



# OSH BAROMETER

## Cyprus

### Country Report

## Cyprus Country Report Index

This document contains the OSH Barometer Country Report Summary of Cyprus

Introduction	General information
Generic information	OSH authorities Economic and sector profile Workforce profile
Steering of OSH	National strategies Social dialogue
OSH outcomes and working conditions	Work accidents Health perception of the workers OSH culture and health awareness Working conditions Prevention in companies Worker involvement
OSH infrastructure	Enforcement capacity OSH statistics, surveys and research

## Introduction General information

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

## Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



### Cyprus

#### OSH authority

##### Department of Labour Inspection

See more in its website and in OSHwiki

The Department of Labour Inspection (Labour Inspectorate) belongs to the Ministry of Labour, Welfare and Social Insurance and is responsible for safeguarding adequate levels of safety and health at work. The department consists of one area and five sectors: (a) the Safety and Health at Work Area; (b) the Machinery and Equipment Sector; c) the Industrial Pollution and Control Sector; d) the Air Quality Sector; (e) the Radiation Protection Sector; and (f) the Chemical Substances Sector.

#### Compensation and insurance body

##### The Department of Social Insurance Services

See more in its website and in OSHwiki

The Department of Social Insurance Services of the Ministry of Labour, Welfare and Social Insurance is responsible for the administration of the Social Insurance Law (Law 41 of 1980-2007 and its regulations). Based on the above legislation, a social insurance scheme was implemented in 1980. Law 41 covers 'employment accidents' and 'occupational diseases', and provides injury benefits (temporary incapacities), disablement benefits and death benefits.

#### Prevention institute

##### Cyprus Safety and Health Association (CySHA)

See more in its website and in OSHwiki

CySHA was founded in 1991. Its objective is to contribute to and participate in efforts to promote health and safety at work and prevent risks. It has more than 250 members. Most of them work in the private sector, but many are labour inspectors. Since 2003, CySHA has been an active member of the European Network of Safety and Health Professional Organisations (ENSHPO), which deals with the mutual recognition of qualifications in health and safety in Europe.

## Standardisation body

### **Cyprus Organisation for Standardisation (CYS)**

See more in its website and in OSHwiki

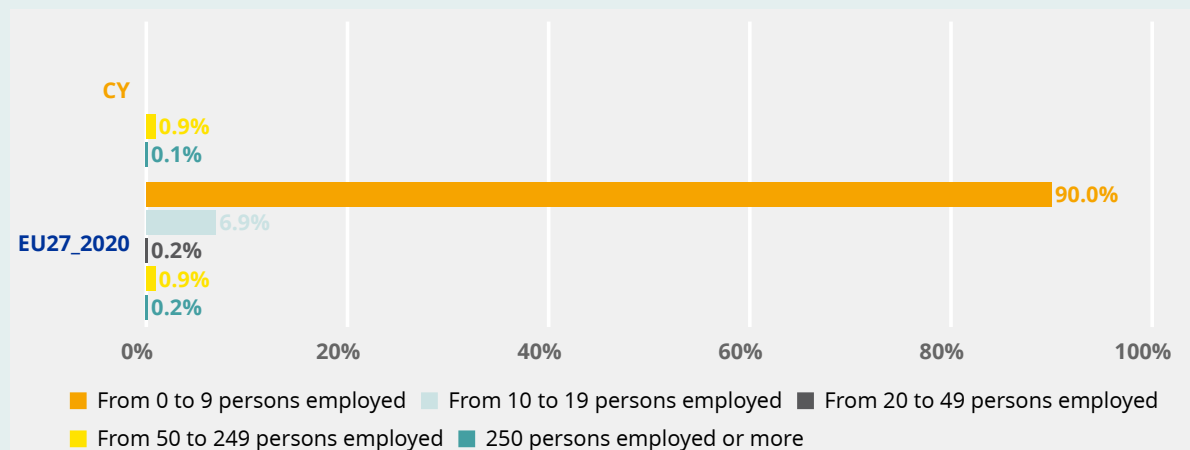
The Standardisation, Accreditation and Technical Information Law (156(I)/2002) has allocated standardisation activities to the Cyprus Certification Company, which was renamed CYS. It is the national standardisation body, and it participates in the European and international standardisation process. 'Mirror Committee 04' follows international activities in the health and safety sector.

## Generic information Economic and sector profile

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

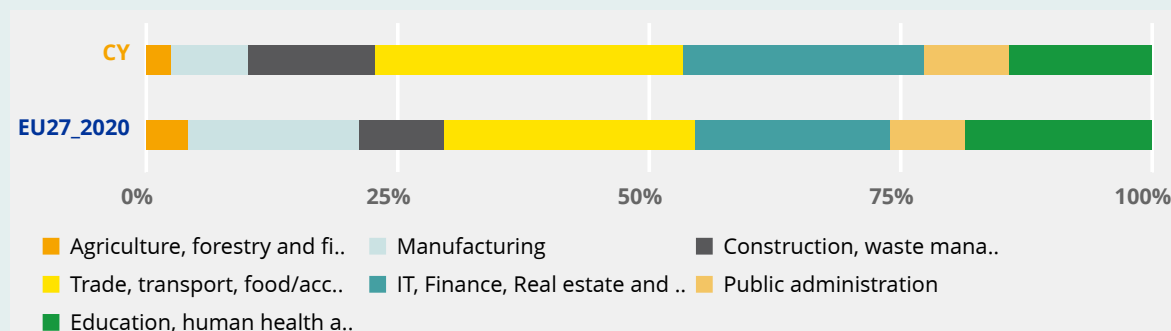
Source: EUROSTAT. For further information refer to Methodology

### Company size



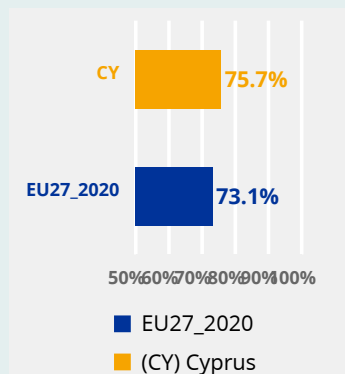
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	CY		EU27_2020	90
From 10 to 19 persons employed	CY		EU27_2020	6.9
From 20 to 49 persons employed	CY		EU27_2020	0.2
From 50 to 249 persons employed	CY	0.9	EU27_2020	0.9
250 persons employed or more	CY	0.1	EU27_2020	0.2

### Employment per sector



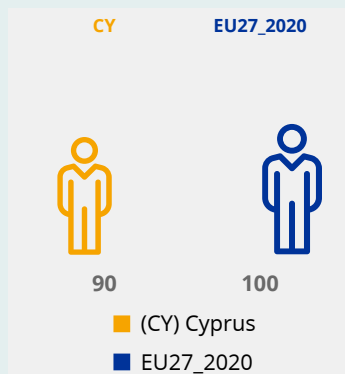
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	CY	2.4	EU27_2020	4.1
Manufacturing	CY	7.7	EU27_2020	17.1
Construction, waste management, water and electricity supply	CY	12.7	EU27_2020	8.5
Trade, transport, food/accommodation and recreation activities	CY	30.5	EU27_2020	24.9
IT, Finance, Real estate and other technical scientific or personal service activities	CY	24	EU27_2020	19.4
Public administration	CY	8.5	EU27_2020	7.5
Education, human health and social work activities	CY	14.2	EU27_2020	18.6

## Employment rate



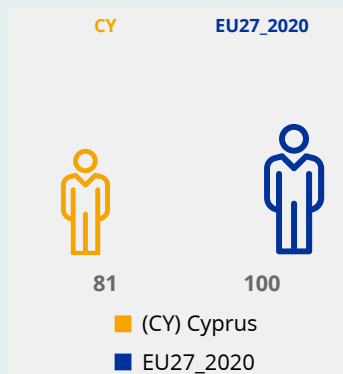
Country	Value (%)
EU27_2020	73.1
(CY) Cyprus	75.7

## GDP per capita in relation to EU27\_2020 average (PPS)



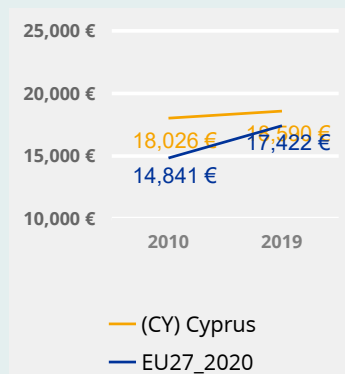
Country	Value (%)
(CY) Cyprus	90.2
EU27_2020	100

## GDP per capita in relation to EU27\_2020 average (Euro)



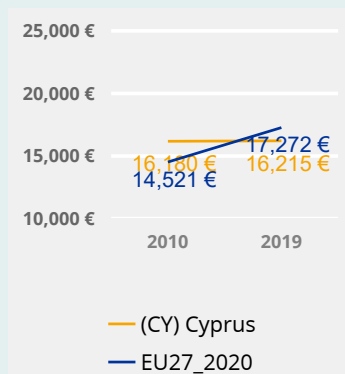
Country	Value (%)
(CY) Cyprus	81.2
EU27_2020	100

## Income per capita (PPS)



Country	Year	Income
(CY) Cyprus	2010	18026
(CY) Cyprus	2019	18590
EU27_2020	2010	14841
EU27_2020	2019	17422

## Income per capita (Euro)





Country	Year	Income
(CY) Cyprus	2010	16180
(CY) Cyprus	2019	16215
EU27_2020	2010	14521
EU27_2020	2019	17272

## Generic information **Workforce profile**

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

 <b>EU27_2020</b>	Median age of population: <b>43.7 years</b>	Employment rate (55 - 64): <b>59.1 %</b>	Employment rate (female): <b>67.3 %</b>	Employment rate (male): <b>79 %</b>	Employment rate (total): <b>73.1 %</b>	Unemployment rate: <b>6.7 %</b>
 <b>CY</b>	Median age of population: <b>37.7 years</b>	Employment rate (55 - 64): <b>61.1 %</b>	Employment rate (female): <b>70.1 %</b>	Employment rate (male): <b>81.7 %</b>	Employment rate (total): <b>75.7 %</b>	Unemployment rate: <b>7.1 %</b>



## Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



### Cyprus

#### Structure of each National strategy

##### Basic information

Cyprian document: **ΣΤΡΑΤΗΓΙΚΗ ΤΗΣ ΚΥΠΡΟΥ ΓΙΑ ΤΗΝ ΑΣΦΑΛΕΙΑ ΚΑΙ ΥΓΕΙΑ ΣΤΗΝ ΕΡΓΑΣΙΑ 2013 – 2020**

English document: **Strategy of Cyprus for Safety and Health at Work during the period 2013-2020**

Former strategies: **Cyprian strategy for Safety and Health at Work 2007 to 2012**

##### Background

Defining the perceived problem:

The strategy contains in chapter 2 an analysis of the current situation and the progress achieved during the former strategy

See Ch B, p2, of the Strategy document: Assessment of the strategy 2007 – 2012

(ΑΞΙΟΛΟΓΗΣΗ ΣΤΡΑΤΗΓΙΚΗΣ ΑΣΦΑΛΕΙΑΣ ΚΑΙ ΥΓΕΙΑΣ ΣΤΗΝ ΕΡΓΑΣΙΑ 2007 – 2012).

