	1687	93	853	517	224	1071	383	450	199	39
AVERAGE	2810	625	1378	564	243	1633	199	851	387	196	1177	426	527	177	47

TABLE No. 10

(Reference paragraphs 92 and 119 of the Report)

Vacancies notified to the Employment Exchanges during 1970, and Vacancies outstanding at the end of each month

M O N T H	VACANCIES NOTIFIED				VACANCIES OUTSTANDING		
	Total	Males	Females	Total	Males	Females	
	January	856	414	442	272	141	131
February	1069	538	531	269	164	105	
March	882	489	393	196	128	68	
April	862	493	369	275	159	116	
May	903	551	352	286	189	97	
June	984	639	345	255	157	98	
July	1077	788	289	251	173	78	
August	1098	677	421	246	152	94	
September	1368	853	515	299	167	132	
October	1023	622	401	327	191	136	
November	943	553	390	246	139	107	
December	544	336	208	152	102	50	
T O T A L S	11609	6953	4656	3074	1862	1212	
AVERAGE	967	579	388	256	155	101	

TABLE No. 11

(Reference paragraphs 92 and 119 of the Report)

Vacancies outstanding at the end of each Month, by Occupational Groups - 1970

OCCUPATIONAL GROUPS	Average	M O N T H											
		Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
		0. Professional & Technical	5	3	4	4	6	5	2	4	9	10	7
1. Administrative & Managerial	1	1	—	—	—	2	2	2	1	8	1	—	1
2. Clerical Workers	21	25	20	13	20	23	28	28	18	17	25	21	11
3. Sales Workers	13	12	12	6	12	22	12	12	15	7	21	13	12
4. Farm Workers	4	5	1	2	4	2	—	8	—	10	4	—	6
5. Miners & Quarrymen	50	50	51	50	50	50	50	50	50	50	50	50	50
6. Transport & Communication Workers	6	5	4	1	7	2	4	4	27	9	5	3	2
7. a) Craftsmen & Skilled Workers	79	36	53	74	112	99	102	102	69	108	75	118	45
b) Labourers	40	98	51	52	47	27	12	12	20	35	106	13	9
8. Service & Recreation Workers	37	37	73	63	31	28	29	29	37	45	33	24	15
TOTALS	256	272	269	196	275	286	251	246	246	299	327	246	152

TABLE No. 12

(Reference paragraphs 92 and 119 of the Report)
Placements effected by the Employment Exchanges during 1970
 by Branch of Economic Activity

M O N T H	Total Placements	0 Agriculture & Forestry & Fishing	1 Mining & Quarrying	2-3 Manufacturing	4 Construction	5 Electricity, Gas, Water & Sanitary Services	6 Commerce	7 Transport & Storage & Communication	8 Services
January	651	114	2	57	199	14	55	5	205
February	690	38	1	54	295	27	54	24	197
March	778	79	2	51	305	28	59	9	245
April	667	78	8	68	253	16	54	9	181
May	694	39	3	132	259	18	58	10	175
June	805	34	—	81	336	69	48	13	224
July	889	27	1	109	451	36	38	31	196
August	934	26	11	75	379	97	41	12	293
September	1137	26	2	157	506	45	66	8	327
October	809	18	2	113	313	21	61	30	251
November	787	109	—	105	224	39	56	34	220
December	478	15	7	60	158	25	23	14	176
T O T A L S	9319	603	39	1062	3678	435	613	199	2690

TABLE No. 13

(Reference paragraphs 92 and 119 of the Report)
Placements effected by Major Occupational Groups, 1970

M O N T H	Total Placements	0 Professional & Technical	1 Administrative & Managerial	2 General Workers	3 Sales Workers	4 Farmers a.r.w.	5 Miners & Quarrymen	6 Transport & Communication Workers	7/8(a) Craftsmen & Production Process Workers	7/8(b) Labourers	9 Service and Recreation Workers
January	651	8	2	62	21	83	—	19	38	287	131
February	690	8	—	63	29	9	—	9	53	417	102
March	778	3	1	132	16	9	—	15	46	448	108
April	667	11	—	62	44	16	—	23	70	333	108
May	694	5	—	81	16	8	—	20	83	394	87
June	805	5	5	61	32	7	—	47	108	412	128
July	889	—	2	93	19	5	2	49	184	447	88
August	934	9	—	88	27	5	1	46	98	512	148
September	1137	23	2	117	47	4	—	59	169	581	135
October	809	12	2	110	40	16	—	50	137	312	130
November	787	10	5	91	28	26	—	24	82	397	124
December	478	10	—	98	12	3	2	10	87	171	85
T O T A L S	9319	104	19	1058	331	191	5	371	1155	4711	1374

TABLE No. 14

(Reference paragraphs 92 and 119 of the Report)
 Placements effected by Sex and Place of Residence, 1970

M O N T H	I. B Y S E X			II. B Y P L A C E O F R E S I D E N C E		
	TOTAL	MALES	FEMALES	TOTAL	TOWNS- PEOPLE	VILLAGERS
January	651	343	308	651	210	441
February	690	429	261	690	245	445
March	778	442	336	778	303	475
April	667	409	258	667	284	383
May	694	434	260	694	216	478
June	805	540	265	805	318	487
July	889	684	205	889	346	543
August	934	611	323	934	370	564
September	1137	760	377	1137	429	708
October	809	502	307	809	368	441
November	787	486	301	787	257	530
December	478	301	177	478	221	257
T O T A L S	9319	5941	3378	9319	3567	5752

TABLE No. 15

(Reference paragraphs 92 and 119 of the Report)
 Placements effected by Employer with whom these were effected, 1970

M O N T H	TOTAL PLACEMENTS	With private employers	With Government & Semi-Government Departments	With the British Military Authorities
January	651	254	337	60
February	690	238	385	67
March	778	303	445	30
April	667	378	262	27
May	694	345	309	40
June	805	378	361	66
July	889	412	442	35
August	934	373	453	108
September	1137	558	490	89
October	809	448	318	45
November	787	365	370	52
December	478	266	187	25
T O T A L S	9319	4316	4359	664
AVERAGE	777	360	363	54

TABLE No. 16

(Reference paragraphs 92, 96 and 118 of the Report)

Statistics of Secondary School-leavers, 1970

M O N T H	On the Live Registers at the End of Each Month			Number Placed to Work During Each Month		
	Total	Males	Females	Total	Males	Females
January	687	247	440	33	22	11
February	647	210	437	57	36	21
March	570	169	401	62	27	35
April	416	117	299	70	54	16
May	441	136	305	52	28	24
June	428	124	304	63	31	32
July	1064	410	654	67	42	25
August	1215	471	744	79	36	43
September	1047	353	694	130	88	42
October	1017	315	702	123	75	48
November	771	204	567	123	77	46
December	634	169	465	68	33	35
T O T A L S	8937	2925	6012	927	549	378
AVERAGE	745	244	501	77	46	31

TABLE No. 17

(Reference paragraphs 100 and 127 of the Report)

Number of Port Workers employed at the Ports, 1970

M O N T H	ALL PORTS	F/STA		LIMASSOL		LARNACA		PAPHOS			LATCHI		
		Stevadores	Quay Porters	Stevadores	Lightermen	Quay Porters	Stevadores	Lightermen	Stevadores	Lightermen	Quay Porters	Lightermen	Others
January	1022	300	250	129	84	40	18	12	18	16	10	81	64
February	905	302	250	164	83	40	14	17	19	16	—	—	—
March	869	302	250	134	78	36	16	15	17	14	7	—	—
April	845	302	250	119	78	34	14	14	18	16	—	—	—
May	834	323	250	114	79	34	20	14	—	—	—	—	—
June	864	320	250	109	79	34	20	14	14	16	8	—	—
July	861	320	250	119	79	33	20	15	12	13	—	—	—
August	827	320	250	115	77	33	21	11	—	—	—	—	—
September	735	260	210	120	76	33	21	15	—	—	—	—	—
October	809	280	230	112	75	33	19	15	20	17	8	—	—
November	826	290	230	122	76	33	20	15	16	16	8	—	—
December	788	290	240	111	73	33	7	—	15	15	4	—	—
AVERAGE	842	301	242	122	78	35	18	13	12	12	4	7	5

TABLE No. 18
(Reference paragraphs 92, 99 and 124 of the Report)
Statistics of "Special Cases", 1970

MONTH	Placements Effected during Each Month				Registered unemployed at the end of Each Month							
	TOTAL		MALES		FEMALES		TOTAL		MALES		FEMALES	
January	14	14	14	—	60	51	9					
February	15	14	14	1	69	58	11					
March	19	15	15	4	75	63	12					
April	13	10	10	3	64	52	12					
May	21	20	20	1	80	48	12					
June	16	13	13	3	70	55	15					
July	6	4	4	2	67	56	11					
August	6	5	5	1	75	59	16					
September	10	7	7	3	74	58	16					
October	8	6	6	2	68	55	13					
November	14	11	11	3	82	77	5					
December	11	7	7	4	69	58	11					
TOTALS	153	126	126	27	833	690	143					
AVERAGE	13	11	11	2	69	57	12					

TABLE No. 19
(Reference paragraphs 92 and 96 of the Report)
Registered as Wholly Unemployed on the dates shown
By Educational Background

C o d e	Categories	Regd for up to 3 months				Regd for over 3 months							
		15.5.70		15.8.70		15.12.70		15.5.70		15.8.70		15.12.70	
		Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.	Total	Fem.
1.	ILLITERATES	152	62	220	148	220	127	67	19	34	16	47	22
2.	ATTENDED OR COM- PLETED ELEMENTARY SCHOOL	570	133	1453	445	799	163	228	60	184	28	238	41
3.	ATTENDED OR COM- PLETED 8-YEAR SCHOOL	2	—	27	22	10	1	—	—	—	—	1	—
4.	ATTENDED BUT DID NOT FINISH A SECONDARY SCHOOL	154	35	344	78	176	36	33	6	63	19	50	15
41.	Attended for 1-3 years	98	22	176	27	111	18	16	2	30	6	34	6
42.	Attended for 4-6 years	56	13	168	51	65	18	17	4	33	13	16	9
5.	GRADUATES OF SEC. GENERAL AND COM- MERCIAL SCHOOLS	323	173	1127	655	546	323	355	259	245	192	531	394
51.	Graduates of Sec. Classical Course	178	88	467	253	252	139	193	145	144	115	222	158
52.	Graduates of Sec. Practical (or Science) Course	4	2	40	21	21	5	9	8	5	4	18	15
53.	Graduates of Sec. Commer- cial Course	141	83	620	381	273	179	155	106	96	73	291	221
6.	GRADUATES OF SEC. TECHNICAL/ VOCATIONAL SCHOOLS	21	3	129	26	64	27	15	4	5	1	35	17
61.	Graduates of 6-year Technical Schools	1	—	14	—	8	3	4	—	1	—	4	—
62.	Graduates of 4-year Technical Schools	15	—	56	—	19	1	8	1	2	—	13	2
63.	Graduates of Agricultural Schools	—	—	16	—	6	—	—	—	—	—	3	—
64.	Graduates of other Technical/Vocational Schools	5	3	43	26	31	23	3	3	2	1	15	15
7.	PERSONS WITH HIGHER EDUCATION	62	31	229	88	136	52	49	21	62	31	93	42
71.	University Graduates	19	7	76	36	57	17	20	6	32	12	54	26
72.	College Graduates	26	16	44	26	29	12	20	12	13	7	14	6
73.	Graduates of the Cyprus Teachers' Training College	1	—	23	3	5	1	3	2	13	9	6	2
74.	Persons who attended but who did not graduate from College/University	16	8	86	23	45	22	6	1	4	3	19	8
1-7.	TOTAL REGISTRATIONS	1284	487	3529	1462	1951	729	747	369	593	287	995	551

