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STATES PARTIES TO THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND
CULTURAL RIGHTS CONCERNING RIGHTS COVERED BY ARTICLES 6 TO 9

Addendum

CYPRUS

25 August 1978

ARTICLE 6: THE RIGHT TO WORK

A. Articles 10, 25 and 28 of the Constitution.

The Termination of Employment Laws of 1967 to 1977 and Regulations made thereunder:

Law 24 of 1967
Law 67 of 1972
Law I of 1975
Law 18 of 1977

The Termination of Employment (Redundancy Fund) Regulations of 1977.

Copy of each of the above is attached.

B.(I) Freedom of choice of employment is guaranteed by Article 25 of the Constitution of the Cyprus Republic which provides that "every person has the right to practise any profession or to carry on any occupation trade a business".

As far as Government as employer is concerned no discrimination whatsoever is made. So far as private industry is concerned terms and conditions of employment are negotiated between the two sides through free collective bargaining and apart from exhortation Government is unable and unwilling to interfere more positively in freely negotiated collective agreements. Such labour legislation as covers conditions of employment of certain categories of employees, e.g. hotel and catering employees, similarly is in line with the provisions of ratified international Convention. In other cases the Ministry of Labour and Social Insurance has been instrumental in streamlining conditions of employment for both sexes.

Article 10 of the Constitution expressly prohibits the performance of forced or compulsory labour except in certain cases which, however, are not in conflict with the ILO or other international convention.

Thus, Article 10 of the Constitution provides:

"No persons shall be required to perform forced or compulsory labour.

For the purposes of this Article the term 'forced or compulsory labour' shall not include -

(a) any work required to be done in the ordinary course of detention imposed according to the provisions of Article 11 or during conditional release from such detention.

(b) any service of a military character if imposed on, in case of conscientious objectors, subject to their recognition by a law, service exacted instead of compulsory military service.

(c) any service exacted in case of an emergency or in calamity threatening the life or well-being of the inhabitants."

General principles of non-discrimination are embodied in Article 29 of the Constitution which includes the following provisions:

1. All persons are equal before the Law, the administration and justice, and are entitled to equal protection thereof and treatment thereby.

2. Every person shall enjoy all the rights and liberties provided for in this Constitution without any direct or indirect discrimination against any person on the ground of his community, race, religion, language, sex, political or other convictions, national or social descent, birth, colour, wealth, social class, or on any ground whatsoever, unless there is express provision to the contrary in this Constitution".

The Cyprus Government has ratified the following ILO Conventions:

- 2 Unemployment Convention, 1919
- 29 Forced Labour Convention, 1930
- 85 Employment Service Convention, 1948
- 105 Abolition of Forced Labour Convention, 1957
- 111 Discrimination (Employment and Occupation) Convention, 1958
- 122 Employment Policy Convention, 1964

and articles 1, 9 and 15 of the European Social Charter relating to the right to work, the right to vocational guidance and the right of physically or mentally disabled persons to vocational training.

(2) As a result of the Turkish invasion the conditions of over-full employment which has prevailed in Cyprus for over 10 years, with an annual average of registered unemployed of 3,300 were succeeded by mass unemployment and Cyprus was faced with a very acute problem in mid-1974. The number of unemployed (registered and non-registered) was estimated to be 75,000 persons for the period soon after the invasion and 51,000 persons at the end of 1974.

In order to combat unemployment the Cyprus Government has taken various measures within its Emergency Economic Action Plan for 1975-1976. These are:

- (a) the creation of direct employment opportunities through new investments (planned investments 110.0 million pounds - realised investments 100.2 million);
- (b) the more intensive use of the existing fixed capital investments;
- (c) the promotion of handicrafts; and
- (d) the encouragement of temporary employment of Cypriots abroad.

The Plan had the following characteristics:

- (a) it aimed at choosing such projects and programmes as to minimize as much as possible the required capital expenditure per labour unit and maximize the additional labour units required per unit of land;
- (b) policy measures, projects and programmes would be inspired by a spirit of austerity and frugality by restricting expenditure on consumer goods, mainly luxury goods;
- (c) given the importance of the private sector to the economy, every effort would be made to mobilize, encourage and assist all interested investors and businessmen to reactivate themselves;
- (d) it envisaged an expansionary fiscal and credit policy for the purpose of invigorating economic activity, and
- (e) it reflected the more active participation of the public sector in the economic process and the expansion of the role of the state beyond traditional limits.

The increased state intervention is evident from the legislative regulation of rents, interest rates, salaries and wages, price controls, and intervention in the regulation of the conditions of supply and demand of factors of production, products and services. On the other hand, the measures aimed at encouraging new investments, and replacing lost industrial infrastructure and production have included the establishment of the Bank Loans Guarantee Scheme, increased tax incentives and promotion of new Industrial Estates and exports through the introduction of the Export Credit Insurance Scheme.

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As a result of the above measures and the permanent emigration from the Island during the years 1974 to 1976 of 14,500 persons, unemployment was reduced from 51,000 at the end of 1974 to 33,500 in 1975 and to 17,000 persons in 1976, or from 24.5 per cent to 16.1 per cent and to 8.3 per cent, respectively, of the economically active population residing within the Government controlled areas. Registered unemployment was reduced from a monthly average of 22,573 persons during the last quarter of 1974 and 22,989 during 1975 to 14,518 in 1976 and to 6,019 during the first half of 1977.

In numerical terms, unemployment seems to have been reduced significantly. Nevertheless, considering that:

- (a) 12,290 persons are still employed temporarily abroad, and
- (b) underemployment which was serious in previous years has now become endemic,

the problem of unemployment continues to be a serious one.

Even worse, thousands of persons are doing jobs far below their capabilities and for which they are ill qualified.

(3) The main functions of the Employment Service of the Ministry of Labour and Social Insurance are to help job seekers to find suitable employment and employers to find qualified employees; to co-operate with other public and private bodies with a view to achieving the best possible distribution, effective use and mobilization of manpower; to provide vocational training and rehabilitation services to the disabled; to offer vocational guidance services; to collect and disseminate relevant statistical data and other related information; and to implement Government policy on the temporary employment of Cypriots abroad.

Until July 1974 there were five District Labour and Social Insurance Officers, one each in the five main towns of the Island, and three suboffices (at Kyrenia, Morphou and Yialoussa), which were located conveniently enough to serve the needs of both employers and workers in those areas.

There also were five District Advisory Committees to the Employment offices consisting of an equal number of employer and employee representatives appointed by the Minister of Labour and Social Insurance, after consultation with the employer and employee organizations concerned. The Committees are headed by independent chairmen appointed by the Minister of Labour and Social Insurance. The scope of the Advisory Committee is sufficiently flexible and wide enough to afford both employer and employee representatives every opportunity to contribute towards the satisfactory functioning of the employment service and the development of the island's employment service policy.

As a result of the Turkish invasion the whole network of the Public Employment Services had been seriously disrupted and the District Employment Office of Famagusta and the suboffices in Yialoussa, Kyrenia and Morphou, which formerly served over 200,000 persons, including Turkish Cypriots, were occupied by

the Turkish army and their records had been lost. Furthermore, no Advisory Committees can now function in the occupied areas.

The District Labour Office Famagusta and the suboffices in Yialousa, Kyrenia and Morphou are still under occupation and their clients have still to be served by the remaining offices in the free areas of the Republic. Thus, the load on these offices still continues to be heavy.

The mass displacement of 200,000 Greek Cypriots from their homes and property by the invaders has created unprecedented problems for the employment exchanges with which the Cyprus Government is endeavouring to cope. These problems include:

- (a) the mobility of displaced persons from one area to another in the non-occupied areas of the Republic;
- (b) the training and retraining of the underemployed to enable them to become integrated in the labour market;
- (c) the re-orientation by the Vocational Guidance Service of a high percentage of the labour force to new jobs in the light of the changing structure of the economy, and
- (d) the recruitment and training of new personnel qualified to cope with the new problems that have been created for the Employment Service.

Despite these problems the Government of the Republic is taking a number of measures to cope with the situation. Some of these measures are:

- (a) the qualitative analysis of statistical data on employment with a view to increasing the employability of those registered;
- (b) the strengthening of the Service with additional qualified staff;
- (c) the strengthening and expanding of the Vocational Guidance Services in co-operation with the Ministry of Education and the Training Institutions of the Ministry; and
- (d) the introduction of special measures to reactivate the unemployed and underemployed.

(4) Vocational Guidance Services are offered in Cyprus by the Ministry of Education within the educational system of the country and by the Ministry of Labour and Social Insurance through its Employment Service. The functions, organization and operation of these Services are described below. It should be mentioned that the two services co-operate closely, in particular with regard to the vocational guidance of young persons, supplementing each other, where necessary. Thus e.g. the Ministry of Labour and Social Insurance provides to the Vocational

Guidance Service of the Ministry of Education statistical data and other labour market.

Counselling and Guidance Services of the Ministry of Education

The Counselling and Guidance Services of the Ministry of Education include:

(a) Individual counselling: whereby the student is helped to solve his personal problems which obstruct his scholastic achievement, in so far as his physical and mental development are concerned.

(b) Educational guidance: whereby the student is helped to cope with the difficulties he encounters with his studies, with the selection of educational programmes and courses commensurate with his needs, abilities and interests. Moreover, through educational guidance, information is made available regarding higher education offered in colleges and universities abroad, including their educational programmes and costs.

(c) Vocational guidance: whereby the student is helped to choose the right occupation, taking into consideration the current socio-economic developments, vocational needs and his personality, characteristics and traits.