##### Characteristics and objectives

Continuous and constant improvement of safety levels and health in the workplace (Strategy doc, p 3, Ch. Γ).

##### Details and activity

###### Optimisation of the institutional frame

The framework is based on:

- Activities of the Labour Advisory Body, which advises the Minister of Labour, Welfare and Social Security on all labour issues and present recommendations and suggestions on the working legislation.
- Activities of the Pan Cyprian Council of Safety and Health, which advises the Minister of Labour Welfare and Social Insurance.

###### Suitable, adequate and functional legislative frame-work fully harmonized with the Acquis Communautaire

The legislative framework is fully harmonized to the corresponding European Acquis. However, it will be supplemented due to particular requirements of Cyprus due to activities like offshore, search, extraction and transportation of hydrocarbons.

In addition, the strategy will promote the simplification of the national legislative framework without deterioration of the level of safety and health.

### **Appropriate and adequate systems of Labour Inspection**

The implementation of appropriate inspections is based on accurate and factual evidence from inspections, from accidents and other indicators. This includes activities as:

- Implementation of an inspection programme based on accurate and true data from inspections, accidents, as well as other indicators arising from relevant surveys.
- Establishment of proper structures within the Department of Labour Inspection for (a) the enforcement of legislation on health and safety of the workers at offshore hydrocarbon drilling activities and the safety of these installations and (b) the control of installations that could cause major accidents including natural gas installations.
- Arrangements for the provision of suitable and systematic training of the Inspectors covering issues on offshore activities.
- Exchange visits of Inspectors from Cyprus with Inspectors from other Member States of the European Union aiming at acquiring knowledge and experience.
- Further promotion of the cooperation with other Services, such as the Police, the Cyprus Fire Service, the Department of Labour, etc.
- Provision to the Inspectors of suitable technological equipment and supporting them with computerised systems.
- Improvement of the structure and staffing of the Department of Labour Inspection.

### **Supporting institutions**

Providing targeted support and information to the Safety Officers as well as to the Approved Persons who provide Services for the Protection and prevention on safety and health at work issues.

Encouraging the setup and well-functioning of Safety Committees in order to enhance the participation of workers' representatives on safety and health issues.

### **Introduction and implementation of an adequate system of surveillance of the health of employees**

The Health Surveillance Institutions will work on the implementation of an Action Plan, which was prepared after completing a background study and by introduction of new legislation.

There is a need to concentrate efforts on the recording, monitoring and prevention of occupational diseases. In particular, there should be efforts to tackle:

- Musculoskeletal disorders
- Work-related stress
- Diseases caused by the use hazardous chemicals.

### **Promoting of a health and safety prevention culture**

- Promoting prevention of occupational accidents and diseases and development of a health and safety culture:
- Through regular and specialized inspections at workplaces.
- Through campaigns organized in collaboration with the European Agency for Safety and Health at Work and the Senior Labour Inspectors Commission of the European Union.
- Through effective functioning of the Security Committees
- Publications and articles in media of social partners and other organisations with particular interest in issues of Safety and Health at Work.
- The preparation and distribution of simple, understandable material prepared by the European Agency for Safety and Health at Work.

- Publication of guidance and supporting information on the websites of the Labour Inspection Department and other institutions
- Seminars, workshops and other awareness and information activities
- Through other forms of cooperation with organizations that have special interest in Safety and Health at Work.
- Through education programs and training.
- By using economic incentives and disincentives
- By using voluntary tools, such as competitions, etc.
- By implementing plans and programs for promoting health in the workplace and cooperation with the medical staff.
- By developing partnerships with Agencies representing scholars, designers and constructors.
- By encouraging employees and the public to communicate with the Labour Inspection.
- By integrating management at Work Safety and Health at all business operating levels.
- Support of SMEs through the use simple and operational tools (e.g. interactive risk assessment tool)

### **Integration of OSH issues into other policy areas**

Mainstreaming of safety and health at work issues into other policy sectors and in particular the following:

- Education: integration of safety and health issues in the curriculum, so that today's pupils and students, but tomorrow's employers and employees, gain knowledge over time in Safety and Health issues as well as developing a safety culture.
- Employment: training of new workers concerning OSH issues; inspection of companies in order to improve OSH in the context of the examination procedure of granting alien employment permit.
- Development: Integration of OSH issues in the public procurement process.
- Certification of professional qualifications: inclusion of OSH issues to the subjects under examination in the context of certification of professional qualifications.
- Provision of subsidies: inspection of premises, to apply the minimum levels for Safety and Health, in cases financing is provided through upgrade programs for equipment, facilities, reallocation of companies, etc.
- Exploitation of scientific progress and research

Better collaboration and utilization of scientific research, particularly mentioned are:

- New technologies such as waste management and nanotechnology.
- Demographic change, changes in employment.

### **Close cooperation with the Social Partners and other stakeholders**

Strengthening of the already well-functioning cooperation.

### **Active participation in bodies and activities of the European Union**

Active participation in the ACSH and its working groups, in the SLIC, the governing body of EU-OSHA, Eurostat and the ILO.

### **Actors and stakeholders**

Labour inspection and other public institutions, social partners and professional associations.

### **Resources and timeframe**

The budget of the Department of Labour inspection of Cyprus is adopted every year to provide for most of the resources required to implement the strategy.

The strategy was approved by the Council of Ministers and was signed by all social partners and stakeholders participating in the Pancyprrian Safety and Health Council indicating their commitment to implement the strategy making available all resources needed to promote and implement the strategy. The Pancyprrian Council is an advisory body to the Minister of Labour, Welfare and Social Insurance on OSH issues.

### Evaluation

The implementation of the Strategy is evaluated at regular intervals through an Action Plan prepared for this purpose. The evaluation is carried out on a yearly basis (usually in March) during a meeting of the Pancyprrian Council on Safety and Health at Work. They provide information on actions concerning the implementation of the Strategy. The information is used to update the Action Plan and to evaluate the process of the implementation of the strategy. The most recent evaluation was carried out in March 2016. Ex ante indicators for the years 2012 to 2020

All objectives are qualitatively defined. The indicators are described in qualitative terminology like 'improvement', 'less risks', 'more prevention', 'strengthening' etc.

### Relation to EU Strategic Framework

Activity 3 and 4 and 6 is related to challenge 1 of the EU-OSH Strategy (Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures).

Activity 5 has a particularly strong relation to the EU Activities and bodies mentioned on page 6 of the EU Strategic Framework.

Activity 8 is related to challenge 3 of the EU Strategic Framework (Tackling demographic change) and to further EU Strategic Framework topics such as nanomaterials, and wellbeing at work.

## Response of national strategies to EU challenges

### Implementation record

#### Axis:

- Continuous and constant improvement of safety levels and health in the workplace.

#### Activities:

- Suitable, adequate and functional legislative frame-work fully harmonized with the Acquis Communautaire.
- Appropriate and adequate systems of Labour Inspection.
- Promoting of a health and safety prevention culture. Sub-activity: Support of SMEs through the use simple and operational tools.

### Prevention of work-related diseases

#### Axis:

- Introduction and implementation of an adequate system of surveillance of the health of employees.

#### Priorities:

- Musculoskeletal disorders.
- Work-related stress.
- Diseases caused by the use hazardous chemicals.

## Tackling demographic change

### Axis:

- Encouragement of scientific progress and research in the field of demographic change.

## Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



### Cyprus

-

Joint consultative,  
employment forum  
or similar

**43 %**

Health and safety  
representative

**22 %**

Trade union  
representation

**40 %**

Health and safety  
committee



### EU27\_2020

**24 %**

Joint consultative,  
employment forum  
or similar

**57 %**

Health and safety  
representative

**19 %**

Trade union  
representation

**23 %**

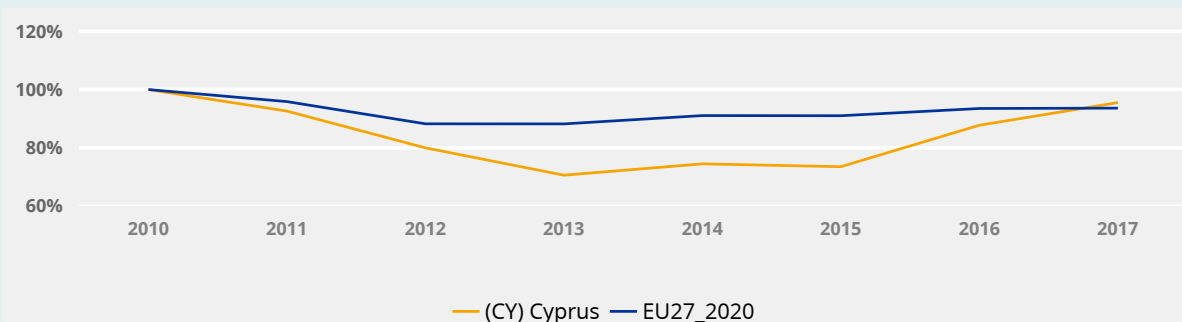
Health and safety  
committee

## OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

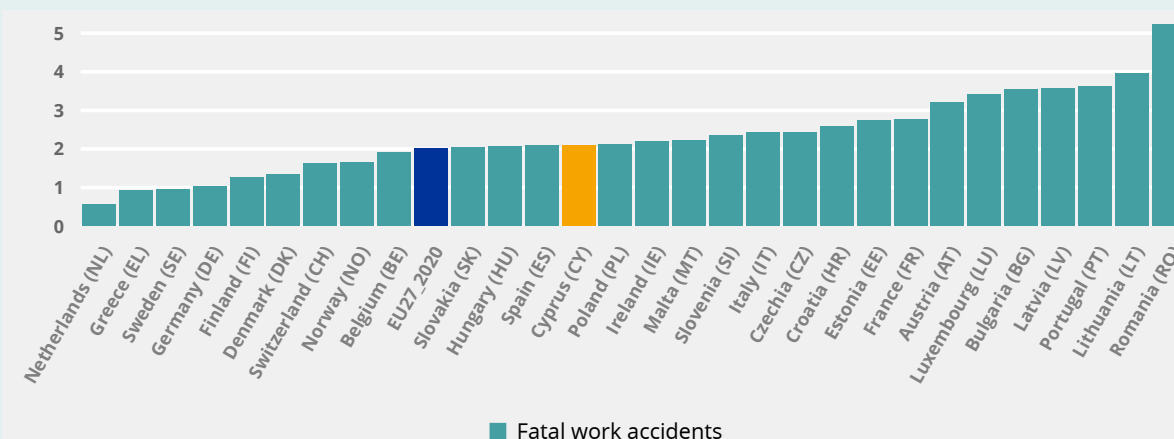
### Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(CY) Cyprus	2010	100	EU27_2020	2010	100
(CY) Cyprus	2011	92.6	EU27_2020	2011	95.9
(CY) Cyprus	2012	80	EU27_2020	2012	88.2
(CY) Cyprus	2013	70.6	EU27_2020	2013	88.2
(CY) Cyprus	2014	74.5	EU27_2020	2014	91.1
(CY) Cyprus	2015	73.5	EU27_2020	2015	91
(CY) Cyprus	2016	87.8	EU27_2020	2016	93.5
(CY) Cyprus	2017	95.5	EU27_2020	2017	93.6

### Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

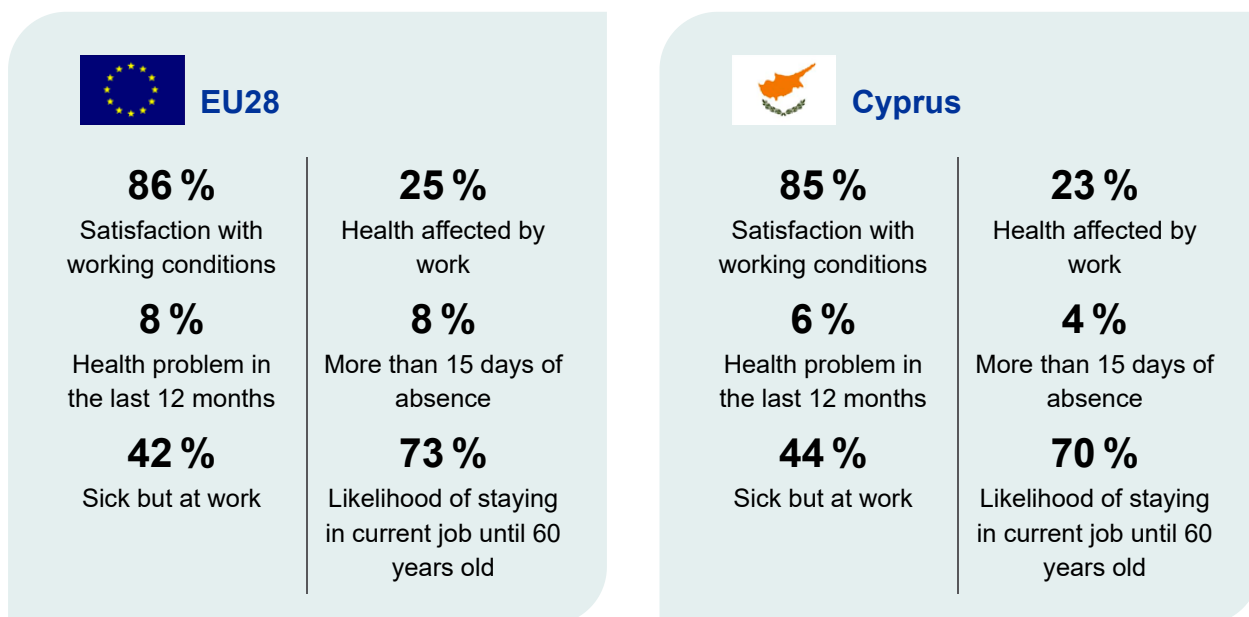
Country	Value (accidents)
EU27_2020	2
Cyprus (CY)	2.1

## OSH outcomes and working conditions

### Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



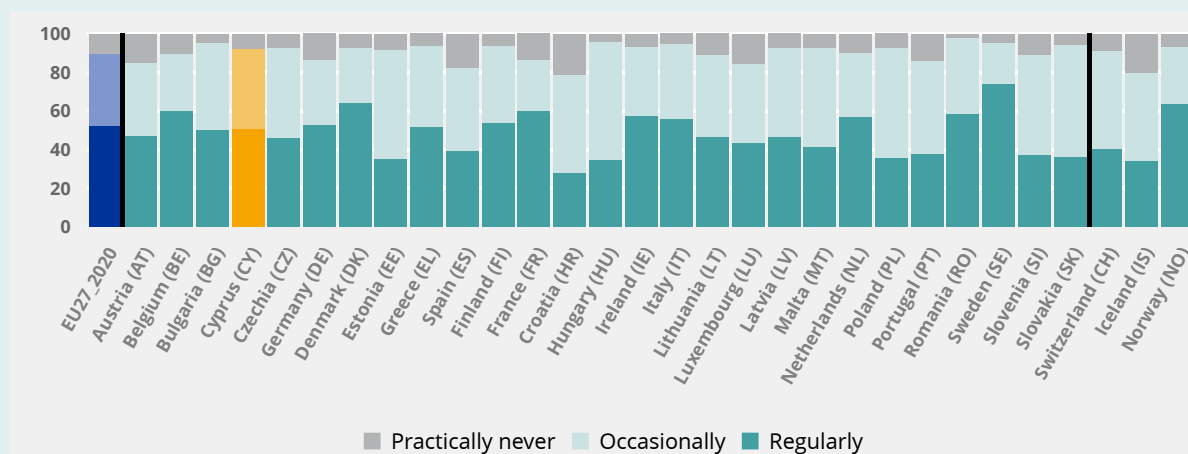
## OSH outcomes and working conditions

### OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

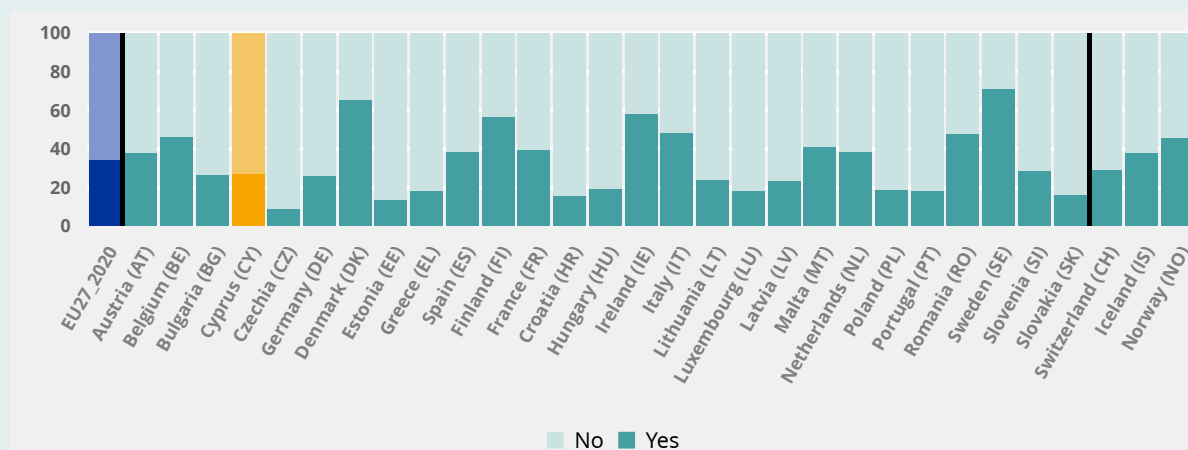
#### Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
Cyprus (CY)	7.7	41.3	51