TABLE No. 20
(Reference paragraphs 92 and 112 of the Report)
Labour force employed by Government Departments, by the Mining Industry
and by the British Military Authorities, (U.N. and N.A.A.F.I.), 1970

MONTH	A. GOVERNMENT DEPARTMENTS (Average of weekly figure)				B. MINING INDUSTRY (Average of daily figures)				C. BRITISH MILITARY AUTHORITIES, U.N. & N.A.A.F.I. EMPLOYEES				
	A. BY SEX		B. BY STATUS		Total		Male		Female		Total	Male	Female
	Total	Male	Female	Regu- lar	Casual	Techni- cal	Total	Male	Female				
January	6840	4852	1988	2653	2341	1846	4280	4181	99	7069	5604	1465	
February	7078	5170	1908	2736	2481	1861	4261	4162	99	7086	5610	1470	
March	6727	4872	1855	2732	2542	1453	4240	4141	99	7066	5588	1478	
April	7039	5141	1898	2829	2500	1710	4287	4188	99	7087	5612	1475	
May	7114	5200	1914	2823	2748	1543	4257	4158	99	7041	5575	1466	
June	7666	5334	2332	2849	3121	1696	4244	4145	99	7026	5562	1464	
July	7790	5647	2143	2847	3220	1723	4281	4182	99	7062	5617	1445	
August	7685	5522	2163	2759	3175	1751	4277	4178	99	7003	5626	1377	
September	7466	5192	2274	2831	2969	1666	3907	3797	110	7061	5604	1457	
October	7561	5213	2348	3004	2898	1659	4091	3989	102	7036	5573	1463	
November	7442	4899	2543	2815	2921	1706	4012	3910	102	7059	5611	1448	
December	7234	4937	2637	2924	2602	1708	3899	3797	102	7063	5612	1451	
AVERAGE	7304	5137	2167	2817	2793	1694	4170	4069	101	7055	5600	1455	

TABLE No. 21
(Reference paragraph 97 of the Report)
Number Graduating from Public and Private Technical/Vocational Schools
(excluding Commercial) 1967 - 1970
By Occupational Categories

ISCO CODE	T i t l e o f C o u r s e	Output in the Year			
		1967	1968	1969	1970
0-41	A. TECHNICAL & RELATED WORKERS	5	3	—	5
0-42	General Nursing	14	6	—	—
0-49	Midwife's Course	23	14	32	48
0-53	Assistant Nurse Course	—	8	3	—
0-X1	Community Health Visitors	—	—	—	34
0-X9	Draughtsmen	—	—	—	—
	Technicians & Laboratory Assistants	11	30	27	37
	(a) Mechanical	15	35	51	57
	(b) Electrical	18	12	20	24
	(c) Motor-Vehicles Technicians	34	31	31	44
	(d) Building Technicians	10	4	—	—
	(e) General Technicians	18	—	—	—
	(f) Laboratory Assistants	—	—	25	15
0-Y9	Designers (Industrial & Commercial Products)	—	—	—	—
	Sub-Totals	148	143	189	264
6-72	B. CRAFTSMEN	—	—	—	4
7-11	Radio Communication Operators	12	11	14	51
7-50	Dressmakers	69	37	83	77
7-53	Fitters-Mechanics	75	69	66	51
7-54	Auto-Mechanics	15	11	17	36
7-55	Sheet-Metal Workers	12	39	15	18
7-56	Plumbers	25	26	50	44
7-61	Welders	149	98	—	127
7-63	Electricians (incl. Electrical Installation Workers)	—	—	10	45
7-72	Radio & T.V. Repairers	21	18	63	28
7-91	Furniture Makers and Carpenters	—	—	46	9
8-06	Bricklayers (Construction)	—	—	11	—
8-12	Book-binders	—	—	—	7
	Potters	—	—	—	—
	Sub-Totals	378	309	375	497
9-12	C. SERVICE & RECREATION WORKERS	19	19	20	33
9-19	Cooks	26	—	—	11
9-21	Chambermaids	50	26	55	80
2-99	Waiters	—	—	14	—
	Receptionists (Hotels)	—	—	—	—
	Sub-Totals	95	45	89	124
	TOTALS	621	497	653	885

TABLE No. 22

(Reference paragraph 359 of the Report)

Man-days lost because of Work Stoppages in Cyprus compared to total number of Trade Disputes and Workers involved from 1951 to 1970

YEAR	Number of Trade Disputes and Workers Involved		W O R K S T O P P A G E S		
	No. OF TRADE DISPUTES	WORKERS INVOLVED	No.	WORKERS INVOLVED	MAN-DAYS LOST
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	36099***
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	42398
1969	162	34491	36*	13406	17602
1970	142	34652	35**	4725	5938

* Five sympathy strikes are not included.

** One sympathy strike is not included (12 man-days lost).

*** This figure has been recorded previously as 6099 but it should read 36099. The reason for the smaller figure was that a strike of teachers, during which 30000 man-days were lost, was not included in the figure of man-days lost for that year but it was shown separately.

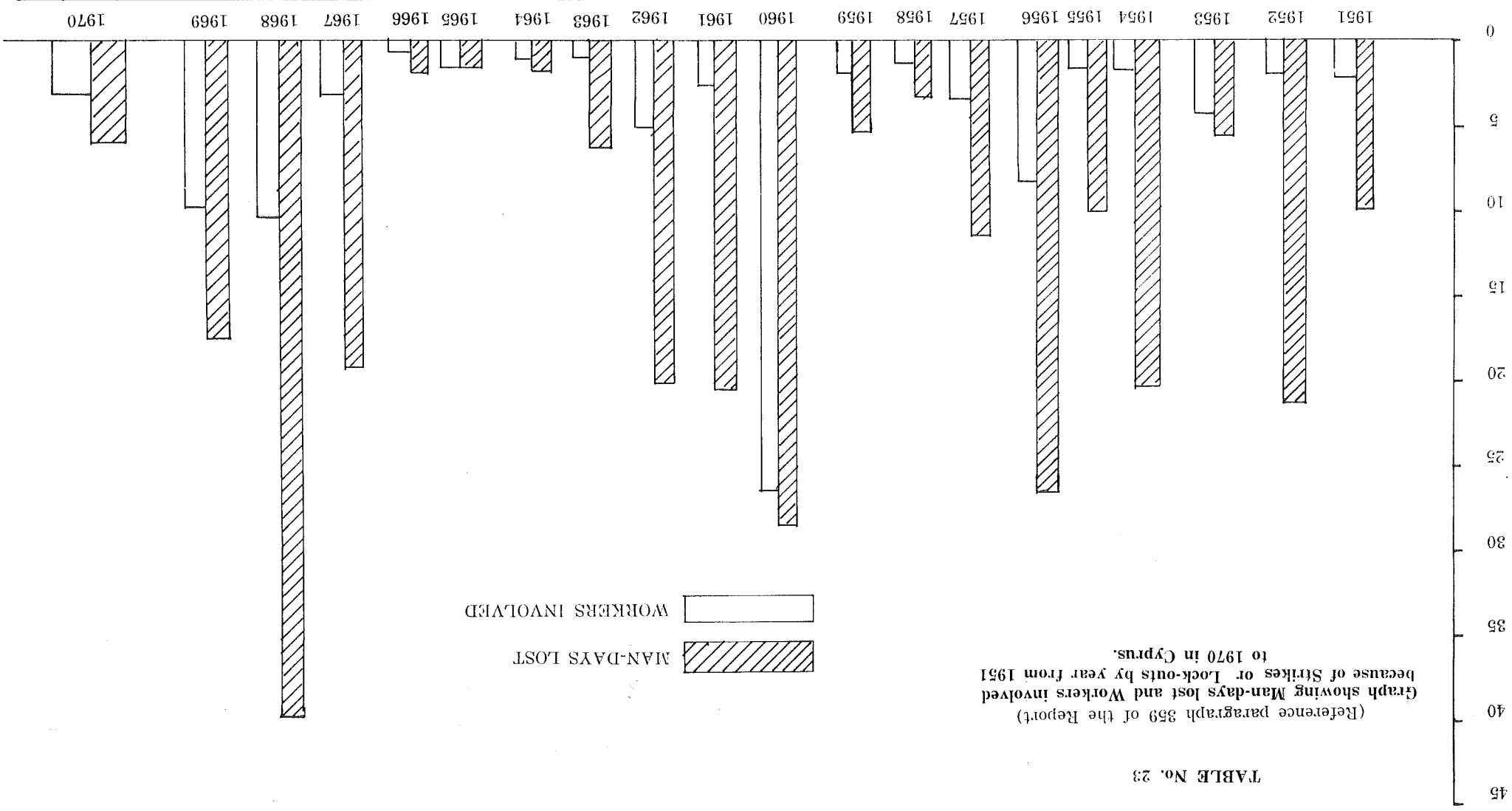
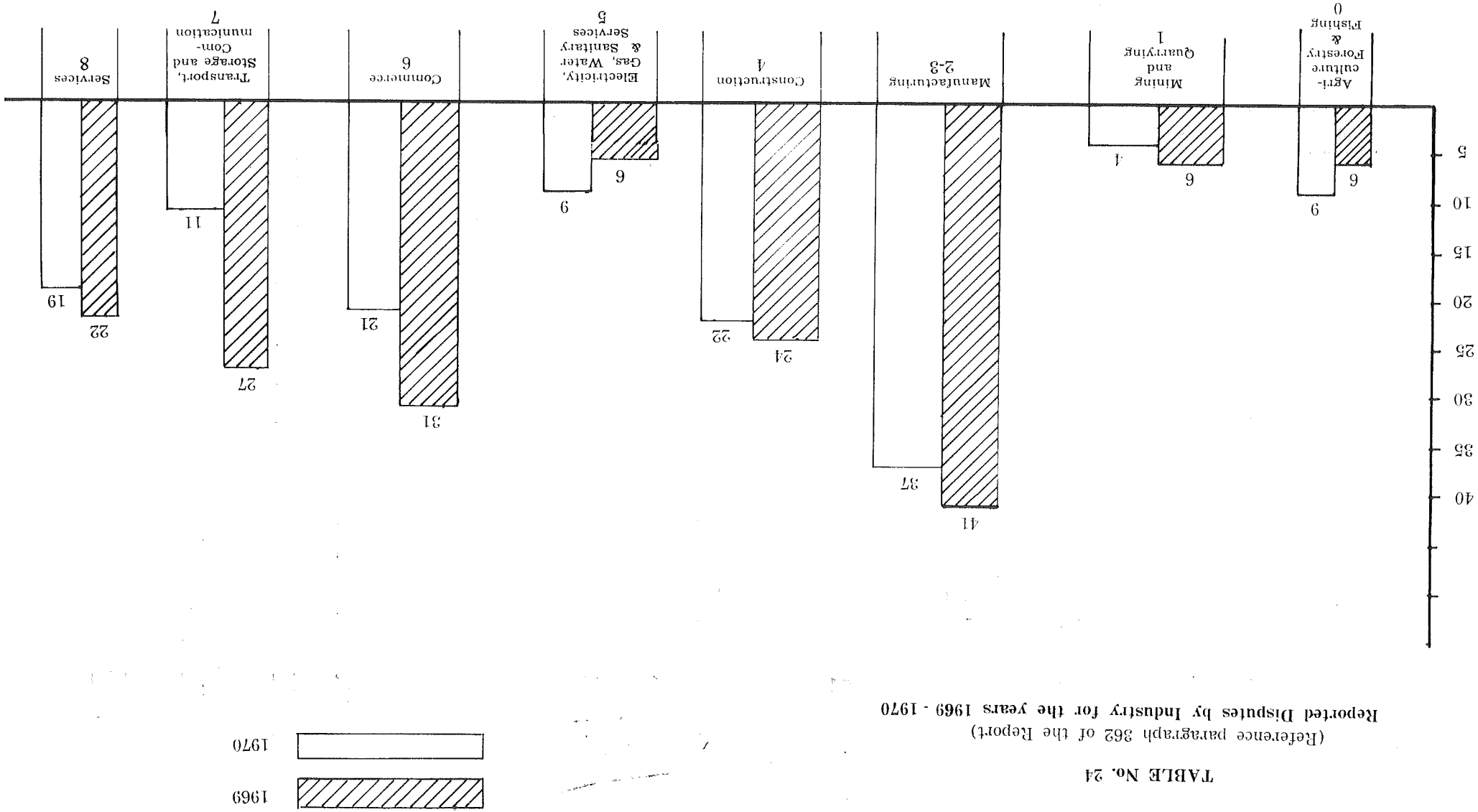
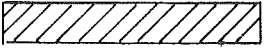
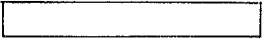