Vocational Guidance offered by the Ministry of Labour

The main functions of the Vocational Guidance Service of the Ministry of Labour and Social Insurance are:

- (a) To assist young persons and adults,
- to choose an occupation,
 - to solve occupational problems,
 - to identify their aptitudes, capabilities and inclinations,
 - to choose a course of education or vocational training.

(b) To provide special assistance to certain classes of the population facing particular problems as regards their vocational rehabilitation like the handicapped, women with family responsibilities etc.

- (c) To provide information:
- on the various occupations and their prospects,
 - on the trends of the economy and manpower demand and surpluses,
 - on the existing educational and vocational training facilities,
 - on the employment opportunities, occupational advancement and vocational rehabilitation.

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The methods mainly used in providing vocational guidance are personal interviewing, group discussions and the dissemination of information. Aptitude testing is not so far in use by the Vocational Guidance Services provided by the Ministry of Labour and Social Insurance, through its Public Employment Services.

The Vocational Guidance Services of the Ministry of Labour and Social Insurance operate within the network of its Employment Services forming an integral part thereof. Thus vocational guidance is provided by the Central Employment Service and the five District Employment Services, the former being in addition responsible for the formulation of the policy on vocational guidance.

As far as training is concerned the Ministry of Labour operates a network of vocational and management training institutions (see pages 7-10 in the attached Summary of the Annual Report of the Ministry of Labour and Social Insurance for the year 1976). These Institutions are run by tripartite committees.

Furthermore, in 1974 the Industrial Training Law was enacted providing, inter alia, for the establishment of the Industrial Training Authority of Cyprus as a semi-governmental organization which is governed by a tripartite Management Board.

The primary objective of the Industrial Training Authority, as set out in section 4 of the Law (copy of which is attached) is to promote the industrial training of manpower within the framework of the Social and Economic policy of the Republic of Cyprus.

To achieve this objective the Authority may, inter alia:

- (i) establish, undertake, operate or supervise training institutions;
- (ii) prepare or approve industrial training programmes and take all necessary measures for their implementation;
- (iii) fix trade standards and carry out examinations for the issue of certificates of industrial training; and
- (iv) pay or secure the payment of industrial training grants and benefits to persons undergoing training and provide fellowships or other facilities to employed persons (section 5 of the Law).

The Law also makes provision for the payment by all employers, to an Industrial Training Fund, of a percentage on their payroll not exceeding 1 per cent of the wages payable to their employees (section 20). This levy, as well as any other income of the Industrial Training Fund, shall be utilized exclusively for the achievement of the primary objective of the Authority and for the discharge of its powers and responsibilities.

Although the Law was enacted three years ago the activation of the Industrial Training Authority has not yet been possible, because all procedures and actions

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aiming at organizing and staffing the Authority were abruptly brought to a standstill due to the Turkish invasion which followed the enactment of the Law and affected severely and adversely the economy of Cyprus.

Nevertheless, recent developments and especially an accelerated trend towards rapid and steady reactivation of all branches of the economy of the Island, have made it clear that there cannot be any further delay in the commencement of the operation of the Authority. Consequently, a decision has been taken by the Council of Ministers specifying the various steps for the early activation of the Authority. The Board of Governors, provided by section 10 of the Law, has already been appointed and is now convening meetings on a regular basis.

(5) The objects of the Termination of Employment legislation of Cyprus are:

(a) to protect all employees against arbitrary dismissals by the employers and to cushion the effects of redundancy by the payment of compensation or the provision of redundancy payment, respectively;

(b) to provide minimum period of notice in cases of dismissals and redundancy;

(c) to establish a National Redundancy Fund into which employers pay contributions at the rate of 0.5 per cent of their payroll in order to spread the risks of redundancy on the insurance principle, over all the employers in the island.

Arbitrary dismissals

As regards arbitrary dismissals the Law provides for the payment of compensation to the employee payable by the employer (sect. 3 of the Law).

Entitlement to compensation arises only if the employee has at least 26 weeks of employment and the amount of compensation is assessed in accordance with the First Schedule to the Law.

The First Schedule to the Law fixes a minimum and a maximum amount of compensation. The minimum is two weeks wages for each of the first six years of continuous employment and one week's wages for each year in excess of six years up to a maximum of 20 years service; and the maximum amount of one year's wages.

Wages in excess of £30 a week or £130 a month are disregarded for the purpose of payment of compensation.

A special court, the Trade Disputes Court, which has jurisdiction for settling any disputes arising out of the Termination of Employment Laws and Regulations, can decide the exact amount of compensation to be paid to the employee by the employer which in no case can be less than the minimum and not more than the maximum described above.

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Period of notice to be given by the employer

Section 9 of the Termination of Employment Legislation prescribes the minimum period of notice that an employer shall give to an employee as follows:

(a) when the employee has been continuously employed for 26 weeks or more but less than 52 weeks, one week's notice;

(b) when the employee has been continuously employed for 52 weeks or more but less than 104 weeks, two weeks' notice; and

(c) when the employee has been continuously employed for 104 weeks or more, four weeks' notice.

The right of the employee to a longer period of notice is preserved if he is so entitled by custom, law, collective agreement, contract, or otherwise.

The employer has the right to require the employee to accept payment in lieu of notice.

For redundancy compensation under the Termination of Employment Legislation please see text of report on Article 9.

(6) As far as protection against unemployment is concerned, please see comments on Article 9 below.

C. Further to the information given at paragraph B(2) above, the manpower balance by sector for the years 1975, 1976 and 1977 is given here below:

(Yearly Average)

S E C T O R (National Accounts Classification)	1975	1976	1977*
Agriculture, Forestry and Fishing	45,200	46,520	47,000
Mining and Quarrying	2,343	2,332	2,300
Manufacturing (including cottage industry)	24,833	29,729	32,000
Construction (Private, Government, Municipalities CYTA and E.A.C.)	8,900	11,082	15,000
Electricity, Gas and Water (excluding construction workers)	1,368	1,350	1,350
Wholesale and Retail Trade	16,216	17,069	18,250
Banking, Insurance and Real Estate	2,960	3,225	3,300
Transport, Storage and Communication	7,400	8,079	8,600

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(Yearly Average)

S E C T O R (National Accounts Classification)	1975	1976	1977*
Public Administration and Municipalities (excluding Education, Health, Veterinary, Welfare, Cultural, Antiquities and Sanitary Services)	10,599	10,871	11,100
Other Services	24,711	25,316	27,700
GAINFULLY EMPLOYED POPULATION IN CYPRUS FOR THE PRODUCTION OF GROSS DOMESTIC PRODUCT	144,530	155,573	166,600
British Military Authorities			
(i) Administration	4,180	3,307	2,850
(ii) Construction	994	812	750
MAAFI, UNFICYP, United Nations, Embassies and Foreign Radio Stations	1,407	1,326	1,300
Cyprus Working Temporarily Abroad	7,506	12,328	15,000
TOTAL GAINFULLY EMPLOYED POPULATION OF CYPRUS	158,617	173,346	186,500

* Provisional.

Source: Dept. of Statistics and Surveys.

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ARTICLE 7: THE RIGHT TO JUST AND FAVOURABLE CONDITIONS OF WORK

A. Remuneration

(1) and (2) Wages and salaries have always been regulated through free collective bargaining in almost all cases where workers are organized in trade unions (save during a period following the Turkish invasion of the island - July 1974 to December 1976 - when a system of compulsory arbitration was put into operation).

Legislative provisions regulating wages exist only with regard to shop assistants and clerks - two classes of employees who are largely unorganized and whose bargaining power is relatively weak; hence the need to protect them by legislation (Orders No. 64 of 27 February 1974 and No. 213 of 30 September 1977 issued under the Minimum Wage Law, Cap. 183).

Since shop assistants and clerks in the private sector is the largest section of the labour force who are not organized 1/ there remain very few workers who are not covered either by collective agreements or minimum wage-fixing machinery. 2/ Those are largely workers in small establishments.

(3) The concept of Christmas bonus, in the form of an extra month's salary paid at the end of the year (13th Salary) to monthly paid employees and the payment of one or more weeks' extra wages (53rd, 54th week etc.) to weekly paid workers, has been almost universally established in Cyprus. 3/

The Digest of Collective Agreements as at 31.12.1976 (a study carried out annually by the Industrial Relations Section of the Ministry of Labour, with a view to presenting in a concise and systematic way a picture of the main conditions of employment and the salary/wage increases provided for by collective agreements) shows that 84.8 per cent of the workers covered by the agreements analysed in the study receive some kind of Christmas bonus either in the form of 13th salary or 53rd (or more) week (the 1976 study uses a sample of 83 agreements covering 32,250 workers i.e. 27.8 per cent of the total labour force or 49.2 per cent of the workers in establishments employing 10 or more persons).

1/ The 1975 report of the Ministry of Labour and Social Insurance on Trade Unions gives the number of organized workers as being 91,506. However, this figure must be taken with a grain of salt since it is based solely on information supplied by the Trade Unions themselves.

2/ The Annual Report of the Ministry of Labour and Social Insurance gives the number of active participants, both wage earners and self employed, as being 115,000 (para. 253). Of these, 85,000 are wage earners (ibid., para. 253). If the average number of unemployed in 1975 is added, i.e. 22,500 (ibid., para. 39) the labour force comes to 107,500 workers.

3/ Fifth Annual Digest of Collective Agreements, chap. I.