#### Action plan to prevent stress

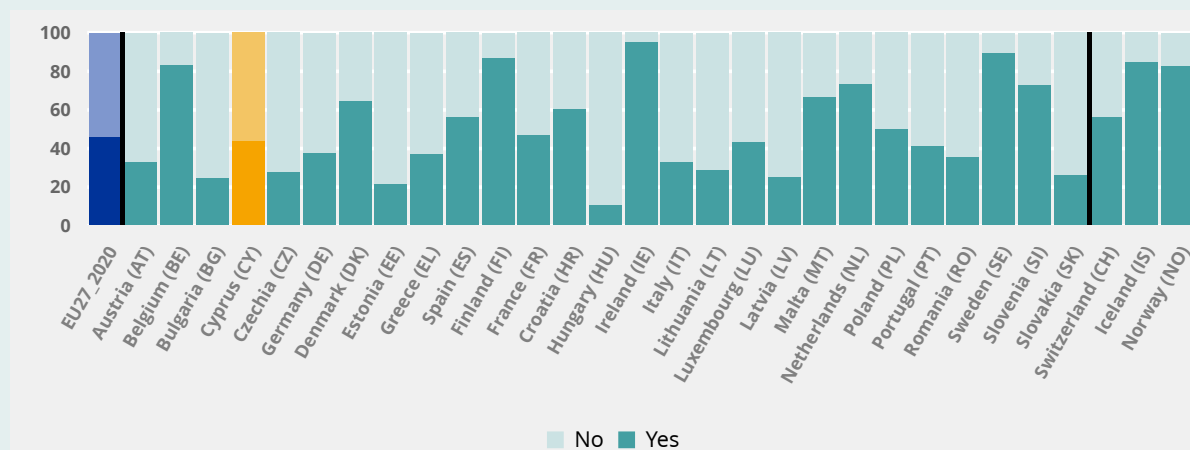


The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
Cyprus (CY)	27	73



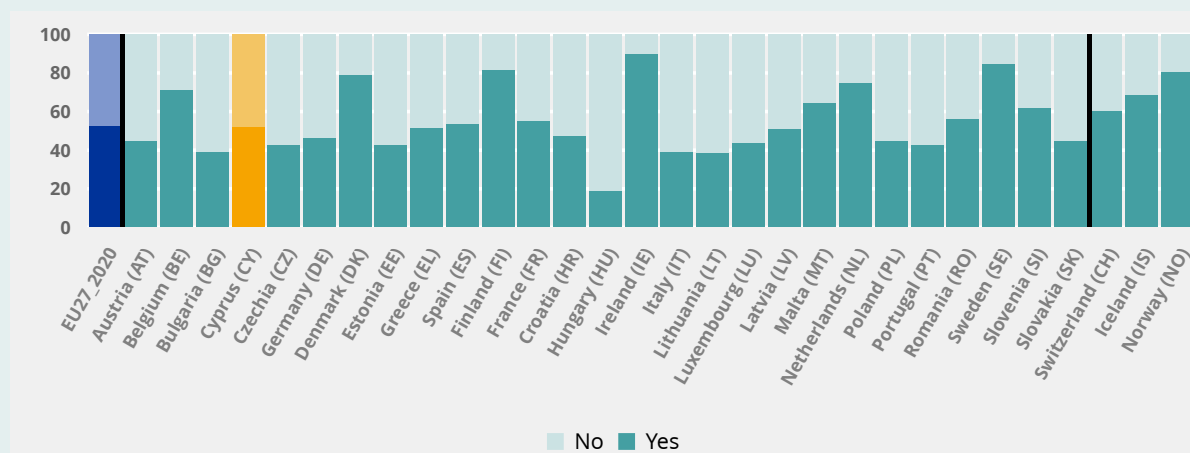
## Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure in place to deal with possible cases of bullying or harassment?"

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Cyprus (CY)	43.8	56.2

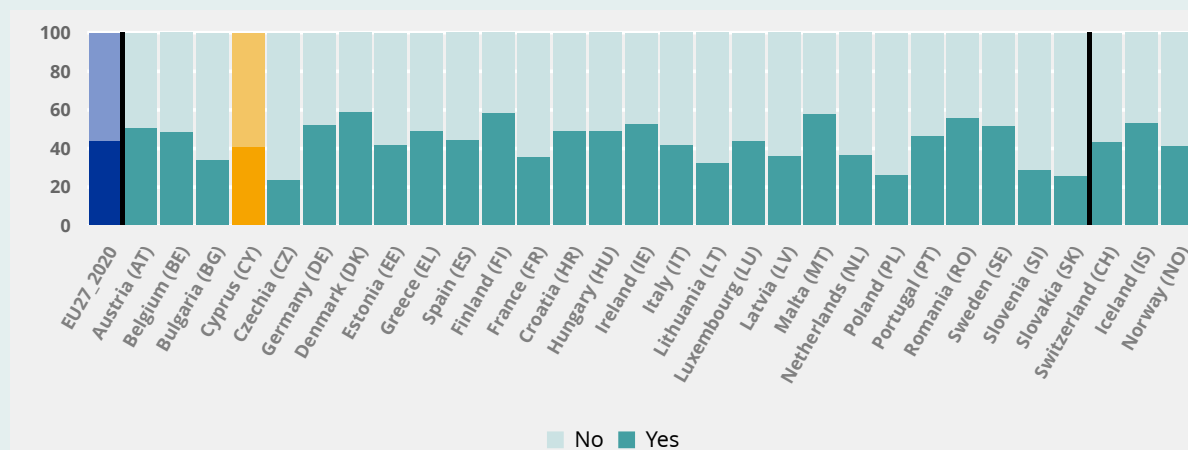
## Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?"

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Cyprus (CY)	51.9	48.1

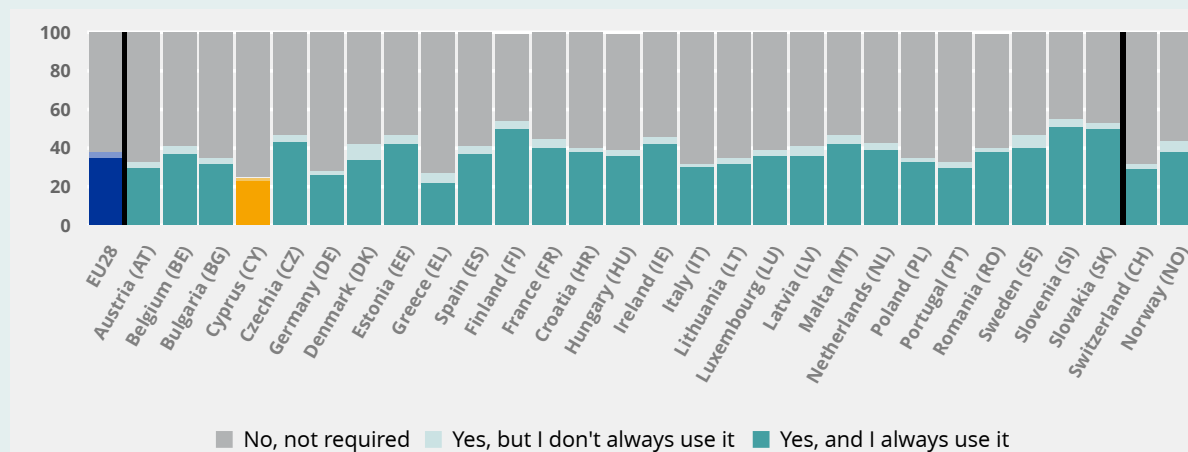
## Measures to reduce work pressure



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?” The diagram shows the response to the following answer option: “Reorganisation of work in order to reduce job demands and work pressure”

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Cyprus (CY)	41	59

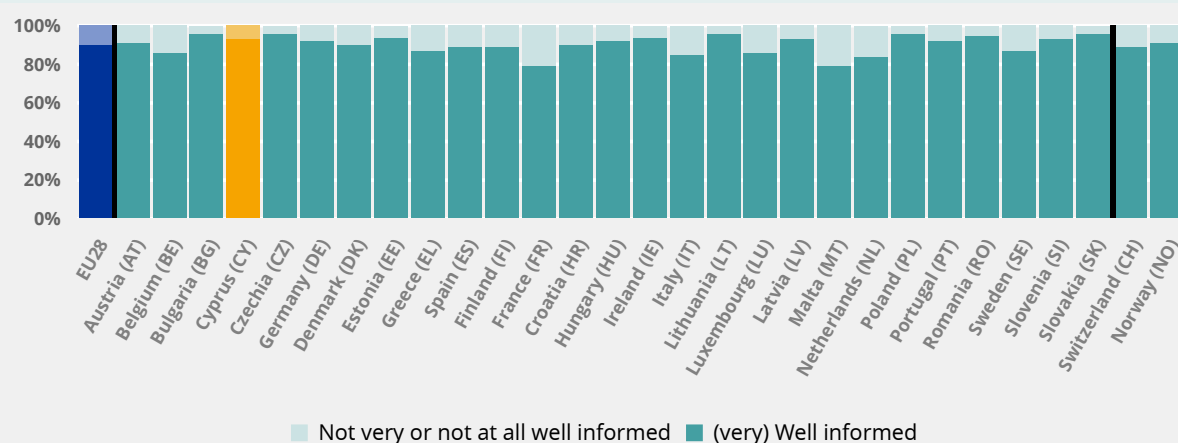
## Use of personal protective equipment



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : “Does your job ever require that you wear personal protective equipment and do you use it?”

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Cyprus (CY)	75	1	24

## Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How well informed are you about health and safety risks related to your job?"

Country	Yes (%)	No (%)
EU28	90	10
Cyprus (CY)	93	7

## OSH outcomes and working conditions

### Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

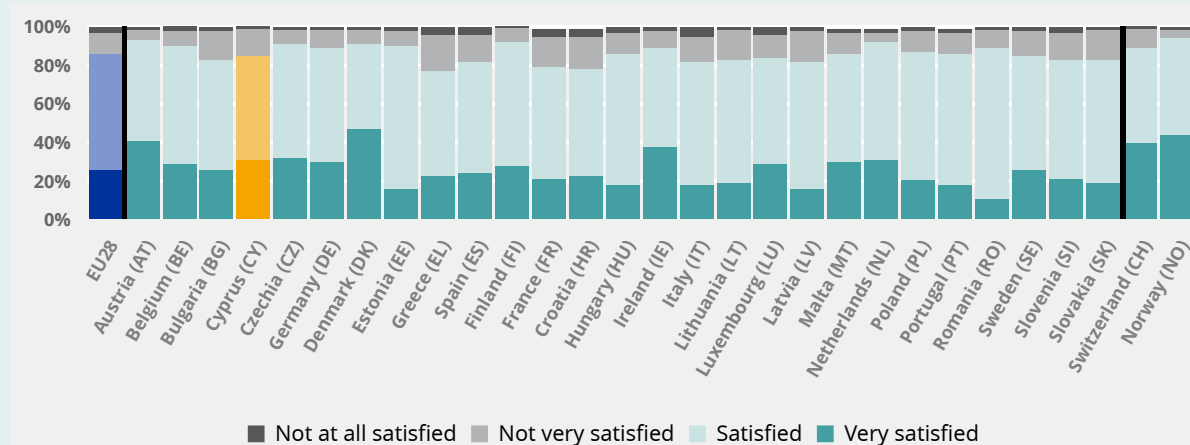
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

#### Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

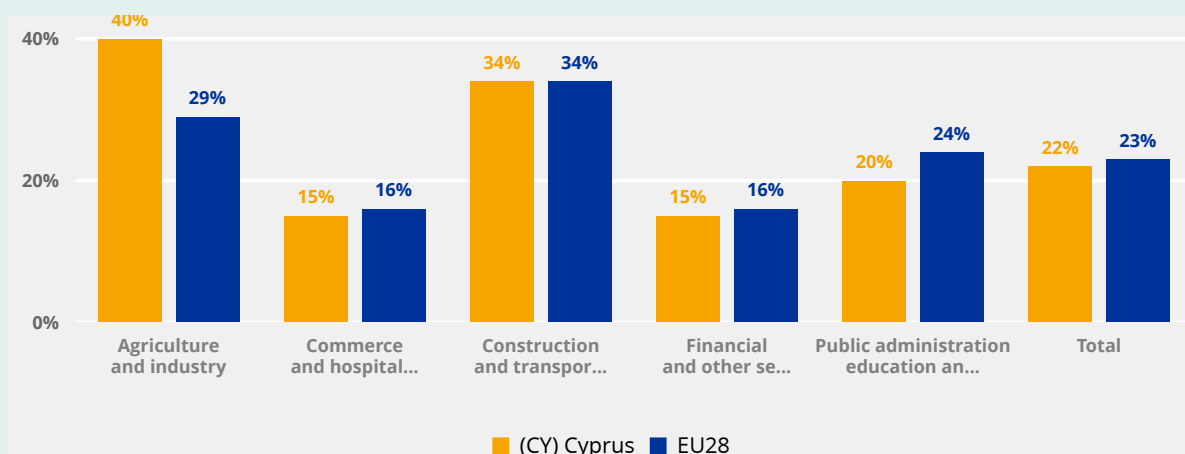
#### How satisfied are you with working conditions in your main paid job?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
Cyprus (CY)	2	14	54	31

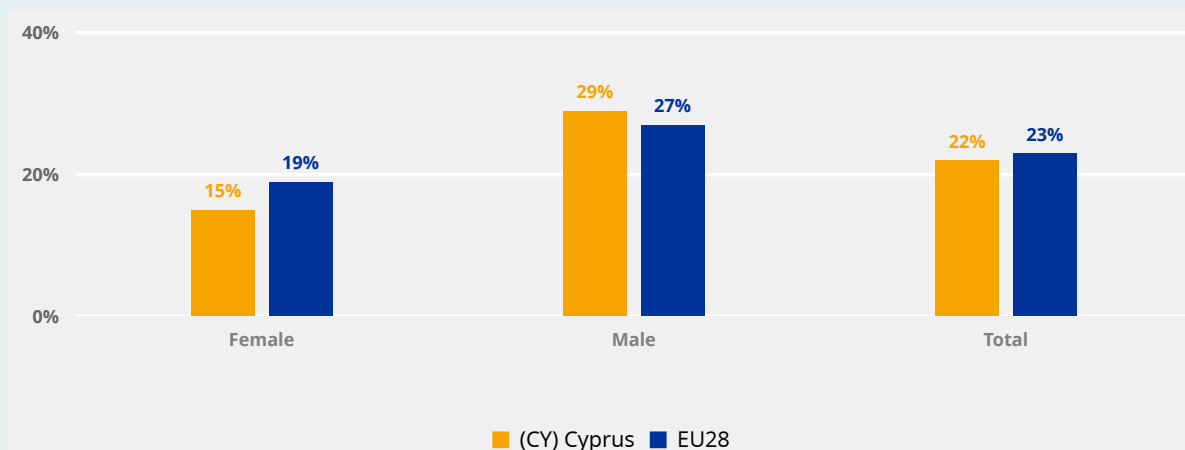
## Do you think your health or safety is at risk because of your work? - Sector



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(CY) Cyprus	40	EU28	29
Commerce and hospitality	(CY) Cyprus	15	EU28	16
Construction and transport	(CY) Cyprus	34	EU28	34
Financial and other services	(CY) Cyprus	15	EU28	16
Public administration education and health	(CY) Cyprus	20	EU28	24
Total	(CY) Cyprus	22	EU28	23

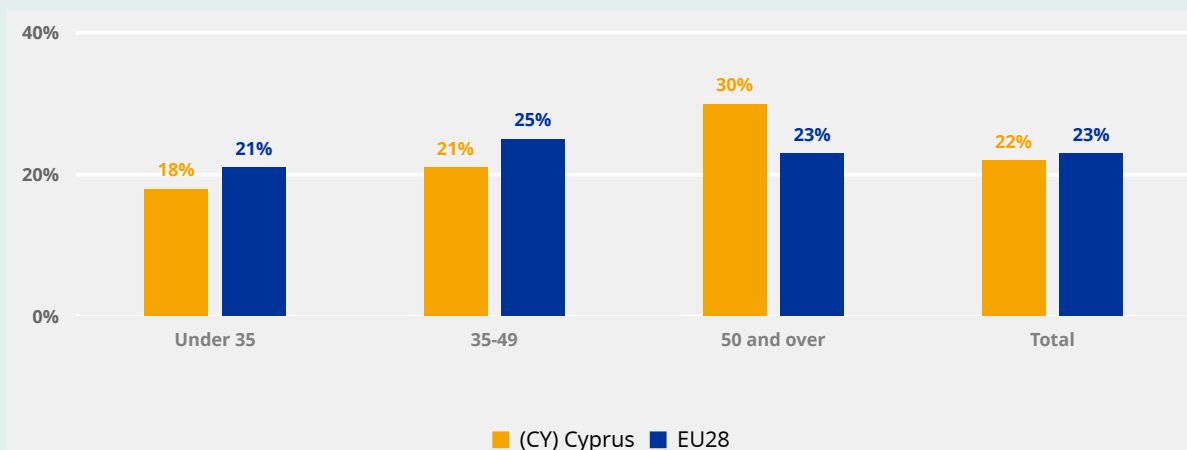
## Do you think your health or safety is at risk because of your work? - Gender



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

Gender	Country	Value (%)	Country	Value (%)
Female	(CY) Cyprus	15	EU28	19
Male	(CY) Cyprus	29	EU28	27
Total	(CY) Cyprus	22	EU28	23

## Do you think your health or safety is at risk because of your work? - Age



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : "Do you think your health or safety is at risk because of your work?"

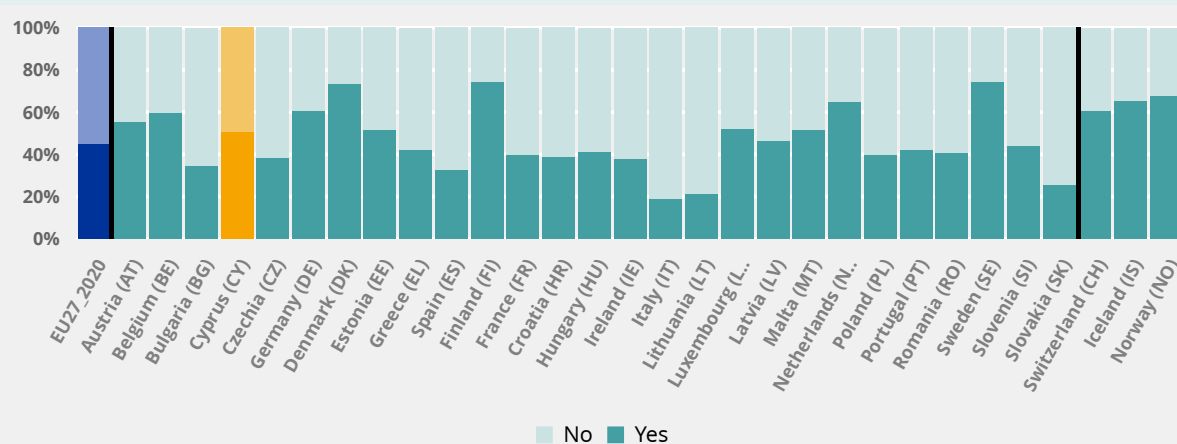
Age	Country	Value (%)	Country	Value (%)
Under 35	(CY) Cyprus	18	EU28	21
35-49	(CY) Cyprus	21	EU28	25
50 and over	(CY) Cyprus	30	EU28	23
Total	(CY) Cyprus	22	EU28	23

## Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

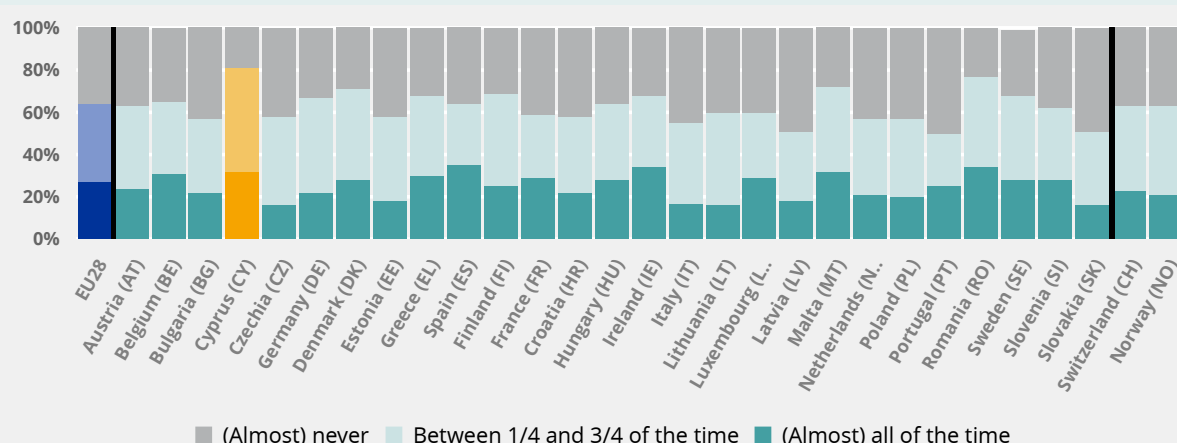
### Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Cyprus (CY)	50.5	49.5

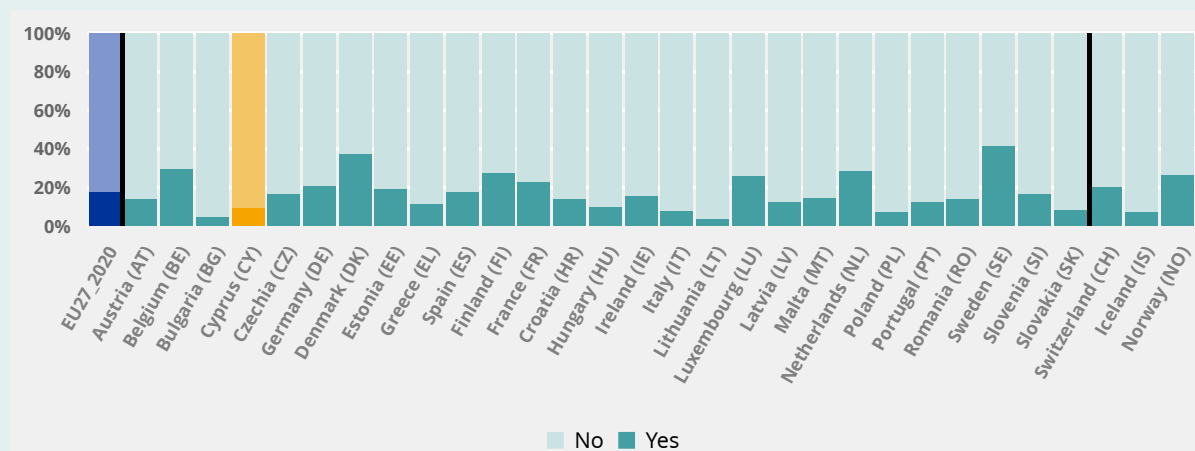
### Does your job involve working to tight deadlines? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	36	37	27
Cyprus (CY)	20	49	32