TABLE No. 24
(Reference paragraph 362 of the Report)
Reported Disputes by Industry for the years 1969 - 1970



1969 
1970 

Wage Earners Normal Average Hourly Rate of Wages, Actual Earnings and Actual Hours Worked during Week by Industry, Occupation, Sex and Age-group

(Reference paragraph 367 of the Report)

TABLE No. 25

EMPLOYEES AGED 18 AND OVER		EMPLOYEES AGED UNDER 18	
M A L E S		F E M A L E S	
INDUSTRY AND OCCUPATION		INDUSTRY AND OCCUPATION	
01. AGRICULTURE	149	9.579	49
Agricultural Workers	149	0.186	9.579
Tractor drivers	24	0.207	9.729
Mechanics	19	0.208	9.776
12. METAL MINING	437	0.286	12.727
Miners	437	0.286	12.727
Watchmen	68	0.235	11.045
Drivers	139	0.275	11.000
Painters	13	0.248	10.912
Hoistmen	8	0.283	11.320
Moulders	32	0.291	11.640
Masons	29	0.281	11.240
Carpenters	43	0.286	11.440
Mechanics & repairmen	107	0.281	11.240
Electricians	46	0.277	11.080
Drillers	145	0.293	12.160
Brakemen	26	0.275	11.000
Blacksmiths	18	0.281	11.240
Pipe-fitters	39	0.262	11.266
Timbermen	33	0.291	11.640
Blasters	24	0.304	12.160
Fitters	28	0.269	11.567
Welders	25	0.277	11.496
Actual Hours Worked	912	0.108	4752
Numbers of Persons in the Sample	44	4.752	44
Normal Hourly Wage - Rates	35	1	1
Actual Weekly Earnings	35	1	1
Actual Hours Worked	17	0.095	17
Numbers of Persons in the Sample	35	4.180	35
Normal Hourly Wage - Rates	35	1	1
Actual Weekly Earnings	35	1	1
Actual Hours Worked	44	44	44

TABLE No. 25 (Continued)

INDUSTRY AND OCCUPATION		EMPLOYEES AGED 18 AND OVER		EMPLOYEES AGED UNDER 18	
		F E M A L E S		F E M A L E S	
Foremen	33	0.315	12,600	40	12,600
Plant equipment and other operators	384	0.285	11,828	41	11,828
Machine operators	39	0.284	11,360	40	11,360
Tractor drivers	34	0.280	11,200	40	11,200
Technicians	198	0.251	10,793	42	10,793
Other Craftsmen	316	0.269	10,760	40	10,760
Labourers	519	0.234	10,062	42	10,062
14 & 19 STONE QUARRYING & OTHER QUARRYING					
Foremen	15	0.312	13,728	44	13,728
Fitters & Mechanics	53	0.266	12,502	46	12,502
Drivers	132	0.285	13,395	46	13,395
Electricians	8	0.257	13,621	50	13,621
Carpenters & Masons	9	0.289	13,583	46	13,583
Other Craftsmen	93	0.254	12,700	48	12,700
Watchmen	5	0.185	10,360	56	10,360
Labourers	239	0.240	11,280	46	11,280
2-3 MANUFACTURING					
SAUSAGES					
Operatives & Labourers	14	0.225	9,900	44	9,900
202. MANUFACTURE OF DAIRY PRODUCTS					
Distributors	7	0.235	10,333	44	10,333
14 & 19 STONE QUARRYING & OTHER QUARRYING					
Foremen	24	0.168	6,720	40	6,720
Labourers	42	0.167	7,599	45	7,599
201. MANUFACTURE OF SAUSAGES					
Operatives & Labourers	46	0.108	5,076	46	5,076
202. MANUFACTURE OF DAIRY PRODUCTS					
Foremen	15	0.312	13,728	44	13,728
Fitters & Mechanics	53	0.266	12,502	46	12,502
Drivers	132	0.285	13,395	46	13,395
Electricians	8	0.257	13,621	50	13,621
Carpenters & Masons	9	0.289	13,583	46	13,583
Other Craftsmen	93	0.254	12,700	48	12,700
Watchmen	5	0.185	10,360	56	10,360
Labourers	239	0.240	11,280	46	11,280
2-3 MANUFACTURING					
SAUSAGES					
Operatives & Labourers	14	0.225	9,900	44	9,900
202. MANUFACTURE OF DAIRY PRODUCTS					
Distributors	7	0.235	10,333	44	10,333
Normal Hourly Wage - Rates		\$			\$
Actual Weekly Earnings		\$			\$
Actual Hours Worked					
Numbers of Persons in the Sample					
Normal Hourly Wage - Rates		\$			\$
Actual Weekly Earnings		\$			\$
Actual Hours Worked					
Numbers of Persons in the Sample					
Normal Hourly Wage - Rates		\$			\$
Actual Weekly Earnings		\$			\$
Actual Hours Worked					
Numbers of Persons in the Sample					
Normal Hourly Wage - Rates		\$			\$
Actual Weekly Earnings		\$			\$
Actual Hours Worked					
Numbers of Persons in the Sample					

TABLE No. 25 (Continued)

EMPLOYEES AGED UNDER 18		EMPLOYEES AGED 18 AND OVER	
F E M A L E S		F E M A L E S	
INDUSTRY AND OCCUPATION		INDUSTRY AND OCCUPATION	
		5	13,305
Burners	0.251	44	50
Other Craftsmen	0.252	44	44
Labourers	0.208	46	184
Watchmen	0.200	3	44
214. SOFT DRINKS & CARBONATED WATER INDUSTRIES			
Watchmen	0.178	4	10,250
Mechanics	0.258	36	13,130
Other Craftsmen	0.251	19	11,959
Labourers	0.208	56	9,576
22. TOBACCO MANUFACTURES			
Mechanics	0.293	5	15,529
Labourers	0.201	48	8,844
Watchmen	0.233	4	10,250
23. MANUFACTURE OF TEXTILES			
Labourers	0.200	19	8,804
Mechanics	0.215	13	10,750
Knitters	0.203	25	8,932
Other Craftsmen	0.201	9	8,844
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE UP TEXTILE GOODS			
Sewers	—	—	—
24. MANUFACTURE OF FOOTWEAR & REPAIR OF FOOTWEAR			
Wearers	—	—	—
Other Craftsmen	—	—	—
Wearers	—	—	—
Sewers	—	—	—
Numbers of Persons in the Sample		Numbers of Persons in the Sample	
Normal Hourly Wage - Rates		Normal Hourly Wage - Rates	
Actual Weekly Earnings		Actual Weekly Earnings	
Actual Hours Worked		Actual Hours Worked	

TABLE No. 25 (Continued)