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With regard to temporary cost-of-living differentials, chapter 9 (a) of the Digest of Collective Agreements reads: "In Cyprus the cost-of-living index has been published since 1939. A historic analysis, the items covered by the index and the weight of each item appear in the first three editions of the present digest (for the years 1970, 1971 and 1972) and hence it was not considered purposeful to be repeated once again.

"The cost-of-living index has always been used as the basis for the grant of the so-called COLA (cost-of-living allowances) to Government non-industrial and industrial workers.

"Unions in Cyprus have also managed to include in almost all collective agreements a clause which provides for some kind of COLA (escalator clause). This, however, is without substantive significance to-day for the reasons mentioned herebelow.

"In the private industry the method of COLA commonly used is the one used by the Government for its industrial employees. This method provides for a 3% change estimated on the basic salary or wages whenever the R.P.I. changes by 3 points.

"Since July 1974 the R.P.I. has ceased to be issued and therefore no increase in the cost-of-living allowance has been effected since. The decision by Government to discontinue the issue of the index was taken immediately after the war operations in August 1974. The reaction to the Government's decision began to be manifested at the end of 1975 and during 1976 the unions' claim for the re-issuing of the index became more intensive. The re-issuing of the R.P.I. became the subject of consultations between all the main trade union confederations, employer associations and the Government, during a meeting that took place at the Office of the President of the Republic in December 1976."

In July 1977 Government agreed to publish a new R.P.I. as from 1 July 1977. Government and employers in the private sector also agreed, with the concurrence of trade unions, to increase cost-of-living allowance, frozen at the pre-July 1974 levels, by 5 per cent as from the same date to compensate workers for the rise in the cost-of-living since January 1977. All three sides also agreed that future cost-of-living adjustments should take place every six months instead of every three months as had always been the practice before July 1974.

(4) The level of wages in Cyprus has been rising constantly since independence, both in money and in real terms and until the Turkish invasion of the island in July 1974. At the same time there was a relative increase in the cost-of-living. The following tables give the indices of (i) Average rates of pay (ii) Real rates of pay and (iii) Average retail prices since 1967:

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INDEX OF AVERAGE RATES OF PAY

1967 = 100.0

ACTIVITY	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Agriculture	97.9	100.0	109.2	118.4	127.8	149	168	187	217	232
Mining and quarrying	99.1	100.0	105.3	123.1	133.1	145	159	192	224	232
Manufacturing	94.6	100.9	104.4	113.8	122.3	136	158	186	213	218
Construction	96.0	100.0	109.3	128.1	145.2	165	189	231	270	249
Electricity, gas and water	97.6	100.0	127.4	134.7	142.0	153	178	208	276	287
Trade	93.4	100.0	103.8	108.3	115.2	124	154	182	182	196
Banks	94.6	100.0	119.9	112.0	120.6	132	152	184	207	210
Insurance	99.1	100.0	106.5	124.6	136.1	145	170	216	238	238
Transport	95.5	100.0	102.1	123.1	135.3	150	178	206	228	256
Government (wage earners)	95.8	100.0	107.7	127.7	127.8	142	166	189	216	222
Municipalities	97.5	100.0	105.0	122.6	129.3	144	159	196	226	240
Services	95.0	100.0	102.9	117.4	119.6	145	163	196	207	222
ALL ACTIVITIES	95.8	100.0	107.2	119.8	130.1	146	169	199	225	230

Source: Economic Reports 1971 and 1975

INDEX OF REAL RATES OF PAY

1967 = 100.0

ACTIVITY	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Agriculture	98.6	100.0	105.2	111.5	118	132	141	145	145	148
Mining and quarrying	99.8	100.0	101.4	115.9	122	128	133	149	149	148
Manufacturing	95.3	100.0	100.6	107.2	112	120	132	144	143	140
Construction	96.7	100.0	105.3	120.6	133	146	158	179	180	160
Electricity, gas and water	98.3	100.0	122.7	126.8	130	135	149	162	163	182
Trade	94.1	100.0	100.0	102.0	106	109	129	141	121	125
Banks	95.3	100.0	115.5	105.5	111	117	127	144	138	135
Insurance	99.8	100.0	102.6	117.3	125	128	142	163	159	152
Transport	96.2	100.0	98.4	115.9	124	132	149	159	153	164
Government (wage earners)	96.5	100.0	103.8	119.9	117	125	139	147	145	142
Municipalities	98.2	100.0	101.2	115.4	119	127	133	152	152	153
Services	95.7	100.0	99.1	110.5	110	128	136	151	139	141
ALL ACTIVITIES	96.5	100.0	103.3	112.8	120	129	141	154	149	147

Source: Economic Reports 1971 and 1975.

YEARLY AVERAGE RETAIL PRICE INDEX BY GROUP ^{a/}

January-December 1967 = 100.0

Period	All items	Food and drinks	Rent	Fuel and light	Household equipment	Household operations	Clothing and footwear	Miscellaneous
1968	103.8	104.3	99.9	104.2	109.5	103.8	101.5	106.4
1969	106.2	108.6	101.1	104.2	112.3	104.7	102.4	108.3
1970	108.8	110.1	106.2	102.5 ^{b/}	116.0	107.9	104.2	113.1
1971	113.3	115.4	113.5	102.4	118.2	115.9	107.0	116.9
1972	118.8	123.2	119.9	102.8	121.0	119.9	111.5	120.7
1973	128.0	133.6	127.0	103.6	132.3	125.6	120.0	132.1
1974	145.5	154.5	131.2	132.9	147.9	157.4	131.4	156.8
1st Qr.	143.0	152.4	130.6	123.9	145.3	154.2	130.4	152.0
2nd Qr.	148.1	156.5	131.9	142.0	150.3	160.6	132.5	161.5

^{a/} As from January 1968, a new Retail Price Index is computed, with revised base period and group classification.

^{b/} The drop in the index of Fuel and light group is due to a change in weights.

Note: The series was discontinued after July 1974 and started once again as from July 1977 on the basis of consumption pattern for the period July 1976-June 1977.

(5) In Cyprus there is no central or other unit or other administrative machinery in any Government Department to deal with equal pay for work for equal value, because, as stated above, the system of Industrial Relations is one which relies more on free collective bargaining than legislative measures.

In the public sector (including public utilities and undertakings) there is no discrimination either in pay or in other conditions of employment between men and women. In the private sector, in the absence of specific legislation, employers are free to negotiate the wages of their employees with the unions. Since the latter's policy is equal pay for equal work wages for women doing equal work to men are generally the same. But, as is the case in many other industrialised countries, the level of pay for women in Cyprus is lower than that for men because women are generally employed in less remunerative jobs than men.

In any case the Ministry of Labour and Social Insurance, mainly through its mediation and conciliation service, encourages and supports equality of pay in all cases where this is possible. This policy is in line with article 28, paragraphs 1 and 2, of the Cyprus Constitution which reads as follows:

- "1. All persons are equal before the Law, the administration and justice and are entitled to equal protection thereof and treatment thereby.
2. Every person shall enjoy all the rights and liberties provided for in this Constitution without any direct or indirect discrimination against any person on the ground of his community, race, religion, language, sex, political or other convictions, national or social descent, birth, colour, wealth, social class, or on any ground whatsoever, unless there is express provision to the contrary in this Constitution".

As regards conditions of work, equality of treatment in the private sector is almost universal.

(6) Besides fixing a minimum salary for shop assistants and clerks and wage determination, for most other groups, through free collective bargaining, salaries and wages in Cyprus, with very few exceptions, are based on the "job value" principle. The basis for fixing the statutory minimum salary for shop assistants and clerks has been the prevailing minimum salary for similar types of employees in unionized undertakings and the satisfaction of the basic needs of a young man or woman living with his or her family.

As far as wage determination for organized workers is concerned, because of the conditions of full employment which had prevailed in Cyprus prior to the invasion trade unions enjoyed considerable bargaining power which enabled them to secure fair wages for the needs of their members and their families. The severe unemployment which followed the Turkish invasion turned the tables in favour of the employers (though the latter, in their majority, did not take advantage of that situation).

With the improvement in the level of unemployment equilibrium has gradually been restored.

In special cases the State comes to the aid of families or persons if their income is not sufficient for their basic and/or special needs.

According to the new legislation (Public Assistance and Related Services Law 10/75 as amended by Law 40/76) the right of every citizen to be entitled to financial assistance for the satisfaction of his basic needs (food, clothing, shelter, water, electricity rates) as well as those of his dependents, is legally safeguarded for the first time in Cyprus. The Law includes many supplementary provisions, which are intended to offer further social assistance to meet special or urgent needs, as well as assistance to the individual to enable him to become self-sufficient. Thus, such provisions as free health services, additional grants for special diet, grants for improvement of homes, for occupational training, for purchasing of tools for occupational purposes etc. are provided. In addition, social case work services are provided for all elderly and disabled persons over the age of 18, who are unable to look after themselves, either at their own homes, or in Private or State Homes for the elderly and Disabled.

B. Safe and Healthy Working Conditions

(1) The Factories Law, Cap. 134, is the principal Law which provides for the Safety, Health and Welfare of all people working in premises that come under the definition of "factory", in accordance with the above Law, whether these premises are private, public or Government-owned.

Under the Factories Law, the Building (Safety, Health and Welfare) Regulations and the Woodworking Regulations were issued covering all aspects of the worker's safety, health and welfare in the building and woodworking industry which, because of their nature, present the highest number of accidents as compared with any other industry or occupation.