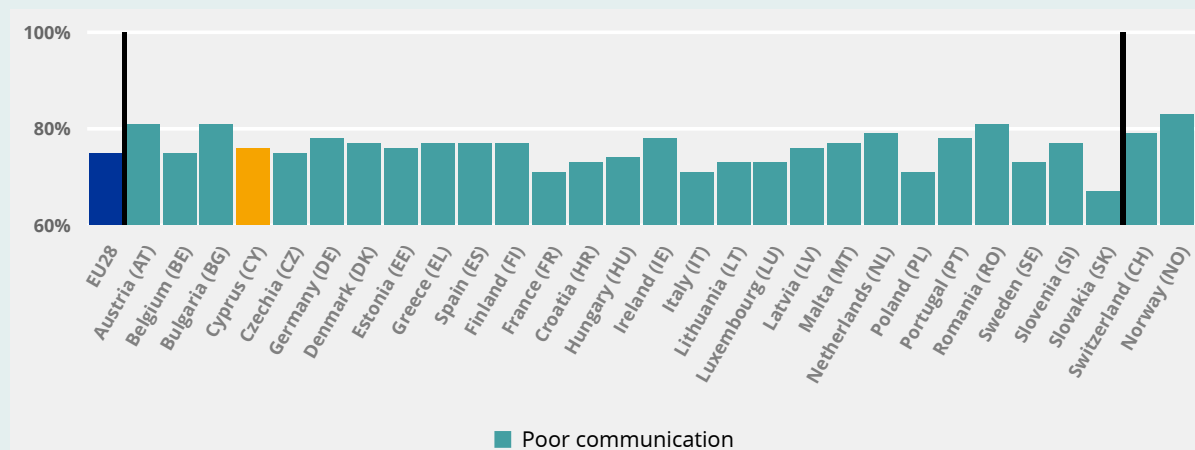
## Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Cyprus (CY)	9.6	90.4

## Level of fairness, cooperation and trust - EWCS

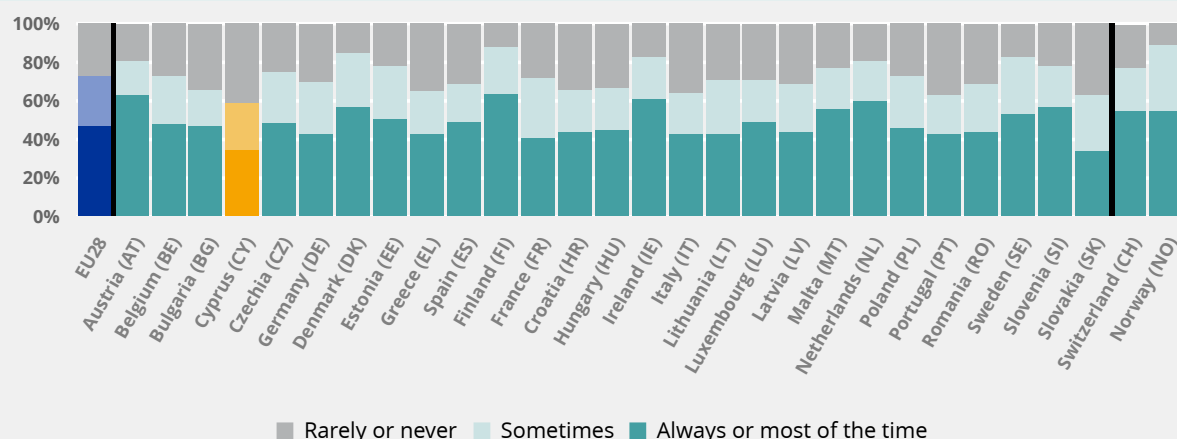


The diagram presents a composite indicator "Level of fairness, cooperation and trust" based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Cyprus (CY)	76



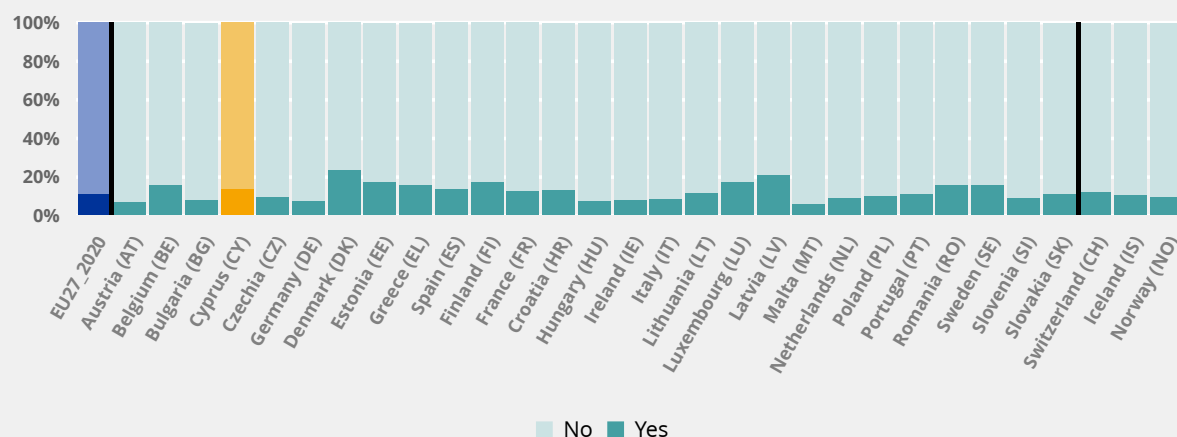
## Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Can you influence decisions that are important for your work?"

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Cyprus (CY)	41	24	35

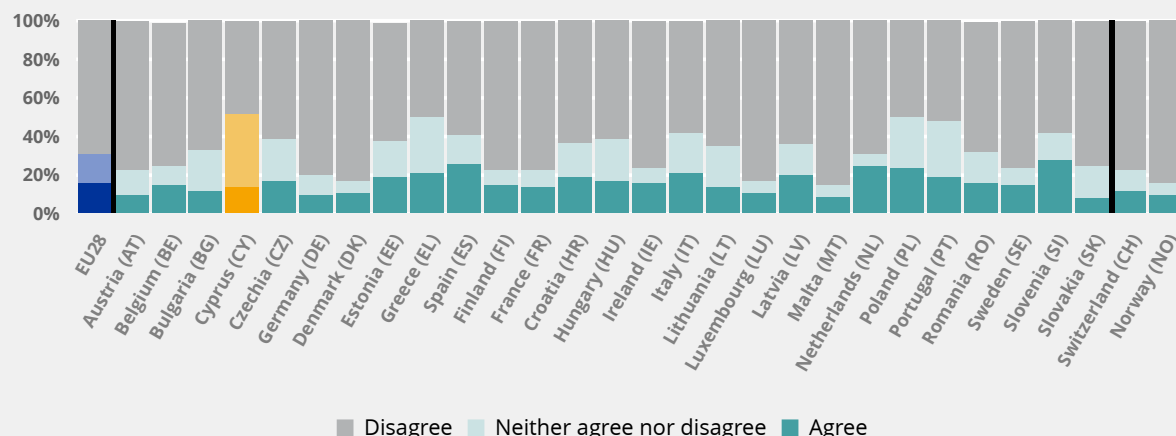
## Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Cyprus (CY)	13.9	86.1

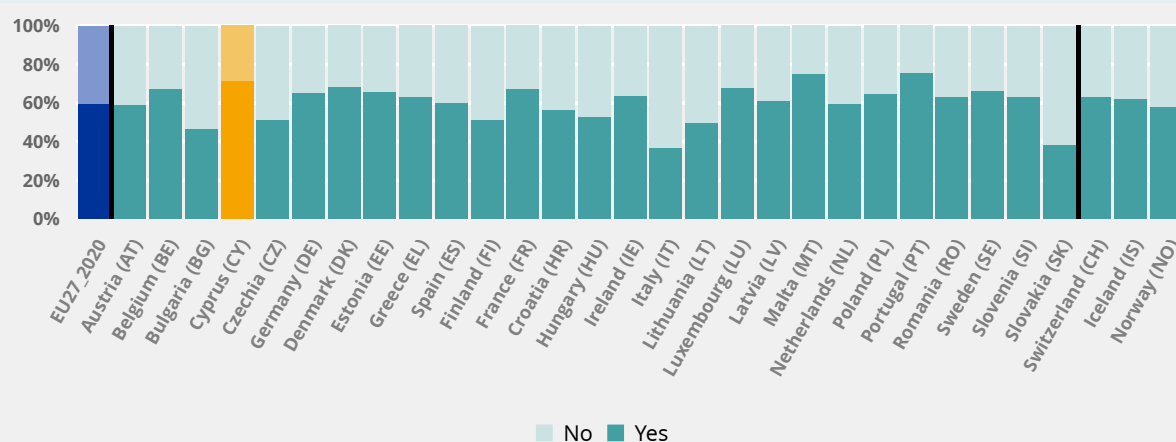
## I might lose my job in the next 6 months - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Cyprus (CY)	48	38	14