INDUSTRY AND OCCUPATION		EMPLOYEES AGED 18 AND OVER				EMPLOYEES AGED UNDER 18					
		M A L E S		M A L E S		M A L E S		F E M A L E S			
		Actual Hours Worked	Actual Weekly Earnings	Normal Hourly Wage - Rates	Numbers of Persons in the Sample	Actual Hours Worked	Actual Weekly Earnings	Normal Hourly Wage - Rates	Numbers of Persons in the Sample		
27. PAPER & PAPERBOARD PRODUCTS	Furniture makers, apprentices	12	6,908	0.157	44	119	3,524	0.080	44		
	Polishers	25	9,548	0.217	44	7	3,740	0.085	44		
	Cutters	18	10,120	0.230	44	1	—	—	44		
	Upholsterers	27	9,768	0.222	44	8	5,016	0.114	44		
	Metal Filters & assemblers	26	11,968	0.272	44	1	—	—	44		
	27. PAPER & PAPERBOARD PRODUCTS	Printers	15	10,481	0.223	46	8	4,688	0.107	44	
		Paper Box makers	5	10,005	0.227	44	1	—	—	44	
		Drivers	2	10,340	0.235	44	1	—	—	44	
		Labourers	1	—	—	44	1	—	—	44	
		28. PRINTING, PUBLISHING		—	—	—	44	—	—	—	44
		28. ALLIED INDUSTRIES		—	—	—	44	—	—	—	44
	29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL	Operatives & Labourers	19	0.198	—	50	0.251	11,797	0.177	44	
Compositors		50	0.251	11,797	46	4	7,250	0.177	44		
Printers		18	0.248	12,028	47	4	5,500	0.125	44		
Lithographers		25	0.227	11,350	48	6	4,928	0.112	44		
Linotypists		30	0.352	17,600	48	4	3,872	0.088	44		
Lithographers		10	0.235	11,045	46	1	—	—	44		
Guillotine Operators		25	0.227	11,350	48	6	4,928	0.112	44		
Press Operators		42	0.265	13,780	48	4	4,752	0.108	44		
Labourers		51	0.179	8,950	48	6	4,576	0.104	44		
Bookbinders		5	0.225	9,900	44	1	—	—	44		
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL		Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
	Lithographers	10	0.235	11,045	46	1	—	—	44		
	Guillotine Operators	25	0.227	11,350	48	6	4,928	0.112	44		
	Press Operators	42	0.265	13,780	48	4	4,752	0.108	44		
	Labourers	51	0.179	8,950	48	6	4,576	0.104	44		
	Bookbinders	5	0.225	9,900	44	1	—	—	44		
	29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL	Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
Lithographers		10	0.235	11,045	46	1	—	—	44		
Guillotine Operators		25	0.227	11,350	48	6	4,928	0.112	44		
Press Operators		42	0.265	13,780	48	4	4,752	0.108	44		
Labourers		51	0.179	8,950	48	6	4,576	0.104	44		
Bookbinders		5	0.225	9,900	44	1	—	—	44		
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL		Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
	Lithographers	10	0.235	11,045	46	1	—	—	44		
	Guillotine Operators	25	0.227	11,350	48	6	4,928	0.112	44		
	Press Operators	42	0.265	13,780	48	4	4,752	0.108	44		
	Labourers	51	0.179	8,950	48	6	4,576	0.104	44		
	Bookbinders	5	0.225	9,900	44	1	—	—	44		
	29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL	Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
Lithographers		10	0.235	11,045	46	1	—	—	44		
Guillotine Operators		25	0.227	11,350	48	6	4,928	0.112	44		
Press Operators		42	0.265	13,780	48	4	4,752	0.108	44		
Labourers		51	0.179	8,950	48	6	4,576	0.104	44		
Bookbinders		5	0.225	9,900	44	1	—	—	44		
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL		Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
	Lithographers	10	0.235	11,045	46	1	—	—	44		
	Guillotine Operators	25	0.227	11,350	48	6	4,928	0.112	44		
	Press Operators	42	0.265	13,780	48	4	4,752	0.108	44		
	Labourers	51	0.179	8,950	48	6	4,576	0.104	44		
	Bookbinders	5	0.225	9,900	44	1	—	—	44		
	29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL	Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
Lithographers		10	0.235	11,045	46	1	—	—	44		
Guillotine Operators		25	0.227	11,350	48	6	4,928	0.112	44		
Press Operators		42	0.265	13,780	48	4	4,752	0.108	44		
Labourers		51	0.179	8,950	48	6	4,576	0.104	44		
Bookbinders		5	0.225	9,900	44	1	—	—	44		
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL		Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
	Lithographers	10	0.235	11,045	46	1	—	—	44		
	Guillotine Operators	25	0.227	11,350	48	6	4,928	0.112	44		
	Press Operators	42	0.265	13,780	48	4	4,752	0.108	44		
	Labourers	51	0.179	8,950	48	6	4,576	0.104	44		
	Bookbinders	5	0.225	9,900	44	1	—	—	44		
	29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL	Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
Lithographers		10	0.235	11,045	46	1	—	—	44		
Guillotine Operators		25	0.227	11,350	48	6	4,928	0.112	44		
Press Operators		42	0.265	13,780	48	4	4,752	0.108	44		
Labourers		51	0.179	8,950	48	6	4,576	0.104	44		
Bookbinders		5	0.225	9,900	44	1	—	—	44		
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL		Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
	Lithographers	10	0.235	11,045	46	1	—	—	44		
	Guillotine Operators	25	0.227	11,350	48	6	4,928	0.112	44		
	Press Operators	42	0.265	13,780	48	4	4,752	0.108	44		
	Labourers	51	0.179	8,950	48	6	4,576	0.104	44		
	Bookbinders	5	0.225	9,900	44	1	—	—	44		
	29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL	Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
Lithographers		10	0.235	11,045	46	1	—	—	44		
Guillotine Operators		25	0.227	11,350	48	6	4,928	0.112	44		
Press Operators		42	0.265	13,780	48	4	4,752	0.108	44		
Labourers		51	0.179	8,950	48	6	4,576	0.104	44		
Bookbinders		5	0.225	9,900	44	1	—	—	44		
29. MANUFACTURE OF LEATHER & LEATHER FUR PRODUCTS EXCEPT FOOTWEAR & OTHER WEARING APPAREL		Operatives & Labourers	19	0.198	—	46	0.177	7,250	0.125	44	
		Compositors	50	0.251	11,797	46	4	7,250	0.125	44	
		Printers	18	0.248	12,028	47	4	5,500	0.125	44	
		Lithographers	25	0.227	11,350	48	6	4,928	0.112	44	
		Linotypists	30	0.352	17,600	48	4	3,872	0.088	44	
	Lithographers	10	0.235	11,045	46	1	—	—	44		
	Guillotine Operators	25	0.227	11,350	48	6	4,928	0.112	44		

TABLE No. 25 (Continued)

INDUSTRY AND OCCUPATION		EMPLOYEES AGED 18 AND OVER				EMPLOYEES AGED UNDER 18			
		M A L E S		F E M A L E S		M A L E S		F E M A L E S	
Numbers of Persons in the Sample	Normal Hourly Wage Rates	Actual Weekly Earnings	Actual Hours Worked	Numbers of Persons in the Sample	Normal Hourly Wage Rates	Actual Weekly Earnings	Actual Hours Worked	Numbers of Persons in the Sample	Normal Hourly Wage Rates
36. MANUFACTURE OF MACHINERY EXCEPT ELECTRICAL MACH/RY									
Metal grinders	0.212	9.328	44	1				1	
Blacksmiths	0.235	10.340	44	12	0.102	4.500	44	1	
Fitters	0.236	10.738	45	6	0.093	4.092	44	1	
Plumbers	0.241	10.604	44	1			44	1	
Turners	0.224	9.856	44	19	0.103	4.532	44	1	
Molders	0.247	10.868	44	1			44	1	
Electrowelders	0.235	10.693	45	1			44	1	
Mechanics	0.235	11.045	46	1			44	1	
Labourers	0.198	8.712	44	1			44	1	
37. MANUFACTURE OF ELECTRICAL MACHINERY, APPARATUS, APPLIANCES AND SUPPLIES									
Craftsmen	0.188	8.275	44	11	0.071	3.124	44	1	
Labourers	0.182	8.008	44	1			44	1	
38. MANUFACTURE OF TRANSPORT EQUIPMENT									
384. REPAIR OF MOTOR VEHICLES									
Mechanics	0.220	10.010	45	76	0.080	3.520	44	1	
Auto-electricians	0.205	9.020	44	23	0.083	3.652	44	1	
Painters	0.210	9.240	44	10	0.081	3.565	44	1	
Blacksmiths	0.225	10.238	45	15	0.084	3.696	44	1	
Carpenters	0.270	11.880	44	21	0.081	3.565	44	1	

TABLE No. 25 (Continued)

INDUSTRY AND OCCUPATION		EMPLOYEES AGED 18 AND OVER				EMPLOYEES AGED UNDER 18				
		FEMALES				FEMALES				
		Numbers of Persons in the Sample	Normal Hourly Wage - Rates	Actual Weekly Earnings	Actual Hours Worked	Numbers of Persons in the Sample	Normal Hourly Wage - Rates	Actual Weekly Earnings	Actual Hours Worked	
61. WHOLESALE & RETAIL TRADE	Salesmen & Saleswomen	45	0.210	9.318	44	44	0.132	5.808	44	
	Labourers	34	0.212	9.490	44	44	0.135	5.940	44	
	Others	122	0.227	10.145	44	—	—	—	—	
	Office boys	—	—	—	—	8	0.105	4.620	44	
	Bus drivers	142	0.193	10.810	56	—	—	—	—	
	Lorry drivers	68	0.222	11.100	50	—	—	—	—	
	Taxi drivers	66	0.193	10.810	56	—	—	—	—	
	Conductors	6	0.186	8.200	44	—	—	—	—	
	Porters	56	0.198	9.900	48	—	—	—	—	
	Cleaners	—	—	—	—	44	7.083	—	—	
71 & 73. TRANSPORT & COMM/CATIONS	Skilled Labourers	181	0.302	13.741	45	—	—	—	—	
	Watchmen	16	0.214	13.984	56	—	—	—	—	
	Labourers	15	0.210	9.240	44	—	—	—	—	
	81. GOVERNMENT & MUNICIPALITY	Fitters	24	0.212	9.300	44	—	—	—	—
		Plant & other operators	55	0.248	12.153	47	—	—	—	—
		Plumbers	66	0.245	11.148	45	—	—	—	—
		Blacksmiths	33	0.237	10.428	44	—	—	—	—
		Welders	9	0.261	11.485	44	—	—	—	—
		Moulders	6	0.270	11.880	44	—	—	—	—
		Pattern Makers	2	0.293	12.585	43	—	—	—	—
Motor transport fitters		16	0.223	9.815	44	—	—	—	—	
(a) GOVERNMENT SERVICES		Fitters	24	0.212	9.300	44	—	—	—	—
		Plant & other operators	55	0.248	12.153	47	—	—	—	—
	Plumbers	66	0.245	11.148	45	—	—	—	—	
	Blacksmiths	33	0.237	10.428	44	—	—	—	—	
	Welders	9	0.261	11.485	44	—	—	—	—	
	Moulders	6	0.270	11.880	44	—	—	—	—	
	Pattern Makers	2	0.293	12.585	43	—	—	—	—	
	Motor transport fitters	16	0.223	9.815	44	—	—	—	—	
	FEMALES	Actual Weekly Earnings		£	4.532			£	4.605	
		Normal Hourly Wage - Rates		£	0.103			£	0.116	
Numbers of Persons in the Sample				35				38		
Actual Hours Worked				44				38		
Actual Weekly Earnings			£	—			£	—		
Normal Hourly Wage - Rates			£	—			£	—		
Numbers of Persons in the Sample				—				—		
Actual Hours Worked				—				—		
Actual Weekly Earnings			£	—			£	—		
Normal Hourly Wage - Rates			£	—			£	—		

TABLE No. 26

(Reference paragraph 367 of the Report)

Average Normal Monthly Salaries (including Allowances)
by Industry, Occupation, Sex, for Employees aged 18 and over