Moreover, the Mines and Quarries (Safety Organisation) Regulations deal with the safety and health of people working in mines and quarries. These Regulations were issued under the Mines and Quarries (Regulation) Law, Cap. 270.

To complete the task of protection of the workers the Ministry of Labour and Social Insurance tackled, as from 1969, the problem of industrial diseases and a special unit has been established in the Factories Section, called the Industrial Diseases Preventive Service which, through the Control of Factory Atmosphere and Dangerous Substances Regulations and the Standards for Health Provisions (Factories) Regulations, looks into matters concerning the dangers to the health of the workers which are the result of conditions of work or of substances and materials which are used in industry.

(2) The Factories Inspection Section is the responsible section of the Ministry of Labour for the implementation of the above legislation. Factory inspectors carry out regular visits to factories to ensure continued compliance with all provisions of the Factories Law and offer advice and information on safe methods of operation and work.

In addition to the General Inspectorate which enforces general labour legislation, there are specialized technical officers for 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.

Moreover, the Mines and Quarries (Safety Organisation) Regulations provide for the creation of safety committees in every mine or quarry in which representatives of employers and employees collaborate for the solution of safety problems created at the place of work and for the improvement of conditions of the workers safety.

The Pancyprian Safety Council, which is an advisory body composed of representatives of Employers, Trade Unions and Government, 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.

(3) The existing legislation covers all sectors of the economic activity except agriculture. A decision has been taken by the Policy Making Board of the Ministry of Labour for the introduction of Regulations covering people working in agriculture. The drafting of the Regulations has already started and it is expected that they will be put in force until the end of the year or early in 1978.

(4) The number of industrial accidents reported during 1976 is 669 out of which 5 were fatal.

A review of the notified industrial accidents shows that those which occurred in the building industry constitute the greatest percentage of cases. Woodworking machinery caused many injuries again this year.

An analysis of industrial accidents notified by industry, sex, age, degree of injury and causation is given in appendix I.

C. Equal Opportunity for Promotion

(1) In the Public Sector exists, by virtue of Article 124.1 of the Constitution of the Republic of Cyprus, a Public Service Commission which has the duty to "..., appoint, confirm, emplace on the permanent or pensionable establishment, promote, transfer, retire and exercise disciplinary control over, including dismissal or removal from office of, public servants" (art. 125.1 of the Constitution).

The Commission is appointed by the Head of State for a period of six years (art. 124.3) during which neither the Chairman nor its members can be removed from office except on the like grounds and in the like manner as a judge of the High Court (art. 124.5). This ensures that the members of the Commission carry out their task without fear or prejudice. The members of the Commission must be

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citizens of the Republic of Cyprus, of high moral character and have the qualifications for election as members of the House of Representatives (art. 124.6(2)).

In the public utilities, mainly the Electricity Authority of Cyprus, the Cyprus Telecommunications Authority and the Cyprus Broadcasting Corporation, there exist Joint Staff Committees, consisting of management and employees representatives, whose functions, among other things, are to examine applications for promotion and to interview candidates as necessary and to advise top management on the most suitable candidates. The final decision rests with top management.

In the private sector most Trade Unions demand that a clause is inserted in all collective agreements which provides that "other things being equal promotion should be effected on the basis of seniority of service".

(2) In the public sector the relevant Public Service Law gives the right to an employee to have recourse to the Supreme Court and contest an adverse decision made by the Public Service Commission.

The Court does not act as an Appeal Body which can substitute another candidate for the one selected by the Commission. It can only annul or confirm an appointment or promotion and in the former case the Commission will have to take a fresh decision.

As regards training in the public sector this takes a variety of forms. In essence, it is a continuous process which includes the granting of scholarships abroad for long or short periods, specialized courses, seminars, interdepartmental courses and on the job training. Public utilities have also their own specialized training programmes. Reference can be made here to the Cyprus Telecommunications Authority and the Electricity Authority of Cyprus, where the staff relations committees - joint management/staff committees - usually decide on the number, content and extent of the Training Programmes.

As regards training in the private sector, the unions in general, are not very active. However, many employers take advantage of the programmes of the Productivity Centre - a joint Government of Cyprus/UNDP project for the upgrading of their personnel. The Productivity Centre is also very active in the retraining of workers in those trades where labour shortage exists. In addition, certain large companies have their own training programmes but these again spring out of the companies' own initiative and they are the exception rather than the rule.

(3) Except for the staff Relations Committee in Public Utilities very little is known with regard to participation in the private sector. The same holds good for career planning, a practice applied by only very few companies.

Specific provisions for Placements, Promotions and Training Programmes are, in general, not included in collective agreements. However, where a dispute arises this is manifested in the form of a grievance (dispute over rights) which is

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dealt with through the established procedure i.e. as specified in the Industrial Relations Code (an agreement between the two main Trade Union Confederations and the Cyprus Employers Association concluded under the auspices of the Ministry of Labour and Social Insurance which specifies in detail the procedure to be followed in the settlement of labour disputes, including grievances).

D. Rest, Leisure, Limitation of Working Hours and Holidays With Pay.

(1) and (2)

(i) Weekly Rest and Hours of Work per Week

- The Hours of Employment Law (Cap. 182) and the Orders issued thereunder, i.e.:

(a) Order No.127 of 1961 which limits the hours of work of clerks to 44 (maximum) per week and which defines as "week" the period between 6 a.m. of Monday till 6 p.m. of the following Saturday. The Order further provides that the maximum hours of work on any one day should not exceed eight but, under special circumstances, overtime work is allowed provided the extra hours do not exceed two hours on any one day and four in any one week.

(b) Order No. 128 which limits the hours of work of miners and those working in quarries to 40 per week (for underground work) and 44 (for surface work). This order, however, specifies as "week" the period from midnight Sunday to midnight the following Sunday in order to facilitate shift work.

- The Shop Assistants Law (Cap. 185) which provides that every shop shall be closed at least on Sunday or on such other day in every one week as the Governor may appoint in lieu of Sunday. The Law further provides that every shop shall close not later than 6 o'clock in the evening in the months of October to March inclusive in every year and not later than 7 o'clock in the evening in the months of April to September inclusive in every year and that in both cases shall not re-open earlier than 5 o'clock in the following morning. There are a few exceptions to the above provisions mainly in regard to essential supplies or services. The Law limits the hours of work of shop assistants to 50 per week (order No.5 of 1956). Further, it is provided that at least on one day in each week a shop assistant shall have a half holiday after 1 o'clock in the afternoon and shall not during that holiday be employed in any capacity.

- The Summer Afternoon Recess Law (Cap. 186) which provides that the Governor (now the Minister of Labour and Social Insurance) may by order direct that places of business shall be closed and be kept closed during such period between the 15th day of May and the 30th day of September in any year and for such interval between the hours of 12 o'clock noon and 4 o'clock in the afternoon, as the Governor may determine by Order (the period is usually fixed from 15th May to 15th September and from 1 p.m. to 4 p.m.).

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- For the great majority of the work force, however, both weekly rest and weekly hours of work are regulated by collective agreements. An extract from the relevant Chapter of Digest of Collective Agreements as at 31.12.1976 is given below:

"The analysis shows that of the 32,250 workers examined, 29,005 or 89.9 per cent were working less than 44 hours per week (as compared to 35,835 workers or 69.8 per cent in 1973 study), 1,563 workers or 4.8 per cent were working 44 hours per week (as compared to 10,203 workers or 19.9 per cent in 1973) and 1,692 workers or 5.2 per cent were working more than 44 hours per week (as compared to 5,302 workers or 10.3 per cent in 1973). Most of the workers working more than 44 hours per week are employees in business classified under Industrial Classifications 6 and 7 i.e. (a) Commerce - Hotels - Catering Establishments and (b) Transport. Table 3 analyses the number of workers who work either a five day week with 44 hours or less than 44 hours per week or six day week with 44 hours or more/less than 44 hours per week.

"2. The number of workers enjoying a five day week is 21,447 or 66.5 per cent (as compared to 30,737 workers or 59.9 per cent in the 1973 study). The remaining 10,803 workers or 33.5 per cent were working a six day week (the respective number for 1973 was 20,603 workers or 40.1 per cent)". The aforementioned table 3 is attached as appendix II.

3. Second or third shifts in the sense that a 2nd or 3rd shift of workers turn up for work after the normal day shift is completed is not common in Cyprus. However, in certain undertakings, mainly public utilities and some Government Departments workers work on a rota system. This means that their hours of work are not always the same but rotate week after week. Nevertheless, even in those cases where workers have to work on Saturday afternoon and on Sundays they take another day off. In most cases a shift allowance is paid as well, the rate of which may come up to 15 per cent of the normal wage rate.

(ii) Holidays With Pay

1. The Holidays with Pay Laws of 1967 to 1972 and Regulation made thereunder:

Law 8 of 1967

Law 66 of 1972

The Holidays with Pay Regulations of 1967

The Holidays with Pay (Amending) Regulations of 1972.

2. The Holidays with Pay Legislation came into force on 1 August 1967 with the object of securing to every employee annual holidays with pay.

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Section 5 of the Law provides that every employee is entitled to a minimum of nine working days holidays with pay if he has worked for a period of one year. An employee who has worked for less than a year will be entitled to holidays proportionate to the time he has worked.

The Law preserves the right of an employee to a longer period of holidays if he is entitled so by law, collective agreement or otherwise.

