

Social Dialogue mapping

Description scheme for country overviews

CYPRUS

Sources:

1/ Eurofound Working Life Profiles <https://www.eurofound.europa.eu/country/cyprus>

2/OSH WIKI https://oshwiki.eu/wiki/OSH_system_at_national_level_-_Cyprus

3/ ESENER-2 <https://osha.europa.eu/en/surveys-and-statistics-osh/esener/2014>

Introduction on Social Dialogue in MS (1)

There are no specific criteria for defining the representativeness of employers' associations and trade unions at national level. In legislative terms, the only statutory regulation that might be considered as establishing criteria of representativeness refer to trade union formation and their obligation to be registered with the Trade Union Registrar. The requirement of official registration with the Trade Union Registrar applies also to employer associations, while a similar obligation applies if a trade union organisation or an employer association wishes to withdraw from the Trade Union Registrar or cease to function.

Overall, the most critical factor in assessing the concept of representativeness refers to the organisations' social dialogue capacity-building. In this context, the social recognition of the social partner organisations and the main criterion for their classification as 'peak national organisations' (or 'central organisations, which is the most relevant term in Cyprus) is whether an organisation is a key player within the existing system of industrial relations. Particularly important are the organisation's ability to define the terms and conditions of employment through collective bargaining at sector and company level, and its capacity to participate in the consultation process on possible social policy and industrial relations initiatives at national level.

Trade Unions (1)

- **About trade union representation**

As provided for by the Industrial Relations Code (IRC), both sides recognise the right of employers and employees to organise freely and to belong to organisations of their own choice without any interference or victimisation from either side.

• Main trade union confederations and federations

In Cyprus, trade union membership is not a requirement of representativeness. In this context the following table includes also trade union organisations that are relatively small in terms of membership but are considered influential in collective bargaining.

Apart from the three peak national organisations – the Democratic Labour Federation of Cyprus (DEOK), the Pancyprian Federation of Labour (PEO) and the Cyprus Employees Confederation (SEK) – and despite notable differences between the private and the public sector, the table also includes three union organisations that are active in the public sector: the Organisation of Greek Secondary Education Teachers (OELMEK), the Pancyprian Union of Public Servants (PASYDY) and the Pancyprian Organisation of Greek Teachers (POED). The reason for including these three organisations is that they correspond largely to the classification of central organisations, mainly in relation to their capacity to influence the outcomes of collective bargaining. For the same reason, the Union of Cyprus Banking Employees (ETYK) is also included.

The table, finally, includes also the Pancyprian Federation of Independent Trade Unions (POAS). POAS was established in 1956 and unites some independent employee organisations mainly active in state-owned enterprises and has an observer status in the Labour Advisory Body. Until the middle of the 2000s, POAS was struggling for survival. In 2007, after eight independent unions – operating in public enterprises – joined the federation, POAS emerged again. POAS member unions are signatory parties of some collective agreements in the broader public sector.

The most recent development refers to the establishment of a new trade union in the public sector. The Independent Union of Cyprus' Public Employees (ASDYK) was established in November 2014 as a result of a split from PASYDY. ASDYK was registered as a trade union in January 2015. Contrary to PASYDY's organisational structure, the new union's leadership has a three-year term and a two-term limit. Additionally, any leadership official who gets a promotion will automatically resign his/her post in the union, while union officials will not receive any payment. As of March 2017, the union had 240 members, mostly public employees of a younger age.

It should be noted that, despite their title as federations (based on the Trade Union Law as amended between 1965 and 1996), DEOK, PEO and POAS are also considered to be confederations.

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Democratic Labour Federation of Cyprus (Δημοκρατική Εργατική Ομοσπονδία Κύπρου)	DEOK	7,125	2015	Yes
Pancyprian Federation of Labour (Παγκύπρια Εργατική Ομοσπονδία)	PEO	60,686	2015	Yes
Cyprus Employees Confederation (Συνομοσπονδία Εργαζομένων Κύπρου)	SEK	53,467	2015	Yes

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Union of Cyprus banking Employees (Ένωση Τραπεζικών Υπαλλήλων Κύπρου)	ETYK	9,452	2015	Yes
Organisation of Greek Secondary Education Teachers (Οργάνωση Ελλήνων Λειτουργών Μέσης Εκπαίδευσης Κύπρου)	OELMEK	5,373	2015	Yes
Pancyprian Union of Public Servants (Παγκύπρια Συντεχνία Δημοσίων Υπαλλήλων)	PASYDY	23,197	2015	Yes
Pancyprian Organisation of Greek Teachers (Παγκύπρια Οργάνωση Ελλήνων Δασκάλων)	POED	5,250	2015	Yes
Pancyprian Federation of Independent Trade Unions (Παγκύπρια Ομοσπονδία Ανεξάρτητων Συντεχνιών)	POAS	1,422	2015	Yes

Employers' organisations (1)

• About Employers' organisations

As far as employer organisations are concerned, to date, the structure, organisation and operation of the employer organisations in Cyprus have not been studied and examined in a systematic way.