INDUSTRY & OCCUPATION	MALES		FEMALES	
	Number of persons in the Sample	Average Monthly Salary £	Number of persons in the Sample	Average Monthly Salary £
01. AGRICULTURE				
Clerks	20	78	4	44
Mechanics (Machinery)	9	75	—	—
Foremen	26	69	—	—
Drivers	6	52	—	—
Watchmen	4	50	—	—
Labourers	18	36	—	—
1. MINING AND QUARRYING				
Managers and Administrators	30	311	—	—
Heads of Departments	39	227	—	—
Clerks	150	76	10	54
Typists	—	—	9	54
Store-keepers	24	76	—	—
Foremen	282	91	—	—
Mechanics and Repairmen	21	67	—	—
Drivers	16	63	—	—
Craftsmen	34	65	—	—
Messengers	8	65	—	—
Watchmen	6	58	—	—
Nurses	15	68	30	67
Technical Assistants	115	88	—	—
Accountants and Book-keepers	30	92	—	—
Blasters	9	67	—	—
2-3. MANUFACTURING				
20. FOOD				
Accountants	22	75	—	—
Clerks	69	65	62	35
Store-keepers	11	65	—	—
Salesmen	115	58	13	32
Foremen	21	72	5	52
Mechanics (Machinery)	43	68	—	—
Confectioners	11	57	—	—
Drivers	10	55	—	—
Other Craftsmen	47	57	—	—
Labourers	38	43	32	26
Watchmen	4	45	—	—
21. BEVERAGE INDUSTRIES				
Accountants	31	92	5	45
Cashiers	7	91	—	—
Clerks	106	83	45	43
Typists	—	—	14	48
Store-keepers	21	62	—	—
Salesmen	206	62	—	—
Foremen	21	77	—	—
Messengers	7	49	—	—
Mechanics (Machinery)	25	70	—	—
Distillers	22	68	—	—
Wine-makers	18	75	—	—
Burners	12	61	—	—

TABLE No. 26 (Continued)

INDUSTRY & OCCUPATION	MALES		FEMALES	
	Number of persons in the Sample	Average Monthly Salary £	Number of persons in the Sample	Average Monthly Salary £
Coopers	15	68	—	—
Drivers	7	58	—	—
Other Craftsmen	42	67	—	—
Labourers	23	50	—	—
Watchmen	38	60	—	—
22. TOBACCO MANUFACTURES				
Clerks	37	77	15	44
Salesmen	10	63	—	—
Mechanics (Machinery)	25	71	—	—
23. TEXTILES MANUFACTURE AND KNITTING MILLS				
Clerks	21	56	11	34
Mechanics (Machinery)	50	57	—	—
Other Craftsmen	23	62	—	—
Foremen	4	67	—	—
24. MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS				
Clerks	38	55	37	31
Foremen	28	62	5	38
Salesmen	47	57	40	24
Craftsmen	21	64	—	—
25. MANUFACTURE OF CORK AND WOOD PRODUCTS				
Clerks	10	54	10	31
Foremen	4	70	—	—
26. MANUFACTURE OF FURNITURE AND FIXTURES				
Clerks	13	47	23	23
27-28. PRINTING, PUBLISHING AND ALLIED INDUSTRIES				
Accountants	6	75	—	—
Clerks	30	63	21	33
Journalists	36	89	—	—
Printers	13	58	—	—
Pressmen	29	49	—	—
31. MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS				
Accountants	7	70	—	—
Clerks	63	58	28	30
Mechanics (Machinery)	10	65	—	—
Foremen	12	67	—	—
33. MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM AND COAL				
Clerks	55	71	11	27
Foremen	31	65	—	—
Mechanics (Machinery)	16	65	—	—
Burners	6	63	—	—
35-37. MANUFACTURE OF METAL PRODUCTS AND MACHINERY				
Clerks	23	55	29	27
Foremen	12	73	—	—

TABLE No. 26 (Continued)

INDUSTRY & OCCUPATION	MALES		FEMALES	
	Number of persons in the Sample	Average Monthly Salary £	Number of persons in the Sample	Average Monthly Salary £
	Craftsmen	25	63	—
38. MANUFACTURE OF TRANSPORT EQUIPMENT				
Clerks	11	59	11	29
Store-keepers	5	62	—	—
Foremen	18	65	—	—
Mechanics (Automobile)	64	53	—	—
Other craftsmen	14	56	—	—
Watchmen	6	42	—	—
4. CONSTRUCTION				
Accountants	7	88	—	—
Clerks	34	56	9	38
Foremen	27	74	—	—
Craftsmen	38	60	—	—
5. ELECTRICITY, GAS, WATER AND SANITARY SERVICES				
51. ELECTRICITY				
Engineers and Assistant Engineers	113	159	—	—
Technical Assistants	44	81	—	—
Heads of Departments	33	146	—	—
Foremen	39	89	—	—
Clerks	181	86	10	58
Shorthand-typists and Typists	—	—	22	59
Meter readers	62	54	—	—
Drivers	6	66	—	—
Messengers	8	57	—	—
Plant Operators	15	90	—	—
52. WATER AND SANITARY SERVICES				
1. Water supply				
Clerks	48	88	—	—
Collectors	25	72	—	—
Foremen	5	76	—	—
Plumbers	32	66	—	—
Messengers	5	50	—	—
Pump Attendants	9	74	—	—
6. COMMERCE				
61. WHOLESALE AND RETAIL TRADE				
Accountants	42	78	—	—
Cashiers	32	62	8	35
Clerks	115	61	132	35
Typists	—	—	35	39
Store-keepers	37	63	—	—
Salesmen	266	60	115	26
Drivers	35	50	—	—
Porters	17	43	—	—
Messengers	19	39	—	—
Office boys	5	20	—	—
62. BANKS & OTHER FINANCIAL INSTITUTIONS				
Managers and Heads of Departments	172	177	—	—
Accountants and Book-keepers	26	121	—	—
Cashiers	26	107	—	—
Clerks	401	87	165	59
Typists	—	—	96	55
Accounting Machine Operators	—	—	28	57

TABLE No. 26 (Continued)

INDUSTRY & OCCUPATION	MALES		FEMALES	
	Number of persons in the Sample	Average Monthly Salary £	Number of persons in the Sample	Average Monthly Salary £
Telephonists	—	—	3	50
Messengers	98	66	—	—
Computer Programmers	11	80	—	—
Watchmen	5	51	—	—
Card- and tape punching machine operators	—	—	10	57
63. INSURANCE				
Accountants	12	84	—	—
Clerks	45	75	7	42
Typists	—	—	43	47
Messengers	9	49	—	—
7. TRANSPORT AND COMMUNICATION				
71. TRANSPORT				
Accountants	19	82	—	—
Clerks	90	66	28	37
Typists	16	40	—	—
Foremen	8	60	—	—
Drivers	94	54	—	—
Messengers	8	35	—	—
73. COMMUNICATION				
Engineers	31	153	—	—
Telegraphers	60	98	—	—
Telephone Operators	46	63	215	61
Mechanics (Machinery)	305	78	—	—
Clerks	185	84	100	58
Messengers	48	58	—	—
Watchmen	14	54	—	—
Cable joiners and related workers	211	74	—	—
8. SERVICES				
81. MUNICIPALITIES				
Weighers	25	68	—	—
Sanitary workers	16	54	—	—
Drivers	32	60	—	—
Town and other clerks	46	82	5	48
Inspectors and assistant inspectors	43	79	—	—
Typists	—	—	16	49
Technical assistants	15	82	—	—
Cashiers and collectors	33	75	—	—
Foremen	7	76	—	—
Craftsmen	9	83	—	—
Labourers	15	47	8	25
Messengers	6	59	—	—
82. MEDICAL AND OTHER HEALTH SERVICES				
Nurses	—	—	32	32
Cleaners	—	—	14	27
83. BUSINESS SERVICES				
Clerks	20	56	12	33
Typists	—	—	7	35
Draughtsmen	28	62	6	41
84. RECREATION SERVICES				
Clerks	9	48	—	—
Collectors	—	—	7	25
Mechanics (Machinery)	5	46	—	—

TABLE No. 26 (Continued)

INDUSTRY & OCCUPATION	MALES		FEMALES	
	Number of persons in the Sample	Average Monthly Salary £	Number of persons in the Sample	Average Monthly Salary £
85. PERSONAL SERVICES				
HOTELS				
Cooks	52	61	—	—
Waiters	75	56	—	—
Barmen	7	61	—	—
Chambermaids	—	—	41	37
Laundresses	—	—	28	32
Clerks	35	42	—	—

TABLE No. 27
(Reference paragraph 371 of the Report)
Associations of Employers Registered under the
Trade Unions Law of 1965

	MEMBERSHIP	
	Actual	Estimated
	31/12/69	31/12/70
1. Brick & Tile Industry Employers' Association	14	15
2. Clothing Manufacturers' Association	43	40
3. Cyprus Bankers Employers' Association	9	9
4. Cyprus Building Contractors' Association	187	190
5. Cyprus Cinematographists Association	37	40
6. Cyprus Shipping Association	27	25
7. Famagusta Clearing - Forwarding Agents' Association	32	30
8. Famagusta Garage Owners' Association (S.I.S.A.)	45	40
9. Footwear Industries Association	—*	25
10. Limassol Building Enterprises Contractors' Association	59	60
11. Motor Cars, Tractors and Agriculture Machinery Importers' Association	22	30
12. Nicosia District Engineering Employers' Association	30	30
13. Nicosia—Kyrenia Petroleum Dealers Association	47	50
14. Pancyprian Hotel-keepers' Association	110	120
15. Pancyprian Master Printers Association	8	10
16. Paphos Building Works Contractors' Association	17	20
17. Public Entertainments Employers' Association	98	100
18. Turkish Building Contractors Association	35	35
TOTAL	820	869

* Registered in 1970.

TABLE No. 28
 (Reference paragraph 371 of the Report)
 The Growth of Trade Union Movement in Cyprus 1932 - 1970