By the Holidays with Pay Legislation a Central Holidays Fund has been established, to which employers make contributions, the rate of which depends on the number of holidays to which the employee is entitled, as follows:

	For 9 working days	3 per cent	on the employees' wages					
For 10-11	"	" 3.5	"	"	"	"	"	"
For 12	"	" 4	"	"	"	"	"	"
For 13-14	"	" 4.5	"	"	"	"	"	"
For 15	"	" 5	"	"	"	"	"	"

and for longer period of holidays the rate of contribution is increased proportionately.

An employee who has worked for less than 25 weeks in a particular year is not entitled to any holidays with pay in respect of that year.

Section II of the Law empowers the Minister of Labour and Social Insurance to exempt any employer from contributing to the Central Holidays Fund for the holidays of his employees if he is operating a leave scheme which is more favourable to the employees than the provisions of the Holidays with Pay Legislation.

Although the Law provides for a minimum of 9 days of annual leave, the analysis of the collective agreements in the 1976 Digest of Collective Agreements shows that the average worker enjoys 15.43 days (as opposed to 14.33 in 1973).

(iii) Public Holidays With Pay

With regard to Public Holidays with pay, reference is once again made to the findings of the 1976 Digest of Collective Agreements: "All workers, irrespective of the sector of economic activity under which they are classified enjoy a relatively high number of public holidays with pay, which ranges from 10 to approximately 15 days per year. The weighted average of public holidays with pay for 1976 was 12.91 days as compared to 13.19 for 1973.

"Increase of the weighted average number of public holidays with pay against those existing in 1973 appears in sector 1 (agriculture, forestry, fishing, hunting), 4 (electricity, gas, water), 7 (transport, storage and communications). On the other hand a decrease in the weighted average of

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the number of public holidays with pay appears in sectors 2 (mining and quarrying, 3 (industry), 5 (construction).

"Most collective agreements provide for the payment of public holidays through a system of union stamps. Under this system, a weekly due is paid by the employer in the form of a stamp which he buys from the unions and which amounts to the sum that constitutes the worker's wages for the agreed number of public holidays with pay per year. Thus when the public holidays fall due, the worker is paid by his union. The value of these stamps, is generally estimated on the basis of the table provided by the Annual Holidays With Pay Law No. 8 of 1967, for the calculation of the amount per pound earned that must be paid for the relative number of holidays (Vacations)."

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ARTICLE 8: TRADE UNION RIGHTS

A. Principal Laws, Administrative Regulations etc.

1. The Constitution of the Republic of Cyprus
2. Trade Unions Law 1965
3. The Public Service Law 1967
4. Port Workers Law (Regulation of Employment Law) Cap. 184
5. Trade Disputes (Conciliation, Arbitration and Inquiry) Law
6. The Industrial Relations Code.

B. Rights to form and join unions

The right to organize is guaranteed by the Constitution. Article 21 of the Constitution of the Republic of Cyprus provides:

"1. Every person has the right to freedom of peaceful assembly.

2. Every person has the right to freedom of association with others, including the right to form and to join trade unions for the protection of his interests. Notwithstanding any restriction under paragraph 3 of this article, no person shall be compelled to join any association or to continue to be a member thereof.

3. No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are absolutely necessary only in the interests of the security of the Republic or the constitutional order or the public safety or the public order or the public health or the public morals or for the protection of the rights and liberties guaranteed by this constitution to any person, whether or not such person participates in such assembly or is a member of such association.

4. Any association the object or activities of which are contrary to the constitutional order is prohibited.

5. A law may provide for the imposition of restrictions on the exercise of these rights by members of the armed forces, the police or gendarmerie."

The legal status of trade unions is established and safeguarded, through their registration, as provided by article 9 of the Trade Unions Law 1965. Application for registration must be made in the prescribed form and be signed by at least seven members of the union. Where the total number of persons employed in the particular trade or calling in respect of which the application is made is less than seven the application is signed by at least three members of the union. If the number of persons in the trade or calling exceeds 20, membership in the applicant union must not be less than 20 persons (art. 8).

Article 20 provides that only persons actually engaged in, or working at a trade or calling to which the union relates shall be admitted to and retain membership in such union. However, the law provides that trade union officers who, because of their trade union activities, cannot actually work at the trade to which the union relates and persons temporarily unemployed will not be disqualified from membership.

Article 21 provides that persons under the age of 16 cannot be members of a trade union and that persons under the age of 21 shall not hold office of a trade union or a branch thereof.

C. Right of Trade Unions to Federate

Part III of the Trade Unions Law 1965 provides:

"Application to confederations. 53.-(1) Save as hereinafter expressly provided, this Law shall apply, in so far as applicable, to a confederation as if the component registered trade unions comprising such confederation were individual members of a trade union.

(2) Save as otherwise provided, every notice, copy of rules or other document required by this Law to be signed, shall, in the case of a confederation, be signed by the secretary and one other officer thereof.

Application for registration of confederation. 54. In the case of a confederation, an application for registration in accordance with section 8 shall be signed by the secretary and one other officer of each of the trade unions comprised therein, and shall be accompanied by a declaration from each of trade unions, signed by the secretary thereof, that the application is made with the consent of the members thereof as declared by a majority of votes taken by secret ballot at a general meeting or conference of delegates of the trade union.

Restriction to the registration of a confederation. 55. No confederation shall be registered by the Registrar unless each of the trade unions comprising such confederation is duly registered.

Additions to membership of confederations. 56. Where a confederation has been registered under this Law, no trade union shall subsequently enter into any agreement for membership thereof or be a member of such registered confederation unless-

(a) such trade union is duly registered;

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- (b) there has been submitted to the Registrar a declaration signed by the secretary of such registered confederation signifying that an application for membership accompanied by a declaration as required by section 54 was made by such trade union and has been duly approved by the confederation.

Officers of
confederation.

57. No person shall be an officer of a confederation unless he is an officer or member of one of the component federations or trade unions comprising such confederation."

There is no legal provision regarding the right of trade unions or trade union confederations to form and join international trade union organizations. In practice, however, unions are free to do so and all the principle trade unions or trade union federations in Cyprus are affiliated to international trade unions or federations.

D. The right of trade unions to function freely

The Law provides that trade unions registered under the Law have power to hold property, to enter into contracts, to institute and defend suits and other legal procedures, and to do all things necessary for the purpose of their constitution and objects. The Law further provides that no trade union shall be deemed to be unlawful merely because its purposes are in restraint of trade nor are the members of such union liable to criminal prosecution for conspiracy or otherwise. (art. 38).

Article 40 protects members of trade unions under certain conditions, against criminal proceedings for conspiracy in relation to trade disputes. However, the Law does not accord immunity with regard to riots, unlawful assembly, or each of the peace or sedition or any offence against the State. Article 41 offers immunity to persons acting in contemplation or furtherance of a trade dispute, from civil suits such as: inducing a person to break a contract of employment, interference with the trade, businesses or employment of some other person, or with the right of some other person to dispose of his capital or of his labour as he wills.

Article 50 renders unlawful the making of the employment of a workman subject to the condition that he shall not join a trade union or shall relinquish trade union membership. It also renders unlawful to dismiss or prejudice a workman by reason of trade union membership. However, employers are not restricted in their choice of workmen in the sense that they are obliged to engage solely trade union members.

The first Schedule (art. 18) of the Law, which sets out the matters for which provision must be made in the rules of every registered trade union, specifies that decisions must be taken by secret ballot in the following cases:

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1. Changing the name of the trade union
2. Amalgamating with another trade union
3. Joining or forming a federation or confederation
4. Dissolving the trade union
5. Electing delegates to the trade union or to a federation
6. Electing the officers of a branch
7. Electing the officers to a federation or confederation
8. Amending the rules of the trade union.

Further a decision by secret ballot of the members of a trade union affected by a trade dispute on matters relating to lock-outs or strikes (any decision to take part in any lock-out or strike being subject to the approval of the Committee of management of the trade union) is also required.

E. Right to strike

Article 27 of the Constitution of the Republic of Cyprus provides:

"1. The right to strike is recognised and its exercise may be regulated by law for the purposes only of safeguarding the security of the Republic or the constitutional order of the public order or the public safety or the maintenance of supplies and services essential to the life of the inhabitants or the protection of the rights and liberties guaranteed by this Constitution to any person.

2. The members of the armed forces, of the police and of the gendarmerie shall not have the right to strike. A law may extend such prohibition to the members of the public service."

No legislation has been enacted so far, with a view to regulating the right to strike or prohibiting strikes by public servants.

The Trade Unions Law 1965 does not speak directly about strikes. The definition of "trade dispute" and "workman" given by the Law, in article 2, has been interpreted by the Attorney General that sympathy strikes, i.e. strikes by workmen who are not in the employment of the employer with whom the trade dispute arose are not legally protected.

Article 44 of the Trade Unions Law, which refers to peaceful picketing, provides that it is lawful for one or more officers or members of a registered trade union involved in a trade dispute and for one or more persons acting on behalf of an individual employer or firm, in contemplation or furtherance of a

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trade dispute, to attend at a place where a person works or carries on business, if they so attend merely for the purpose of peacefully persuading any person to work or abstain from work.

Article 45 renders a person guilty of intimidation and annoyance, if that person, with a view to compelling any other person to abstain from doing or to do any act which such other person has a legal right to do or abstain from doing:

(a) uses violence to or intimidates such other person or his wife or children, or injures his property; or

(b) persistently follows such other person about from place to place;

(c) hides any tools, clothes or other property owned or used by such other person, or deprives him of or hinders him in the use thereof;

(d) watches or besets the house or other place where such other person resides or works or carries on business or happens to be or the approach to such house or place; or

(e) follows such other person with two or more other persons in a disorderly manner in or through any street or road.