Most references in this regard are contained in papers that either examine issues of labour law and industrial relations in general, or approach the issue of the organisation of employer organisations historically.

The two national peak level organisations are the Cyprus Chamber of Commerce and Industry (CCCI) and the Cyprus Employers and Industrialists Federation (OEB).

• Main Employers' organisations

Apart from CCCI and OEB, the following table also includes two sectoral employer associations that are influential in terms of collective bargaining: the Federation of Associations of Building Contractors Cyprus (OSEOK), a member of OEB; and the Cyprus Hotels Association (PASYXE), a member of CCCI, as well as the Association of Cyprus Tourist Enterprises (STEK), a member of OEB.

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Cyprus Chamber of Commerce and Industry (Κυπριακό Βιομηχανικό και Εμπορικό Επιμελητήριο)	CCCI	145 professional associations	2016	Yes
Cyprus Employers and Industrialists Federation (Ομοσπονδία Εργοδοτών και Βιομηχάνων)	OEB	61 professional associations	2016	Yes
Federation of Associations of Building Contractors Cyprus (Ομοσπονδία Συνδέσμων Εργολάβων Οικοδομών Κύπρου)	OSEOK	5 district associations	2016	Yes
Cyprus Hotels Association (Παγκύπριος Σύνδεσμος Ξενοδόχων)	PASYXE	243 member companies	2016	Yes
Association of Cyprus Tourist Enterprises (Σύνδεσμος Τουριστικών Επιχειρήσεων Κύπρου)	STEK	39 member companies and 1 professional association	2016	Yes

Social Dialogue on OSH (2)

• National level

Law 89(I)/96 [2] established the **Pancyprian Safety and Health Council (PSHC)** ^[8] as a tripartite body (state/employers/employees). The council is a consultative body on OSH matters and provides advice to the Minister of Labour and Social Insurance on new legislation and measures for the prevention of work accidents and occupational diseases. It consists of representatives from the Ministry of Labour and Social Insurance, the Mines Department of the Ministry of Agriculture, Natural Resources and Environment, the Agriculture Department of the same Ministry, the Employers and Industrialists Federation (OEB), the Cyprus Chamber of Commerce and Industry (KEBE), the major confederations of the trade unions (PEO, SEK, DEOK, POAS), the confederation of the public servants (PASYDY), the Cyprus Scientific and Technical Chamber (ETEK), the Cyprus Union of Bank Employees (ETYK) and the Cyprus Safety and Health Association (SAYK, its English acronym being: CySHA).

- **Enterprise level**

The Safety and Health at Work Laws (89(I)/1996-2003, Articles 9-12) ^[9] and the Management of Safety and Health Issues at Work Regulations of 2002 (173/2002, Article 11) ^[10] stipulate the role and the function of the **Safety Committees**. The participants in the Safety Committees include the safety representatives (SR), who are elected by the employees at the plant, the employer or his representative, the Safety Officer (SO) and, if available, a medical practitioner. The Safety Committee is elected for a three-year period. The Committee meets once every three months and whenever required following a written requisition from the safety representatives or when demanded by the employer. The Committee submits proposals on OSH measures that may improve the working conditions and the prevention of work related accidents and diseases. It deals with employees' complains on OSH matters, promotes the cooperation within the plant for the implementation of health and safety measures and safe production methods. It also participates in the preparation of Safety Rules for the plant; it oversees the training programmes and the dissemination of information material on OSH. Finally, it collaborates with the Labour Inspector on all OSH matters.

The number of safety representatives depends on the number of employees. For companies with 2-9, 10-19 and 20-49 employees have one, two and three representatives respectively. For every 50 extra employees one safety representative is added to the Committee. For companies with less than ten employees, no Safety Committee is established.

The employer should in all cases facilitate the formation of a Safety Committee and has to provide time during working hours in order for the representatives to carry out their duties. He also has to provide information and training on OSH matters. The Committee proposes to the employer measures for improved work conditions. The employer is then obliged to take heed of all the feasible measures. The employer is not obliged to provide information regarding industrial and commercial secrets, and information about any persons without their approval. Finally, the employer calls the Safety Committees' meetings.