YEAR	OLD TRADE UNIONS		NEW TRADE UNIONS		TURKISH TRADE UNIONS		FEDERATION OF INDEPENDENT TRADE UNIONS		DEMOCRATIC FEDERATION (D.E.O.K.)		OTHER CIVIL SERVICE UNIONS		TOTAL	
	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members
1932	1	84	—	—	—	—	—	—	—	—	—	—	—	84
1933	1	84	—	—	—	—	—	—	—	—	—	—	—	84
1934	1	84	—	—	—	—	—	—	—	—	—	—	—	84
1935	2	99	—	—	—	—	—	—	—	—	—	—	—	99
1936	5	285	—	—	—	—	—	—	—	—	—	—	—	285
1937	6	367	—	—	—	—	—	—	—	—	—	—	—	367
1938	14	772	—	—	—	—	—	—	—	—	—	—	—	772
1939	46	2544	—	—	—	—	—	—	—	—	—	—	—	2544
1940	62	3389	—	—	—	—	—	—	—	—	—	—	—	3389
1941	68	3854	—	—	—	—	—	—	—	—	—	—	—	3854
1942	73	9991	—	—	—	—	—	—	—	—	—	—	—	9991
1943	82	9507	—	—	—	—	—	—	—	—	—	—	—	9507
1944	89	10596	—	—	—	—	—	—	—	—	—	—	—	10596
1945	91	12961	—	—	—	—	—	—	—	—	—	—	—	12961
1946	87	11101	—	—	—	—	—	—	—	—	—	—	—	11101
1947	51	11259	—	—	—	—	—	—	—	—	—	—	—	11451
1948	33	9604	—	—	—	—	—	—	—	—	—	—	—	2641
1949	31	9447	—	—	—	—	—	—	—	—	—	—	—	160
1950	32	8924	—	—	—	—	—	—	—	—	—	—	—	131
1951	39	10281	—	—	—	—	—	—	—	—	—	—	—	130
1952	42	12540	—	—	—	—	—	—	—	—	—	—	—	444
1953	47	14427	—	—	—	—	—	—	—	—	—	—	—	477
1954	48	18085	—	—	—	—	—	—	—	—	—	—	—	470
1955	43	22925	—	—	—	—	—	—	—	—	—	—	—	2214
1956	45	27143	—	—	—	—	—	—	—	—	—	—	—	1813
1957	40	30375	—	—	—	—	—	—	—	—	—	—	—	1268
1958	38	31723	—	—	—	—	—	—	—	—	—	—	—	1137
1959	34	33770	—	—	—	—	—	—	—	—	—	—	—	4829
1960	30	35544	—	—	—	—	—	—	—	—	—	—	—	4381
1961	25	36442	—	—	—	—	—	—	—	—	—	—	—	4288
1962	24	37849	—	—	—	—	—	—	—	—	—	—	—	4069
1963	18	37378	—	—	—	—	—	—	—	—	—	—	—	4000
1964	18	36190	—	—	—	—	—	—	—	—	—	—	—	3733
1965	19	36055	—	—	—	—	—	—	—	—	—	—	—	3702
1966	18	35847	—	—	—	—	—	—	—	—	—	—	—	2784
1967	18	35325	—	—	—	—	—	—	—	—	—	—	—	13179
1968	17	34664	—	—	—	—	—	—	—	—	—	—	—	13179
1969	17	35500	—	—	—	—	—	—	—	—	—	—	—	15388
1970	17	36000	—	—	—	—	—	—	—	—	—	—	—	17767

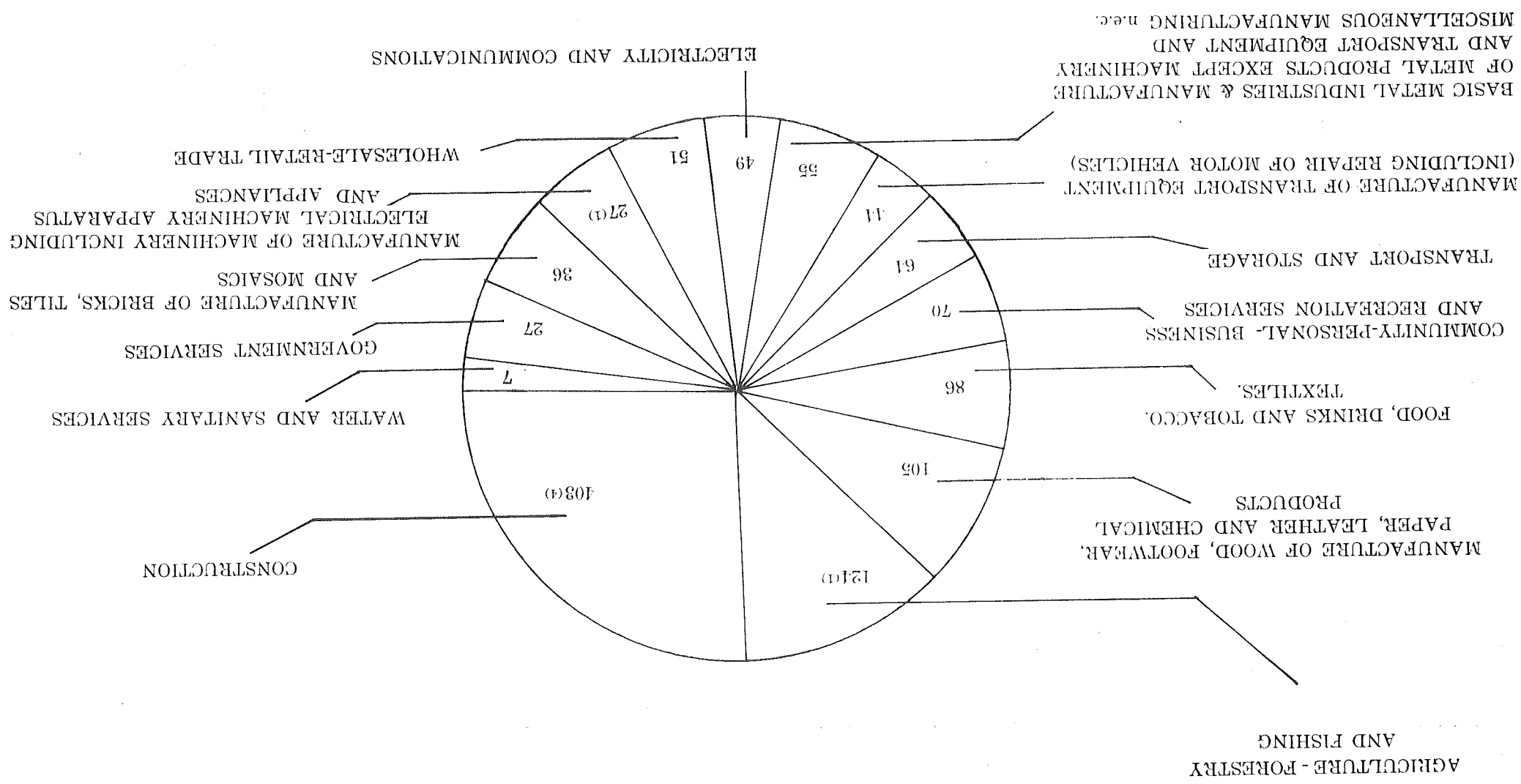
* 1970 figures are an estimate as no accurate membership figures could be obtained from the Trade Unions by the end of January when this report was prepared.

T O T A L S												
156	209	328	181	111	163	1142	6	1062	86	169	979	1148
2	4	22	—	2	6	36	—	32	4	13	23	36
—	—	3	—	—	—	3	—	3	—	—	3	3
7	10	16	6	—	9	48	—	41	7	4	48	48
—	4	10	4	1	5	23	1	21	3	—	24	24
1	—	—	1	1	—	3	—	1	2	—	3	3
3	7	16	6	9	3	44	—	38	6	1	43	44
—	1	—	—	1	2	4	—	3	1	1	3	4
40	73	122	92	35	41	399	4	368	35	13	390	403
6	4	6	7	1	1	25	—	25	—	—	25	25
3	2	1	1	—	—	7	—	7	—	2	5	7
8	3	13	4	2	2	32	—	31	1	2	30	32
3	4	11	—	1	—	19	—	18	1	2	17	19
11	7	24	1	20	1	64	—	64	—	1	63	64
2	6	7	6	3	—	24	—	22	2	2	22	24
6	10	5	1	4	1	27	—	27	—	2	25	27
1	15	6	3	—	—	25	—	24	1	10	15	25
2	—	2	1	1	—	6	—	6	—	—	6	6
7	2	—	—	2	—	11	—	10	1	—	11	11
6	11	4	2	4	1	28	—	27	1	19	9	28

MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS
EXCEPT PRODUCTS OF PETROLEUM AND COAL

DISTRIBUTION BY INDUSTRY OF REPORTED INDUSTRIAL ACCIDENTS, 1970.

TABLE No. 30
 (Reference paragraph 47 of the Report)



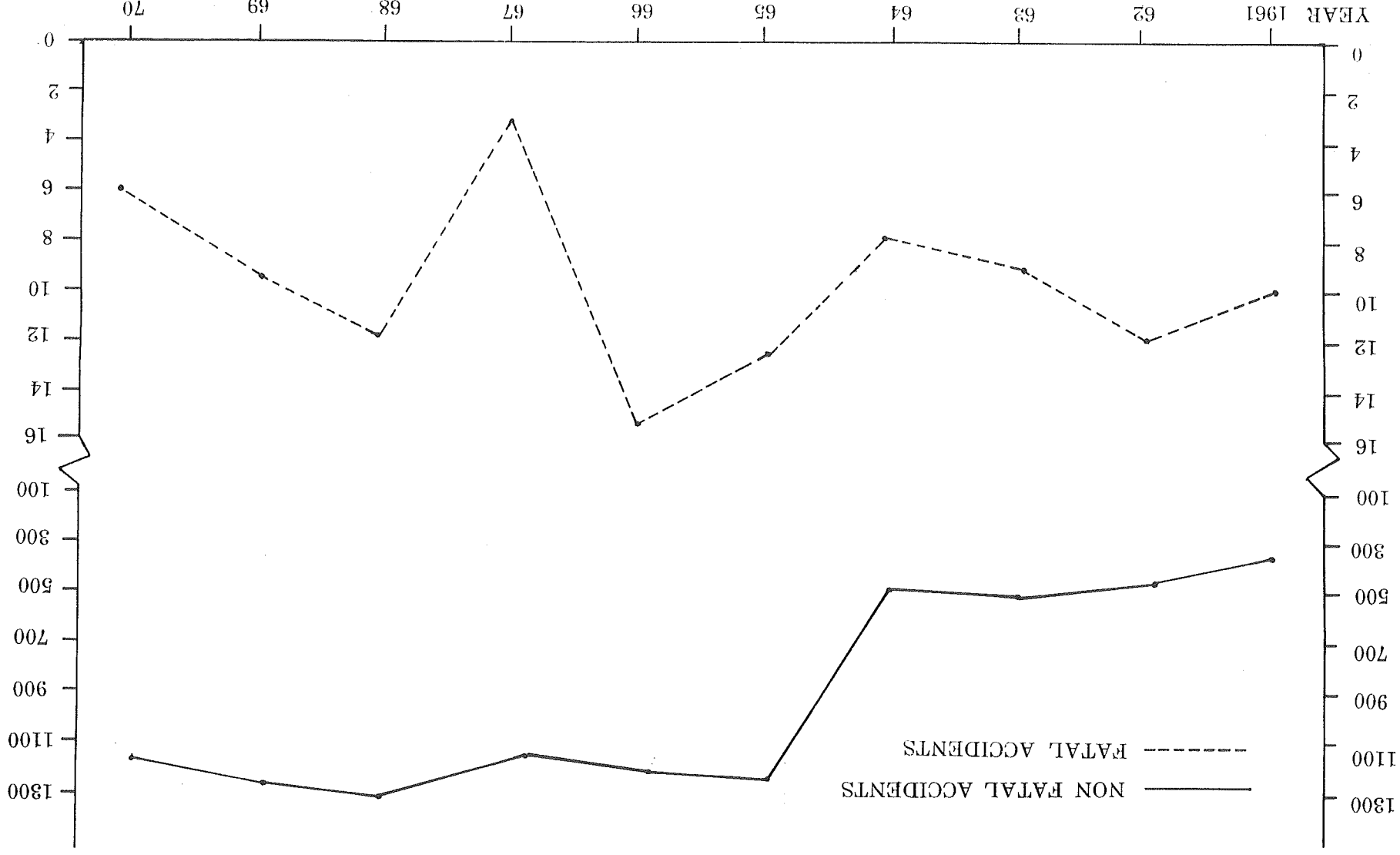


TABLE No. 31
 (Reference paragraph 418 of the Report)