The Industrial Relations Code extends the notice for strikes or lock-outs on disputes over interests to 10 days (instead of 7 as had been agreed in the Basic Agreement of 1962) and reaffirms that all disputes over rights must be eventually referred to binding arbitration.

Further to the restrictions of paragraph 5 of Article 21 of the Cyprus constitution the Public Service Law provides that Public Servants shall not belong to a trade union not exclusively composed of civil servants or which federates with another union or federation not so exclusively composed.

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ARTICLE 9: RIGHT TO SOCIAL SECURITY

1. The Social Insurance Laws of 1972 to 1976 and Regulations made thereunder:

Law 106 of 1972

Law 32 of 1976

Law 68 of 1976

The Social Insurance (Benefits) Regulations of 1972

The Social Insurance (Diseases) Regulations of 1972

The Social Insurance (Diseases) (Amending) Regulation of 1976

The Social Insurance (Contributions) Regulations of 1972

The Social Insurance (Contributions) (Amending) Regulations of 1976

The Social Insurance (Unemployment Benefit Account) Regulations of 1977.

Copy of each of the above is attached.

2. The first Social Insurance Scheme was introduced in Cyprus in January 1957. This has been amended and developed gradually both as regards coverage and benefits. The Scheme is now governed by the aforesaid legislation.

Coverage

The Scheme provides for compulsory coverage of almost all employees and self-employed persons in the island. The main exemption from coverage is that of a woman working in agriculture and living with her husband or parents.

A person not covered compulsorily under the Scheme may be insured voluntarily if any one of the following conditions is satisfied:

(a) he has paid 156 contributions as an employee or self-employed person; or

(b) he is ordinarily resident in Cyprus and has paid at least 50 contributions as an employee or self-employed person; or

(c) he is ordinarily resident in Cyprus and is working outside Cyprus with an employer who has a place of business in Cyprus.

It is estimated that 80 per cent of the economically active population of Cyprus is compulsorily covered by the Scheme. The remaining 20 per cent is exempted from coverage and the major group of those exempted are married women living with their husbands or parents and working in agriculture otherwise than as employed persons.

For the categories of persons exempted from compulsory coverage please see part II of the First and Second Schedules to the Law 106 of 1972.

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Financing

The Scheme is financed by weekly flat-rate contributions. In the case of employees, three equal contributions are payable: one by the employer, one by the employee and one by the State. In the case of self-employed and voluntary contributors, two contributions are payable: one by the contributor himself and one by the State, the State's contribution being 50 per cent of that of the contributor's. The rates of contributions payable at present by each contributing party are as follows:

	<u>Employer</u>	<u>Employee</u>	<u>State</u>	<u>Total</u>
Employee	£0.475	£0.475	£0.475	£1.425
Self-employed and voluntary contributors		<u>Contributor</u>	<u>State</u>	<u>Total</u>
		£0.900	£0.450	£1.350

Benefits

The Scheme provides sickness benefit, maternity benefit, invalidity pension, old age pension, survivors benefit, unemployment benefit and marriage grant. Neither medical care nor family benefit are provided under the Social Insurance Scheme.

Sickness benefit:

A person who is incapable of work is entitled to sickness benefit if he is over the age of 16 and under the age of 65, provided he satisfies the relevant contribution conditions. A person who qualifies for sickness benefit is entitled to a minimum of 78 days benefit. For each contribution paid in excess of 26 contributions an additional day's benefit is payable subject to a maximum of 156 days. A person who exhausts his right to benefit requalifies upon the payment of 13 contributions. In the case of self-employed persons, benefit is not payable for the first 78 days of incapacity. Employees are not paid for the first 3 days of incapacity.

Maternity benefits:

Maternity grant: The maternity grant is payable in the event of childbirth if the woman or her husband satisfy the relevant contribution conditions on the date of her confinement. In the case of multiple birth a maternity grant is payable for each child.

Maternity allowance: A woman is entitled to maternity allowance if she satisfies the relevant contribution conditions and produces a certificate issued by a medical practitioner that her confinement is expected in a certain week specified in the certificate. The maternity allowance is payable for a period of twelve weeks, six weeks before confinement, the week of confinement and five weeks after the week of confinement.

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Invalidity pension:

A person is entitled to an invalidity pension if -

- (i) he has been incapable of work for 156 days in any period of interruption of employment
- (ii) after the 156 days of incapacity he proves that he is still incapable of work and that he is likely to remain permanently incapable; and
- (iii) he is under pensionable age and satisfies the relevant contribution conditions.

An invalidity pension is payable until the beneficiary reaches the age of 65, in which case the invalidity pension is converted into an old-age pension.

Old-age pension:

A person becomes entitled to an old-age pension if -

- (i) he has attained the age of 65; and
- (ii) upon attaining that age he satisfies the relevant contribution conditions.

If on attaining the age of 65 a person does not satisfy the relevant contribution conditions, he becomes entitled to an old-age pension as from the first day thereafter on which he satisfies the conditions.

The old-age pension is payable for life.

Survivors benefits:

Widow's pension: A widow is entitled to a widow's pension if her husband, at the time of his death, was either a pensioner or satisfied the relevant contribution conditions. In addition, the widow must, at the time of her husband's death, have been living with him or been wholly or mainly maintained by him.

Orphan's benefit: Orphan's benefit is payable to a person who has the care of an orphan whose parents are both dead provided that at least one of them was insured. An orphan is considered a child under the age of 15 or between the ages of 15 and 18 if attending full-time education, or irrespective of age if permanently incapable. An orphan who ceases to be an orphan, otherwise than by death, becomes entitled to a grant equal to 52 times the weekly rate of orphan's benefit.

The payment of orphan's benefit is not subject to any contribution conditions.

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Funeral grant: A funeral grant is payable in respect of the death of any person -

- (i) who satisfies the relevant contribution conditions at the date of his death; or
- (ii) who at the date of his death was entitled to old-age pension, invalidity pension, widow's pension, widow's benefit or widower's benefit; or
- (iii) whose death resulted from an injury caused by an employment accident or an occupational disease.

The funeral grant is payable to the widow or widower of the deceased person if he was married and, in any other case, to such a person as the Director of Social Insurance Scheme shall appoint.

Cash benefits for employment accidents and occupational diseases:

Injury benefit: Injury benefit is payable for temporary incapacity. No benefit is payable for the first three days of incapacity. The injury benefit is payable for a maximum of 12 months.

Disablement benefit: Disablement benefit is payable to a person who, as a result of an injury caused by an employment accident or occupational disease, suffers from loss of physical or mental faculty of a degree of 10 per cent or more.

For degrees of disablement between 10 and 19 per cent a lump sum is payable, and for degrees of 20 per cent or more a pension is payable.

Death benefit: Where a person suffers personal injury caused by an employment accident or occupational disease, resulting in his death, a death benefit is payable.

If the deceased is survived by a widow, the death benefit is payable in the form of a pension to his widow, provided that at the time of his death she was living with him or was wholly or mainly maintained by him.

The widow's pension is payable to the widow for life or until remarriage. In the latter case, the pension ceases to be payable as from the date of remarriage, and a lump sum equal to 52 times the weekly pension is payable to her.

If the deceased is survived by a widower, a pension is payable to him, provided that he is permanently incapable of self-support and was wholly or mainly maintained by his deceased wife.

If the deceased is not survived by a spouse or an orphan child but by parents, a pension is payable to each parent provided that they were wholly or mainly maintained by him or would, but for the accident concerned, have been so

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maintained. The pension to parents is payable for life, but in the case of the mother it ceases to be paid on remarriage.

The payment of benefits for employment accidents and occupational diseases is not subject to any contribution conditions.

Benefits in kind:

Persons receiving invalidity pension, injury benefit and disablement benefit are entitled to free medical treatment. Such medical treatment is provided by government hospitals and institutions and the expenses for such treatment are borne by the Social Insurance Scheme.

Unemployment benefits:

Unemployment benefit: Under the general Social Insurance Scheme, a person who is involuntarily unemployed is entitled to unemployment benefit under the same conditions and for the same duration as in the case of sickness benefit. In case of exhaustion of entitlement however the person requalifies upon the payment of 26 contributions. Unemployment benefit is not payable for the first 3 days of unemployment.

Redundancy payments under the Termination of Employment Legislation: In addition to the unemployment benefit provided under the general Social Insurance Scheme, an employee who is dismissed by his employer because of redundancy is entitled to redundancy compensation from the Redundancy Fund which has been established under the Termination of Employment Legislation, reference of which has been made under Article 6 of this Report.

The Redundancy Fund is financed by contributions paid wholly by the employers and assessed at the rate of 0.5 per cent on the employees' wages.

An employee is entitled to redundancy compensation if he is declared redundant and has been continuously employed with the same employer for a minimum period of 10⁴ weeks. The redundancy compensation is assessed on the basis of two weeks' wages for each year of service for the first six years and one week's wages for each year of service in excess of 6 years with a maximum of 20 years of service. Service is counted as from 1964 and wages in excess of £30 a week or £130 a month are disregarded.

The redundancy compensation may be made in the form of periodical payments or in the form of a lump sum as follows:

A periodical payment is made if the employee after his dismissal because of redundancy remains unemployed or incapable of work. For the first 24 days of unemployment or incapacity the amount of periodical payment equals to the full wage before the termination of his employment and for the remaining days equals to 70 per cent of the said wage.

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An employee is not entitled to unemployment benefit under the general Social Insurance Scheme for the period he is receiving periodical redundancy payments. Entitlement to such benefit follows exhaustion of the right to redundancy payments.