TABLE No. 32
(Reference paragraph 419 of the Report)
Analysis of Accidents by Causation
1970

%	Causation Category
14.0	Machinery (metalworking, woodworking and others)
10.0	Transport
16.0	Other equipment (including Hand Tools, Ladders, Mobile Ramps, Scaffolding)
29.0	Materials and Substances (including Dusts, Gases, Liquids and Chemicals, Flying Fragments, Radiations, Falling Objects, Other Materials and Substances n.e.c.)
18.0	Working Environment (including Outdoor, Indoor, others)
13.0	Other causes, n.e.c., (including live animals)

TABLE No. 33
(Reference paragraph 435 of the Report)
Self-employed Persons Insured Classified by Age-Group
up to 31st December, 1970

AGE-GROUP	TOTAL NUMBER OF PERSONS INSURED	DIED UP TO 31.12.70	CEASED TO BE SELF-EMPLOYED UP TO 31.12.70	NUMBER OF CARD HOLDERS
Prior 1902	10,208	1,089	2,769	6,350
1902	1,364	67	244	1,053
1903	1,206	72	191	943
1904	1,232	63	118	1,051
1905	1,153	48	66	1,039
1906	1,292	49	63	1,180
1907	1,126	58	66	1,002
1908	1,180	39	61	1,080
1909	1,099	28	60	1,011
1910	1,285	33	61	1,191
1911 — 1915	6,126	111	348	5,667
1916 — 1919	5,628	55	272	5,301
1920 — 1925	5,478	70	421	4,987
1926 — 1930	5,645	37	356	5,252
1931 — 1935	5,391	22	386	4,983
1936 — 1940	5,063	9	360	4,694
1941 — 1946	3,936	3	363	3,570
After 1946	2,028	3	123	1,902
T O T A L S	60,440	1,856	6,328	52,256

TABLE No. 35

(Reference paragraph 440 of the Report)

SOCIAL INSURANCE FUND

Deposits and Investments held as at 31st December, 1970

Particulars	Nominal Value		Book Value	
	£	Mils	£	Mils
GOVERNMENT SECURITIES				
Treasury Bills (5½%)	5,801,000		5,722,571	
Cyprus 5¾% Development Stock 1973-1975	574,800		574,800	
	6,375,800		6,297,371	
LOANS				
Loan Commissioners (5%)	280,000		280,000	
Board of Trustees of Mitsis Lemythou Commercial School (6%)	69,348		69,348	
Nicosia Town School Committee for Greek Schools (6%)	68,689		68,689	
Cyprus Civil Service Co-operative Building Society Ltd. (5½%) (£50,000)	8,090		8,090	
Cyprus Civil Service Co-operative Building Society Ltd. (5½%) (40,000)	18,109		18,109	
SHARES				
Cyprus Development Corporation Ltd.— Shares (6%)	5,946		5,946	
	6,825,982		6,747,553	
T O T A L				

TABLE No. 36

(Reference paragraph 441 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 of 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 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 conditions 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. 37

(Reference paragraph 441 of the Report)

Rate or Amount of Benefit Payable at the Full and Reduced Rates

Kind of benefit	Number of contributions paid or credited in the last contribution year or yearly average of contributions paid or credited.			
	FULL RATE		REDUCED RATE OR AMOUNT	
	50 or over	40 — 49	30 — 39	20 — 29
	£ mils	£ mils	£ mils	£ mils
Sickness				
Unemployment	2.000	1.665	1.330	1.000
Widow's pension				
Old age pension	10.000	8.000	6.000	5.000
Marriage grant	5.000	4.000	3.000	2.500
Maternity grant	2.000	1.665	1.330	1.000
Maternity allowance *	10.000	8.000	6.000	5.000
Death grant				
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. 38

(Reference paragraph 441 of the Report)

Comparative Table Showing Claims received by Month for the Years 1969 and 1970

Month	1969		1970		1969	1970	1969	1970	1969	1970	1969	1970	1969	1970	1969	1970	1969	1970	1969	1970	1969	1970	Total		
	1969	1970	1969	1970																					
January	3	17	28	105	—	—	335	283	74	65	49	30	100	88	56	418	466	685	333	685	2109	3444	2109	3144	3144
February	3	2	20	26	1	1	311	194	85	55	33	37	108	84	52	386	395	734	685	457	2300	3477	2300	3477	3477
March	2	2	25	19	1	1	118	127	80	71	48	28	102	60	54	466	412	457	658	457	2709	3092	2709	3092	3092
April	3	—	21	25	2	—	261	214	58	72	29	34	77	99	51	357	459	457	500	457	1593	2757	1593	2757	2757
May	3	3	25	24	3	—	277	203	57	59	31	30	71	81	74	439	345	510	412	459	1372	1418	1372	1418	1418
June	1	2	25	16	1	1	303	150	101	49	71	62	85	64	43	530	364	499	755	499	1409	1226	1409	1226	1226
July	1	3	25	19	—	—	197	155	56	59	95	90	72	74	68	410	481	499	688	499	1873	1852	1873	1852	1873
August	—	1	16	16	1	—	217	132	92	37	92	107	93	60	50	536	357	549	321	357	2041	2879	2041	2879	2041
September	2	2	19	24	—	—	182	277	54	64	109	128	77	86	69	408	499	643	694	499	2412	2076	2412	2076	2412
October	3	2	18	19	1	1	332	449	61	38	140	167	78	61	67	493	411	686	394	686	1337	1628	1337	1628	1337
November	2	—	23	19	2	1	300	268	104	52	174	171	128	66	61	587	450	629	507	629	1167	1735	1167	1735	1167
December	1	1	17	27	—	—	213	280	62	68	60	106	80	51	39	367	430	587	303	587	1403	1550	1403	1550	1403
Total	24	21	251	262	1404	1476	3358	2794	884	689	946	957	1071	939	758	655	5397	5069	7010	6175	23212	25347	23212	25347	23212

TABLE No. 40

(Reference paragraph 441 of the Report)

PART I — Rate or Amount of Benefit Payable for Employment Accidents

Kind of Benefit	Rate or Amount			
	Basic £ Mils	Increase for one dependant £ Mils	Increase for two dependants £ Mils	Increase for more than two dependants £ Mils
Injury benefit:				
(1) persons over 18	3.200	0.900	1.500	1.800
(2) persons under 18	1.600	0.900	1.500	1.800
Death benefit:				
(1) widow's benefit	3.200	0.900	1.500	1.800
(2) widower's benefit	3.200	0.900	1.500	1.800
(3) orphan's benefit	2.250	—	—	—
(4) 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. 41

(Reference paragraphs 451, 460 and 488 of the Report)

Comparative Table showing the countries in which persons outside Cyprus were receiving old-age and widows' pensions at 31st December 1969 and 1970

COUNTRY OF RESIDENCE	OLD-AGE PENSIONS		WIDOWS' PENSIONS	
	1970	1969	1970	1969
	All Countries	236	200	155
United Kingdom	140	123	95	84
Greece	36	30	22	17
U.S.A.	17	14	10	9
Australia	15	9	12	7
South Africa	9	3	3	3
Turkey	6	7	6	4
Spain	2	2	—	—
Israel	2	1	1	1
West Germany	2	2	—	—
Italy	2	2	—	—
Portugal	1	1	—	—
Lebanon	1	1	1	1
France	1	1	—	—
Sweden	1	1	—	—
Canada	1	—	3	1
Belgium	—	—	1	—
U.A.R.	—	—	1	1
New Zealand	—	1	—	—
Libya	—	1	—	—
Bermuda	—	1	—	—
Holland	—	—	—	1

Employment Accidents causing Disability exceeding three days reported to the Social Insurance Office for Compensation during 1970,
 by Economic Activity, Sex and Cause of Accident
 (Reference paragraph 462 of the Report)

TABLE No. 43

Code No.	ECONOMIC ACTIVITY		TOTAL ACCIDENTS REPORTED	TOTAL PERSONS INJURED	No. of persons injured	Sex	Cause of Accident	INDUSTRIAL ACCIDENTS		ACCIDENTS TO OR FROM WORK									
	Male	Female						No. of persons injured	Sex	Male	Female								
0.	AGRICULTURE, FORESTRY AND FISHING		108	101	2	60	48	95	56	39	10	7	29	20	18	11	8	4	4
01.	Agriculture		94	93	1	51	43	87	48	39	9	6	29	16	17	10	7	3	4
02.	Forestry and logging		8	7	1	8	1	7	1	1	1	1	1	1	1	1	1	1	1
04.	Fishing		1	1	—	1	1	1	—	—	—	—	—	—	—	—	—	—	—
1.	MINING AND QUARRYING		94	90	4	93	1	89	89	—	6	12	31	23	14	18	5	4	1
12.	Metal mining		60	60	—	59	1	58	58	—	3	5	7	6	2	14	2	1	1
14.	Stone quarrying		14	11	3	14	13	13	13	—	—	4	3	2	1	1	1	1	1
19.	Other non-metallic mining and quarrying		20	19	1	20	18	18	18	—	1	2	5	2	4	2	2	2	2
2-3.	MANUFACTURING		355	350	5	281	76	312	250	62	92	37	80	35	27	43	31	12	12
20.	Food manufacturing industries (except beverage industries)		48	48	—	30	18	42	28	14	18	6	4	6	3	4	2	4	4
21.	Beverage industries		45	45	—	32	13	36	27	9	2	4	8	9	9	5	4	4	4
22.	Tobacco manufactures		4	4	—	2	3	3	3	2	2	1	1	1	1	1	1	1	1
23.	Manufacture of textiles		2	2	—	2	2	2	2	2	2	1	1	1	1	1	1	1	1
24.	Manufacture of footwear, other wearing apparel and made-up textile goods		19	19	—	8	11	7	15	8	5	4	4	1	1	1	1	1	1
25.	Manufacture of wood and cork (except manufacture of furniture)		29	29	—	22	7	22	22	7	8	16	16	7	4	1	1	1	3
26.	Manufacture of furniture and fixtures		27	27	—	27	25	25	25	6	2	25	25	25	25	25	25	25	25
27.	Manufacture of paper and paper products		8	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
GRAND TOTALS			1353	1329	24	1158	195	1190	1033	157	161	169	199	329	147	163	128	35	35