If the employee does not receive any redundancy compensation by way of periodical payments or receives part of such compensation the whole or the balance of the compensation, as the case may be, is paid to him immediately after the completion of 13 weeks employment with any employer. Provided that the condition of 13 weeks' employment is not necessary if the employee resumes employment with any employer after completion of vocational training under a programme approved by the Minister of Labour and Social Insurance.

Subject to certain exemptions an employee who does not receive the redundancy compensation either by way of periodical payments or in the form of a lump sum in the first 52 weeks after the date of his termination of employment which gave him entitlement to such compensation he loses his right to such compensation.

Contribution conditions for the award of the various kinds of benefits under the general Social Insurance Scheme

The contribution conditions for the various kinds of benefits are as follows:

Sickness benefit, unemployment benefit, maternity grant and funeral grant:

(a) Not less than 26 contributions paid by the insured person; and

(b) Not less than 20 contributions 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.

Maternity allowance:

(a) Not less than 156 contributions paid by the insured person; and

(b) Not less than 20 contributions paid by or credited to the claimant in respect of the 52 weeks immediately preceding the period for which the allowance is payable.

Marriage grant, widow's pension or old-age pension:

(a) Not less than 156 contributions paid by the insured person; and

(b) A yearly average of not less than 20 contributions paid by or created to him over the period -

(i) beginning on 5 October 1964, or if he reaches the age of 16 years after 5 October 1964, on the first day of the contribution year in which he reaches that age; and

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- (ii) ending on the last day of the last complete contribution year before the beginning of the contribution year which includes the relevant date.

Invalidity pension:

- (a) Not less than 156 contributions paid by the insured person;
- (b) Not less than 20 contributions paid by or credited to him for the last complete contribution year prior to the relevant date; and
- (c) A yearly average of not less than 20 contributions paid by or credited to him over the period;
- (i) beginning on 5 October 1964, or, if he reaches the age of 16 years after 5 October 1964, 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 relevant date.

Contributions paid by a self-employed person are not taken into account for the purpose of satisfying the contribution conditions for unemployment benefit or maternity allowance, and contributions paid by a voluntary contributor are not taken into account for the purpose of satisfying the contribution conditions for maternity allowance, sickness benefit, unemployment benefit and invalidity pension.

Rates of benefits

The rates of the various benefits provided by the general Social Insurance Scheme vary with the number of average of contributions paid and the number of dependants and in the case of disablement with the degree of disablement and number of dependants as shown below:

BENEFITS OTHER THAN FOR EMPLOYMENT INJURY

PART I - Amounts of marriage grant, maternity grant and funeral grant and weekly rates of maternity allowance, sickness benefit and unemployment benefit

Kind of benefit	Weekly rates of benefit						
	Number of yearly average of contributions paid or credited for the purpose of the relevant contribution conditions as to contributions paid or credited						
	50	45-49	40-44	35-39	30-34	25-29	20-24
	£ mils	£ mils	£ mils	£ mils	£ mils	£ mils	£ mils
Maternity allowance) Sickness benefit) Unemployment benefit)	3.750	3.525	3.150	2.775	2.400	2.025	1.650
Orphan's benefit	3.000	-	-	-	-	-	-
Marriage grant	19.000	17.850	15.950	14.050	12.150	10.250	8.350
Maternity grant	12.000	11.300	10.100	8.900	7.700	6.500	5.300
Funeral grant	19.000	17.850	15.950	14.050	12.150	10.250	8.350
Increase of benefit for							
(a) One dependant	1.500	1.410	1.260	1.110	0.60	0.810	0.660
(b) Two dependants	2.250	2.115	1.890	1.665	1.440	1.215	0.990
(c) Three or more dependants	3.000	2.820	2.520	2.220	1.920	1.620	1.320

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PART II - Weekly rate of widow's pension, old age pension and invalidity pension

Kind of benefit	Weekly rate						
	Number of contributions paid or credited for the purpose of the relevant contribution condition as to yearly average of contributions						
	50	45-49	40-44	35-39	30-34	25-29	20-24
	£ mils	£ mils	£ mils	£ mils	£ mils	£ mils	£ mils
Widow's pension) Old age pension) Invalidity pension)	3.750	3.525	3.150	2.775	2.400	2.025	1.650
Increase of benefit for							
(a) One dependant	1.500	1.410	1.260	1.110	0.960	0.810	0.660
(b) Two dependants	2.250	2.115	1.890	1.665	1.440	1.215	0.990
(c) Three or more dependants	3.000	2.820	2.520	2.220	1.920	1.620	1.320

EMPLOYMENT INJURY BENEFITS

PART I - Weekly rates of injury benefit and death benefit

Kind of benefit	Basic	Increase for one dependant	Increase for two dependants	Increase for more than two dependants
	£ mils	£ mils	£ mils	£ mils
Injury benefit	4.600	1.500	2.250	3.000
Death benefit:				
(i) Widow's benefit	4.600	1.500	2.250	3.000
(ii) Widower's benefit	4.600	1.500	2.250	3.000
(iii) Parent's allowance	2.500	-	-	-

PART II - Amounts of disablement grant

Degree of disablement	Amount of grant
%	£ mils
10	167.000
11	184.000
12	201.000
13	218.000
14	234.000
15	251.000
16	268.000
17	285.000
18	301.000
19	318.000

PART III - Weekly rates of disablement pension

Degree of disablement	Basic	Increase for one dependant	Increase for two dependants	Increase for more
%	£ mils	£ mils	£ mils	£ mils
100	4.600	1.500	2.250	3.000
90	4.140	1.350	2.025	2.700
80	3.680	1.200	1.800	2.400
70	3.220	1.050	1.575	2.100
60	2.760	0.900	1.350	1.800
50	2.300	0.750	1.125	1.500
40	1.840	0.600	0.900	1.200
30	1.380	0.450	0.675	0.900
20	0.920	0.300	0.450	0.600

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3. As it has already been stated, the Social Insurance Scheme was established in 1957; it covered part of the island's employed labour force, agricultural workers and self-employed persons remaining outside its scope.

In 1964 a new Social Insurance Law was enacted by which Social Insurance coverage was extended to practically all labour force in the island, including agricultural workers and self-employed persons. In addition to extending the Scheme's coverage, the new Law increased benefit rates by an average of 50 per cent and introduced for the first time maternity allowance and benefits for employment accidents and occupational diseases.

In January 1973 further improvements were introduced in the field of Social Insurance. The respective Law provided for -

- (i) a general increase in benefit rates by an average of 44.5 per cent;
- (ii) the extension of sickness benefit and maternity grants to self-employed persons;
- (iii) the extension of sickness benefit and unemployment benefit to married women;
- (iv) the introduction of invalidity pensions for employees and self-employed persons; and
- (v) the liberalization of conditions relating to the duration of unemployment and sickness benefit.

Early in 1974 benefit rates were further increased by an average of 25 per cent.

In addition to the above, the Government of Cyprus was considering the introduction as from October 1974 of a supplementary Wage-related Insurance Scheme which would improve substantially the social insurance protection in Cyprus and make it comparable to that in advanced countries in the field of social insurance.

The Turkish invasion of Cyprus, however, did not only prevent any further progress in the field of social security but even threatened the very existence of the Social Insurance Scheme. As a result of the invasion, 200,000 Cypriots were displaced and approximately 50,000 employed and 25,000 self-employed contributors to the Scheme remained unemployed.

This mass unemployment had a two-fold adverse effect on the Scheme's finances. On the one hand its income from contributions was reduced by 40 per cent and on the other hand it was called upon to pay unemployment benefit to the thousands of unemployed. In the period from September 1974 to March 1975 the Scheme paid unemployment benefit amounting to £1,907,000 which represents 15 times more than the amount that it would have been paid under normal conditions for the same period.

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As regards the redundancy fund which provided redundancy compensation in the form of lump sum payments could in no way compensate the thousands of employees who lost their jobs.

The new situation necessitated the introduction of legislative measures in order to safeguard the existence of both the Social Insurance Scheme and the Redundancy Fund.

Redundancy payments were suspended for dismissals on or after 15 July 1974, whereas the rates of benefits payable under the Social Insurance Law were reduced as from March 1975 by 14 per cent.

In addition, the payment of unemployment benefit, maternity, death and marriage grants and maternity allowances were suspended.

The slow but steady gradual recovery of the economy which has a beneficial effect on the finances of our Social Security Schemes made it possible in 1977 to reintroduce the suspended social insurance benefits and to restore the benefit rates prevailing in March 1975.

The benefit rates now provided are below the standards set by international conventions and particularly Conventions 121 and 128 of the International Labour Organisation which have been ratified by Cyprus.

As from April 1977 the redundancy payments were reintroduced under different conditions, however, so as to take account of the new economic and social situation, but the payment of any redundancy compensation for dismissals which occurred between July and April 1977 have been entirely excluded.

Despite the adverse effects of the Turkish invasion on the Social Security Schemes and the economy as a whole, the Cyprus Government will make every effort to improve the level of benefits so as to reach or even exceed the standards laid by the Conventions and to provide the citizens of the Republic with the best possible social insurance protection.

4. - Further to the Social Insurance provisions, since March 1975 the Department of Social Welfare has undertaken legal responsibility for granting financial assistance to all people legally residing in Cyprus whose income is not sufficient for their basic and/or special needs.

The new legislation (Public Assistance and Related Services Law, No. 10/75, as amended by Law No. 40/76), contains provisions safeguarding the right of every citizen to financial assistance for the satisfaction of his basic needs (food, clothing, shelter, water, electricity rates) as well as those of his dependants. Furthermore, the law provides for financial and social assistance to individuals to enable them to meet special or urgent needs, and ultimately to become self-sufficient. Thus, such provisions as free health services, additional grants for special diet, grants for improvement of homes, for occupational training, for purchasing of tools for occupational purposes, are provided. In addition social case work services are provided for the elderly and disabled persons over the age of 18, who are unable to look after themselves, either at their own homes, or in Private or State Homes for the Elderly and Disabled.

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Industrial accidents notified by industry, sex, age, degree of injury and causation

INDUSTRY	Number of persons affected		Sex		Age		Degree of injury		CAUSATION					
	Male	Female	Under 18	18 and over	Fatal	Non-fatal	Machines	Means of transportation	Other equipment	Materials and substances	Working environment	Other causes		
AGRICULTURE, HUNTING, FORESTRY AND FISHING	35	40	2	73	1	74	8	7	21	11	12	16		
MINING AND QUARRYING	17	1	-	18	-	18	3	1	1	3	5	5		
MANUFACTURING	180	67	14	233	1	246	93	19	20	53	45	17		
ELECTRICITY, GAS AND WATER	11	1	-	12	-	12	1	2	5	-	4	-		
CONSTRUCTION	140	7	3	144	1	146	12	16	31	38	42	8		
WHOLESALE AND RETAIL TRADE AND RESTAURANTS AND HOTEL	14	11	-	25	-	25	4	3	1	7	9	1		
TRANSPORT, STORAGE AND COMMUNICATIONS	86	7	-	93	2	91	-	34	1	29	22	7		
COMMUNITY, SOCIAL AND PERSONAL SERVICES	33	19	2	50	-	52	2	4	5	7	28	6		
TOTAL	516	153	21	648	5	664	123	86	85	148	167	60		

Appendix II

Table showing the hours of work and the number of workers who have 5-day and 6-day work-week by industrial classification

Industrial classification number and industry	Number of workers who have 5-day week		Number of workers who have 6-day week			Total number of workers
	44 hours per week	Less than 44 hours per week	44 hours per week	Less than 44 hours per week	More than 44 hours per week	
1. Agriculture, hunting, forestry and fishing	-	2 050	100	-	-	2 150
2. Mining and quarrying	-	1 900	-	-	-	1 900
3. Manufacturing	795	9 169	288	748	-	11 000
4. Electricity, gas and water	-	1 155	82	1 803	-	3 040
5. Construction	-	6 100	-	-	-	6 100
6. Trade, restaurants and hotels	-	-	-	332	1 562	1 894
7. Transport, storage and communications	-	258	-	2 292	130	2 680
8. Financing, insurance, real estate, business services	-	-	-	1 706	-	1 706
9. Community, social and personal services	20	-	268	1 492	-	1 780
10. Others	-	-	-	-	-	-
TOTAL	815	20 632	738	8 373	1 692	32 250

DIFFICULTIES ENCOUNTERED AS REGARDS ENSURING THE EXERCISE
OF THE RIGHTS COVERED BY ARTICLES 6-9

In the analysis of articles 6-9, set out above, the Government of Cyprus enumerates certain difficulties encountered by her in the application of the said articles as a result of the Turkish invasion against Cyprus in July 1974 and the unlawful military occupation by the Turkish Armed Forces of 40 per cent of the territory of Cyprus.

Furthermore the Government of the Republic of Cyprus regrets to state that she is unable to ensure the enjoyment of the rights recognized in the present Covenant to all individuals throughout the territory of the Republic. In fact she is prevented from doing so over the aforementioned occupied territory over which Turkey exercises effective control and this despite the repeated United Nations resolutions which demand the withdrawal, without further delay, of all armed forces from Cyprus and call upon all States to respect the sovereignty, independence, territorial integrity and non-alignment of the Republic of Cyprus.

2. The Turkish invasion against Cyprus and the unlawful occupation by her of the said area, brought about the collective denial of all human rights and fundamental freedoms, highly among them, the right to self-determination as recognized in Article I of the present Covenant. Moreover Turkey, by her policy as regards the occupied area of Cyprus, namely, the forcible uprooting of the indigenous Greek-Cypriot population of these areas, the refusal to allow them to return, and the implantation of settlers from Turkey, aims at changing the demographic structure of Cyprus, by turning the occupied area into a Turkish populated area.

3. We set out, below, some of the measures taken by Turkey, which have the effect of preventing the enjoyment, by individuals in Cyprus, of the rights recognized in the Covenant.

A. DISPLACEMENT OF PERSONS; AND THE REFUSAL TO ALLOW THE
RETURN OF THE DISPLACED PERSONS TO THEIR HOMES

During the advance of the Turkish armed forces in July and August 1974, about 170,000 Greek-Cypriot inhabitants of the occupied area were forced to leave their homes and lands and find refuge in the Government controlled area. Most of the remaining 20,000 Greek-Cypriots were gradually expelled by the Turkish authorities. Such expulsions were effected by force, intimidation, harassment and/or inhuman conditions of life imposed on them by the occupying Power. Thus today there remain only about 1,730 Greek-Cypriots. These people are still prevented by Turkey to return to their homes in safety despite the successive United Nations resolutions which "consider that all refugees should return to their homes in safety and call upon the parties concerned to undertake urgent measures to that end".

Thus these people were arbitrarily deprived of their work, their means of livelihood, homes and properties which continue to be distributed, among others, to Turks massively imported from Turkey. The above-mentioned mass displacement

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of the indigenous Greek-Cypriot population from the occupied area has created a serious problem of unemployment which, as has been stated above, the Government of Cyprus is endeavouring, through various means, to solve. The above acts of Turkey constitute a denial of the right to work as recognized by article 6 of the Covenant.

B. ENCLAVED GREEK-CYPRIOTS

As has been stated above there remain only about 1,730 Greek-Cypriots in the occupied area. These people live under inhuman conditions of life imposed on them by the occupying Power and are denied of all their basic human rights and fundamental freedoms.

- (i) The enclaved Greek/Cypriots are not allowed freely to practise any profession or to carry on any occupation, trade or business.
- (ii) As regards agriculture, they are not allowed to cultivate all their fields wherever situated.
- (iii) Greek/Cypriot Doctors and Teachers are not allowed to visit the occupied area and render their services there.
- (iv) Not only the Greek/Cypriots are not allowed freely to choose their work but also they are forced to work against their will without pay, in cleaning streets and premises.
- (v) As a result of the restrictions of movement imposed on the Greek/Cypriot population the workers have no chance whatever in seeking and finding employment.

Also, we quote from the report of Asme Humanitas (an independent, non-political humanitarian organization of West Germany dedicated to the investigation of violations of human rights all over the world):

- "(a) In the island a considerable number of persons are being deprived of their property, homes, and means of livelihood due to the restrictions of freedom of movement resulting from the policy of the authorities controlling the northern part of Cyprus.
- (b) The population in the north faces great difficulties because of lack of security for their lives and property.
- (c) The conditions of life of the Greek-Cypriots in the north are particularly oppressive as they are deprived of their basic human rights. We established these facts on visiting the Karpass-Area and talking to many persons on 3 May 1977. In particular:

"(ca) they are deprived of the freedom of movement and trade;

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- (cb) they live under permanent fear for their life and property because of a continuous harassment by the mainland Turks and lack of protection;
- (cc) they are deprived of secondary education and of sufficient elementary-school facilities;
- (cd) they are deprived of proper medical services;
- (ce) they are not allowed to look after their fields freely and in many cases not even at all;
- (cf) homes and other properties are often the object of theft and the people themselves are being beaten and generally inhumanly treated.

The problems of the population in the north are becoming greater because of the attitude of the mainland Turks who have settled there in thousands. We received many complaints of many crimes and atrocities committed by the mainland Turks against the population of the north, both Greek-Cypriots and Turkish-Cypriots, without being punished ... "

Nicosia, 22 August 1978.

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List of annexes attached to report*

1. Termination of Employment Law 24 of 1967.
2. Termination of Employment Law 1 of 1975.
3. Termination of Employment Law 18 of 1977.
4. Termination of Employment (Redundancy Fund) Regulations of 1977.
5. Summary of the Annual Report of the Ministry of Labour and Social Insurance for the Year 1976. (Labour Publications Series No. 56).
6. Industrial Training Law of 1974 (unofficial translation).
7. The Holidays with Pay Law of 1967.
8. The Holidays with Pay Law of 1972.
9. The Holidays with Pay Regulations of 1967.
10. The Holidays with Pay (Amendment) Regulations of 1972.
11. Constitution of the Republic of Cyprus.
12. A Law to Amend and Consolidate the Law Relating to the Registration and Control of Trade Unions (7 December 1965).
13. The Public Service Law, 1967.
14. Industrial Relations Code (Labour Publications Series No. 58).
15. The Social Insurance Law of 1972.
16. The Social Insurance Law of 1976.
17. The Social Insurance (Benefits) Regulations of 1972.
18. The Social Insurance (Diseases) Regulations of 1972.
19. The Social Insurance (Diseases) (Amending) Regulations of 1976.
20. The Social Insurance (Contributions) Regulation of 1972.

* These documents are available for consultation in the files of the Secretariat in their original language as received from Cyprus.

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21. The Social Insurance (Contributions) (Amending) Regulations of 1976.
22. The Social Insurance (Unemployment Benefit Account) Regulations of 1977.