28.	Printing and publishing	7	458	451	7	441	17	407	395	12	47	38	97	120	62	43	51	46	5
29.	Manufacture of leather and leather and fur products (except footwear and other wearing apparel)	7	3	3	—	2	2	3	1	2	1	1	1	1	—	—	—	—	—
31.	Manufacture of chemicals and chemical products	3	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
33.	Manufacture of non-metallic mineral products (except products of petroleum and coal)	34	34	34	—	20	14	30	18	12	6	3	1	17	2	—	—	—	—
34.	Manufacture of aluminum products	5	5	5	—	5	5	5	5	—	—	—	—	—	—	—	—	—	—
35.	Manufacture of metal products	50	49	49	1	46	4	44	40	4	6	4	2	1	2	—	—	—	—
36.	(except machinery and transport equipment)	28	27	27	1	28	—	24	24	—	—	—	—	—	—	—	—	—	—
37.	Manufacture of machinery (except electrical machinery)	1	1	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
38.	Manufacture of batteries	34	32	32	2	34	2	32	32	—	—	—	—	—	—	—	—	—	—
39.	Miscellaneous manufacturing	9	9	9	1	9	—	6	6	—	—	—	—	—	—	—	—	—	—
4.	CONSTRUCTION	458	451	7	441	17	407	395	12	47	38	97	120	62	43	51	46	5	1
400.1	Private construction	310	306	4	298	12	276	268	8	19	22	76	88	44	27	34	30	4	4
400.2	Government construction (Municipalities)	48	46	2	45	3	42	40	2	4	5	5	14	8	6	6	5	1	—
400.3	Government construction (Municipalities)	2	2	2	2	2	2	2	2	—	—	—	—	—	—	—	—	—	—
400.4	Government Irrigation Works	22	22	—	20	2	19	17	2	—	3	5	5	2	5	—	—	—	—
400.5	Water well drilling	2	2	—	2	—	2	2	2	—	—	—	—	—	—	—	—	—	—
400.6	Carpentry	38	38	—	38	—	34	34	—	—	—	—	—	—	—	—	—	—	—
400.7	Electrical installation	9	9	—	9	—	8	8	—	—	—	—	—	—	—	—	—	—	—
400.8	Plumbing	3	3	—	3	—	3	3	—	—	—	—	—	—	—	—	—	—	—
400.9	House painting	12	11	1	12	—	9	9	—	—	—	—	—	—	—	—	—	—	—
401.2	Excavation Works	7	7	—	7	—	7	7	—	—	—	—	—	—	—	—	—	—	—
401.3	Construction, British Military Authorities (Cyriot contractors)	4	4	—	4	—	4	4	—	—	—	—	—	—	—	—	—	—	—
401.5	Construction (Ports)	1	1	—	1	—	1	1	—	—	—	—	—	—	—	—	—	—	—
5.	ELECTRICITY, GAS, WATER AND SANITARY SERVICES	42	42	—	41	1	33	32	1	2	1	5	10	6	9	9	9	—	—
51.	Electricity and Gas	26	26	—	26	—	21	21	—	—	—	—	—	—	—	—	—	—	—
52.	Water and Sanitary Services	16	16	—	15	1	12	11	1	—	—	—	—	—	—	—	—	—	—
6.	COMMERCE	78	77	1	65	13	68	58	10	1	17	4	25	10	11	10	8	2	2
611.	Wholesale trade	47	47	—	38	9	45	37	8	1	4	4	19	5	6	2	1	—	—
612.	Retail trade	30	30	—	26	4	22	20	2	—	—	—	—	—	—	—	—	—	—
620.	Banks and other financial institutions	1	1	—	1	—	1	1	—	—	—	—	—	—	—	—	—	—	—
7.	TRANSPORT, STORAGE AND COMMUNICATION	89	87	2	86	3	81	79	2	1	38	2	23	8	9	8	7	1	—
71.	Transport	74	72	2	73	1	70	70	—	—	—	—	—	—	—	—	—	—	—
72.	Storage and warehousing	11	11	—	9	2	8	6	2	—	—	—	—	—	—	—	—	—	—
73.	Communication	4	4	—	4	—	3	3	—	—	—	—	—	—	—	—	—	—	—
8.	SERVICES	134	131	3	98	41	105	74	31	2	19	9	20	36	19	29	19	10	10
81.	Government Services	57	54	3	52	5	47	44	3	1	11	2	10	11	12	10	8	2	2
82.	Community Services	32	32	—	19	13	26	15	11	1	3	7	13	7	6	4	2	—	—
83.	Business Services	2	2	—	2	—	1	1	—	—	—	—	—	—	—	—	—	—	—
84.	Recreation Services	8	8	—	3	—	8	8	—	—	—	—	—	—	—	—	—	—	—
85.	Personal Services	35	35	—	23	—	23	17	—	—	—	—	—	—	—	—	—	—	—

TABLE No. 44
 (Reference paragraph 499 of the Report)
 Pneumoconiosis Compensation Fund — Receipts and Payments for the Year Ended 31st December, 1970

1969	£	39,508	15,745	6,058	61,624
		1) Annual Mining Companies	2) Monthly a) Mining Companies b) Other Industries	Interest Received	
	£	28,964	15,911	15,245	47,477
1969	£	14,622	2,602	45,002	61,624
		(a) Disablement	Purchase of Films	Surplus for the Year	
	£	2,000	(b) Death (3)		
	£	14,979	2,956	17,935	47,477
		13	29,529	13	
	£	17,935	29,529	17,935	47,477

BALANCE SHEET As at 31st December 1970					
1969	£	39,508	15,745	6,058	61,624
		1) Annual Mining Companies	2) Monthly a) Mining Companies b) Other Industries	Interest Received	
	£	28,964	15,911	15,245	47,477
1969	£	14,622	2,602	45,002	61,624
		(a) Disablement	Purchase of Films	Surplus for the Year	
	£	2,000	(b) Death (3)		
	£	14,979	2,956	17,935	47,477
		13	29,529	13	
	£	17,935	29,529	17,935	47,477
LIABILITIES					
		Balance at 1.1.70	Surplus for the Year		
	£	85,558	29,529	130,560	115,087
		45,002	160,089	160,089	160,089
ASSETS					
		Fixed Deposits	Cash at Bank		
	£	94,059	36,501	130,560	130,560
		95,418	64,671	160,089	160,089

TABLE No. 45

(Reference paragraph 505 of the Report)

CENTRAL HOLIDAY FUND

Receipts and Payments for the Year Ended 31st December, 1970

1969	£	469,731	18,259	3,495	168	486,653
		Employers' Contributions	Interest Received	Sundry Receipts :		
				(a) Sale of Booklets and Guides		
				(b) Fines		
	£	515,575	18,612	3,272	240	537,699
	£	376,261		13,718	4,855	486,653
				Salaries		
				Casual Assistance		
				Travelling		
				Office Expenses		
				Rents		
				Furniture and Equipment		
				Stationery, Printing etc.		
				Sundries		
				Audit Fees		
				20,568		
				89,824		
				20,568		
				480		
				73		
				959		
				100		
				300		
				214		
				369		
				4,855		
				13,718		
				376,261		
1969	£	537,699		486,653		

CENTRAL HOLIDAY FUND

Balance Sheet as at 31st December 1970

1969	£	186,131	89,824	298	89,526	275,657
		Accumulated Fund	Balance at 1.1.70	Add: Surplus for the Year	Less: Depreciation written off	
	£	78,376	275,657	78,376	—	354,033
	£	331	331	273,125	2,532	275,657
		Fixed Assets :	Office Equipment at Cost	Less: Depreciation written off	Current Assets :	
					Cash at Bank	
					Cash with Treasury	
	£	—	—	—	351,214	354,033
	£	—	—	—	2,819	

Note: There is a contingent liability for claims that may be raised in the next two years.

TABLE No. 46
REDUNDANCY FUND
 (Reference paragraph 519 of the Report)

Receipts and Payments for the Year Ended 31st December, 1970		REDUNDANCY FUND		Balance Sheet as at 31st December 1970	
1969	£	1969	£	1969	£
71,997		11,363		267,002	
132,588		4,620		1,608	
204,585		282		1,608	
8,398		570		—	
Interest Received		321		—	
27,094		570		—	
12		230		—	
—		282		—	
12		4,620		—	
8,398		17,998		—	
Employers' Contributions :		17,998		—	
(a) Government		6,565		—	
(b) Other		161,900		—	
70,068		161,900		—	
172,946		17,998		—	
243,014		324		—	
17,190		240		—	
Interest Received		72		—	
(a) Sale of Guides		300		—	
(b) Fines		321		—	
(c) Stamp Duties		570		—	
9		230		—	
203		282		—	
324		4,620		—	
Sundry Receipts :		11,363		—	
22,997		4,620		—	
1,173		282		—	
721		570		—	
200		321		—	
979		570		—	
274		230		—	
480		4,620		—	
150		17,998		—	
120		161,900		—	
22,997		17,998		—	
£		212,995		—	
77,398		212,995		—	
£		260,528		—	
27,094		260,528		—	
7,027		161,900		—	
149,009		17,998		—	
260,528		6,565		—	
Surplus for the Year		161,900		—	
Arbitration Tribunal		17,998		—	
Management and Administration :		6,565		—	
Redundancy Payments		161,900		—	
Salaries		17,998		—	
Casual Assistance		6,565		—	
Travelling		161,900		—	
Office Expenses		17,998		—	
200		6,565		—	
979		161,900		—	
274		17,998		—	
480		6,565		—	
150		161,900		—	
120		17,998		—	
£		212,995		—	
£		260,528		—	

REDUNDANCY FUND		REDUNDANCY FUND		REDUNDANCY FUND	
1969	£	1969	£	1969	£
106,550		1,608		106,550	
161,900		1,608		161,900	
1,448		—		1,448	
160,452		—		160,452	
Surplus for the Year		—		Surplus for the Year	
Less: Depreciation Written Off		—		Less: Depreciation Written Off	
149,009		—		149,009	
£		—		£	
267,002		—		267,002	
Accumulated Fund :		—		Accumulated Fund :	
Balance at 1.1.1970		—		Balance at 1.1.1970	
149,009		—		149,009	
£		—		£	
416,011		—		416,011	
149,009		—		149,009	
247,910		—		247,910	
19,092		—		19,092	
267,002		—		267,002	
Current Assets:		—		Current Assets:	
Treasury Bills (5½%)		—		Treasury Bills (5½%)	
Cash with Treasury		—		Cash with Treasury	
£		—		£	
416,011		—		416,011	
£		—		£	
401,497		—		401,497	
14,514		—		14,514	
416,011		—		416,011	
Book value		—		Book value	
£		—		£	
407,000		—		407,000	
Nominal value		—		Nominal value	
£		—		£	
407,000		—		407,000	
Treasury Bills (5½%)		—		Treasury Bills (5½%)	
407,000		—		407,000	
91 days Treasury Bills (5½%)		—		91 days Treasury Bills (5½%)	
Particulars		—		Particulars	

REDUNDANCY FUND
Investments

Particulars		Nominal value		Book value	
416,011		407,000		407,000	
149,009		407,000		407,000	
£		£		£	
267,002		407,000		407,000	
Treasury Bills (5½%)		407,000		407,000	
Cash with Treasury		407,000		407,000	
£		£		£	
407,000		407,000		407,000	
Nominal value		407,000		407,000	
£		£		£	
407,000		407,000		407,000	
Treasury Bills (5½%)		407,000		407,000	
91 days Treasury Bills (5½%)		407,000		407,000	
Particulars		407,000		407,000	