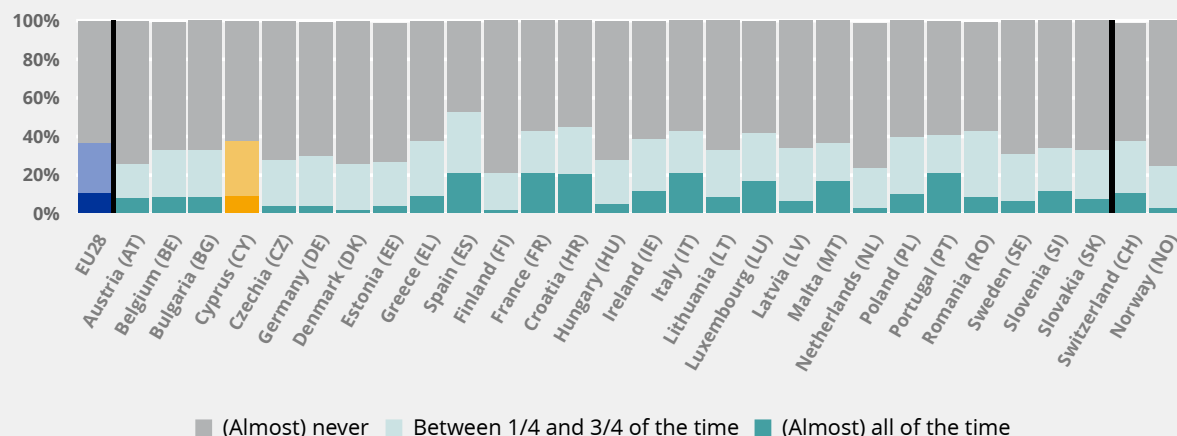
## Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Cyprus (CY)	71.4	28.6

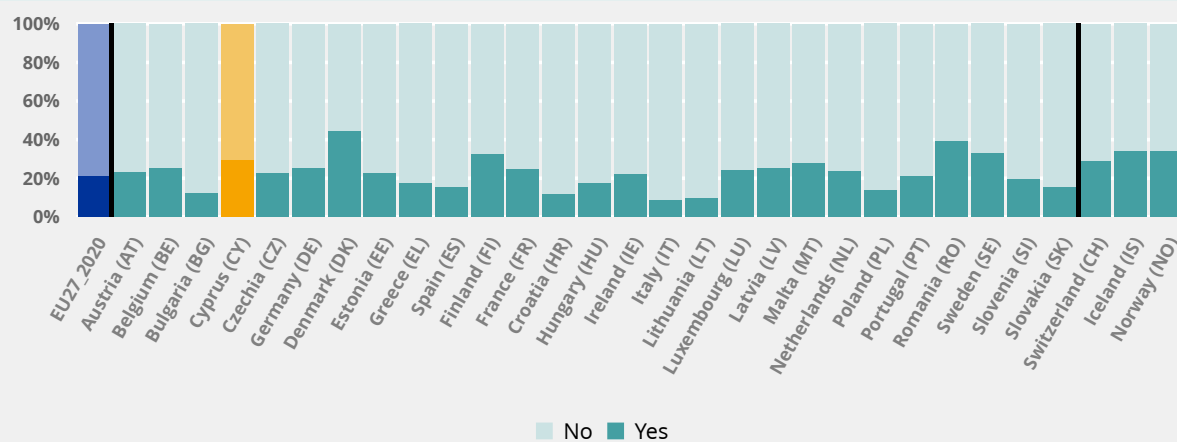
## Does your work involve handling angry clients? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Cyprus (CY)	62	29	9

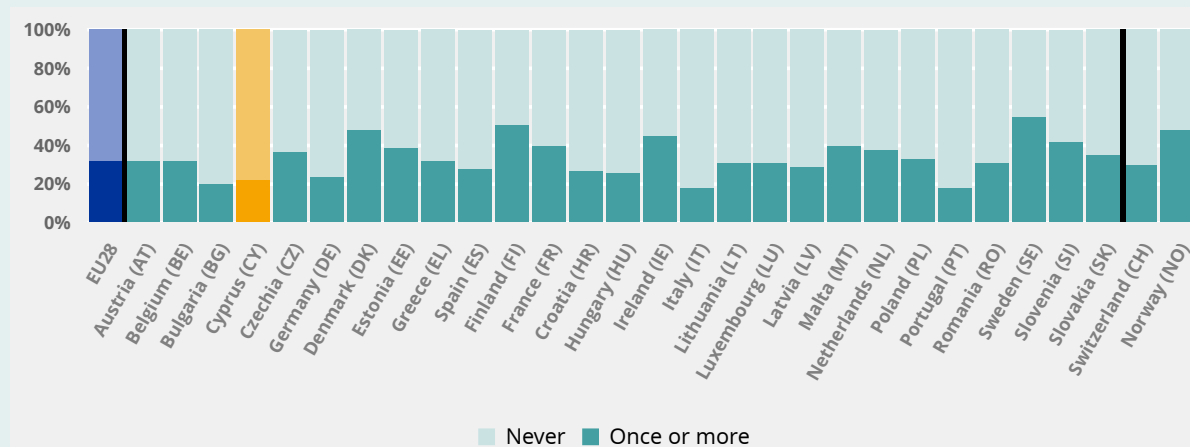
## Please tell me for each of the following risks whether or not it is present in the establishment? Working hours - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Cyprus (CY)	29.6	70.4

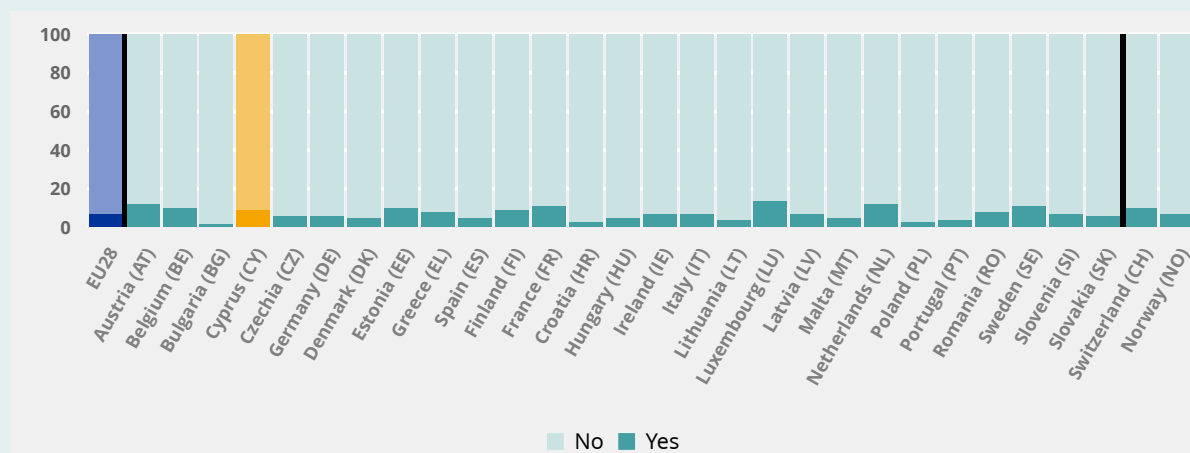
## How many times a month do you work more than 10 hours a day? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

Country	Yes (%)	No (%)
EU28	32	68
Cyprus (CY)	22	78

## Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Have you been subjected to discrimination at work in the last 12 months?"

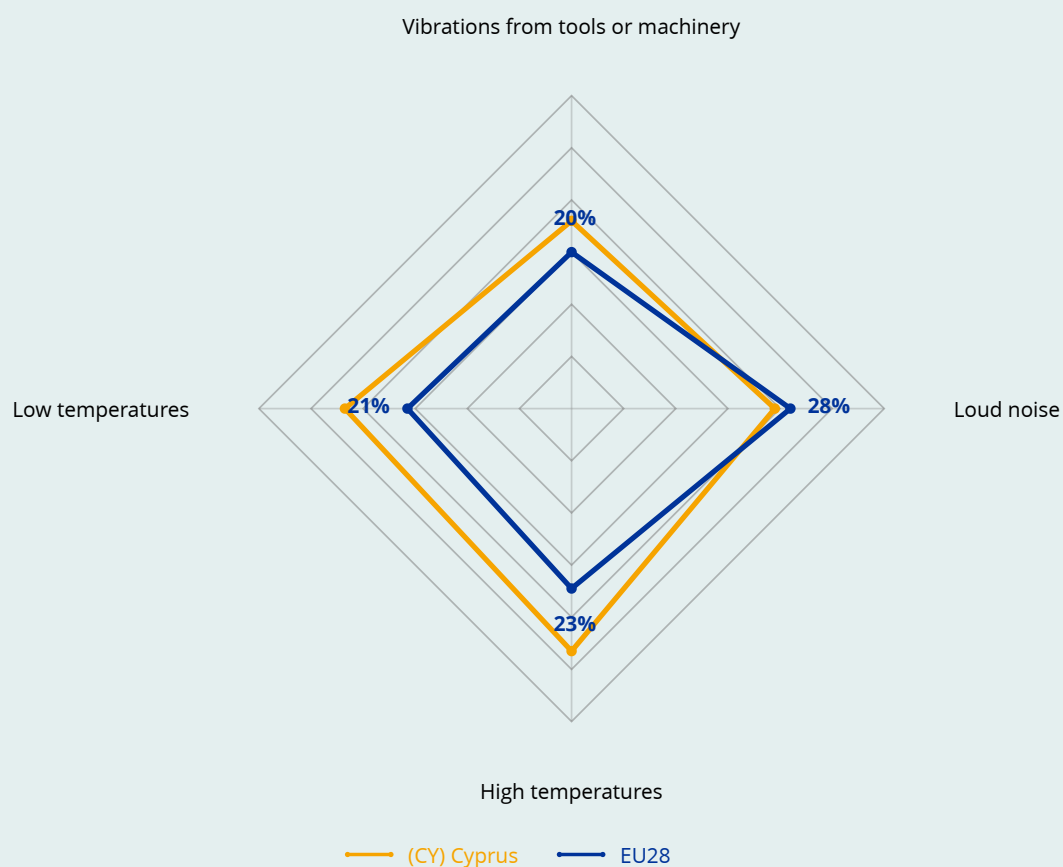
Country	Yes (%)	No (%)
EU28	7	93
Cyprus (CY)	9	91

## Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

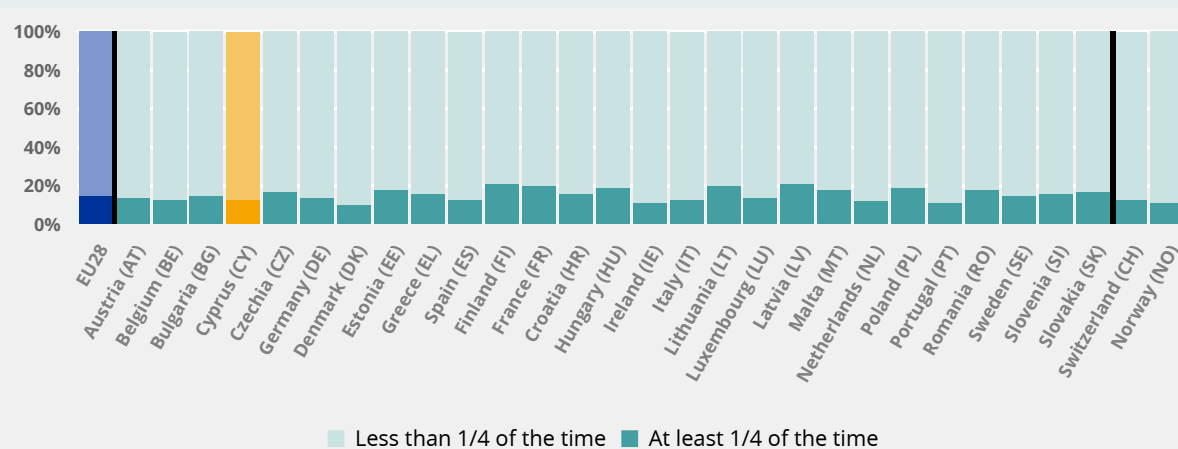
### Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21
Vibrations from tools or machinery	(CY) Cyprus	24
Loud noise	(CY) Cyprus	26
High temperatures	(CY) Cyprus	31
Low temperatures	(CY) Cyprus	29

## Exposure to dangerous substances

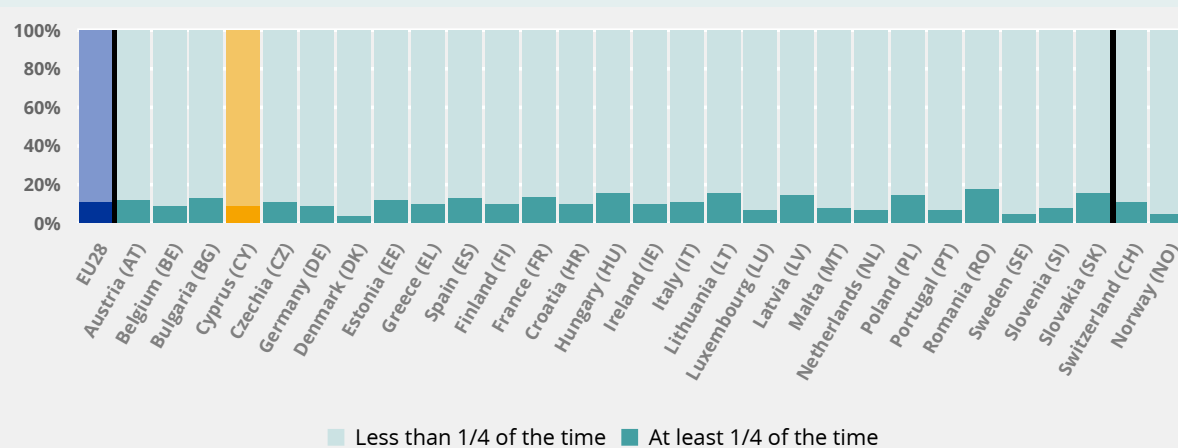
### Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	85	15
Cyprus (CY)	87	13

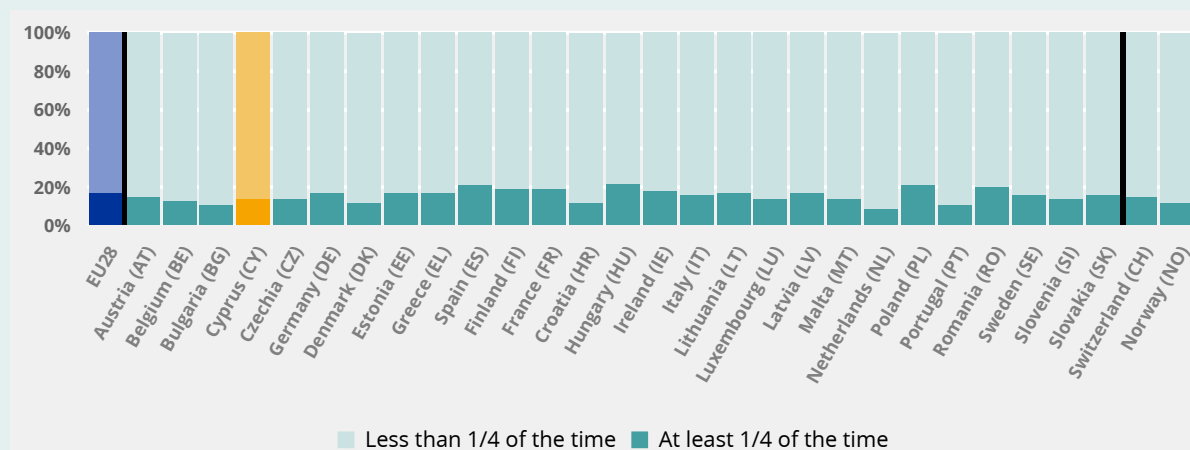
### Are you exposed to breathing in vapours?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	89	11
Cyprus (CY)	91	9

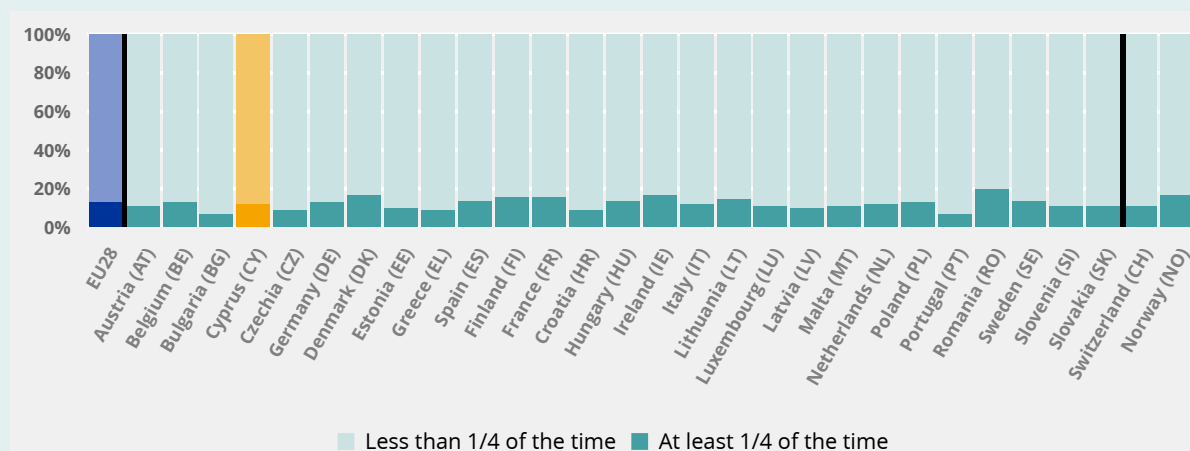
## Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
Cyprus (CY)	86	14

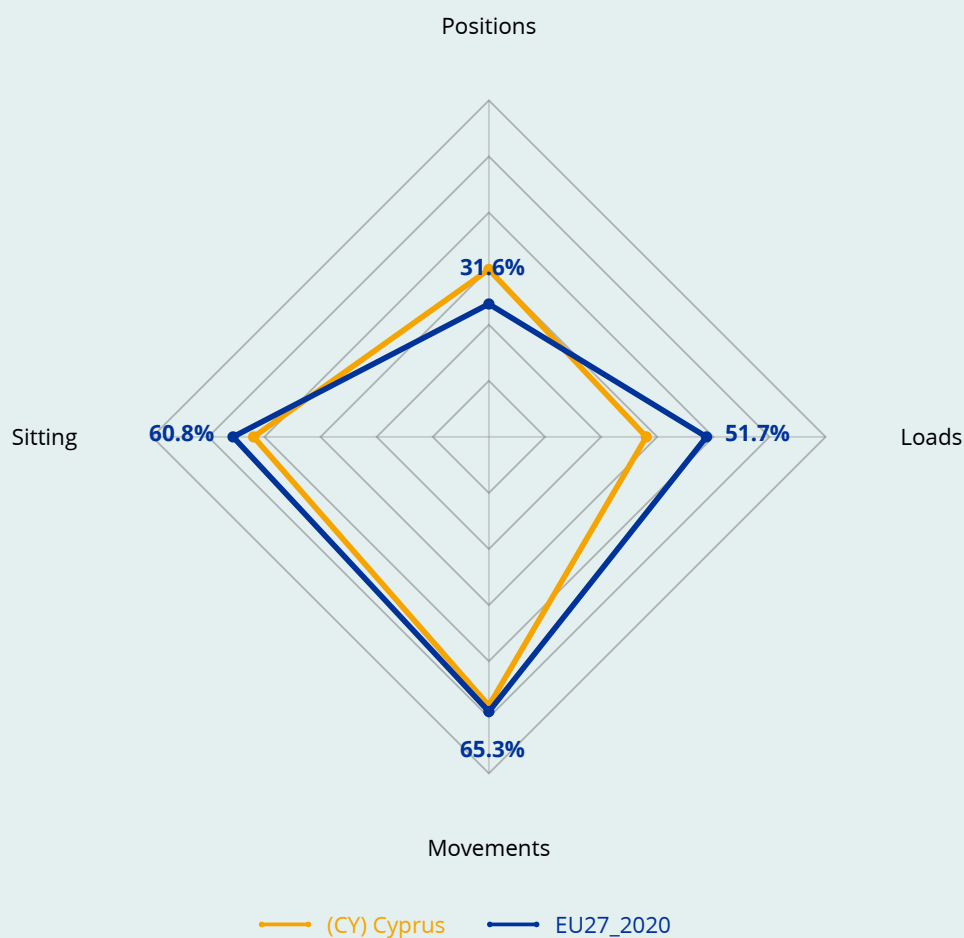
## Are you exposed to materials which can be infectious?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Cyprus (CY)	88	12

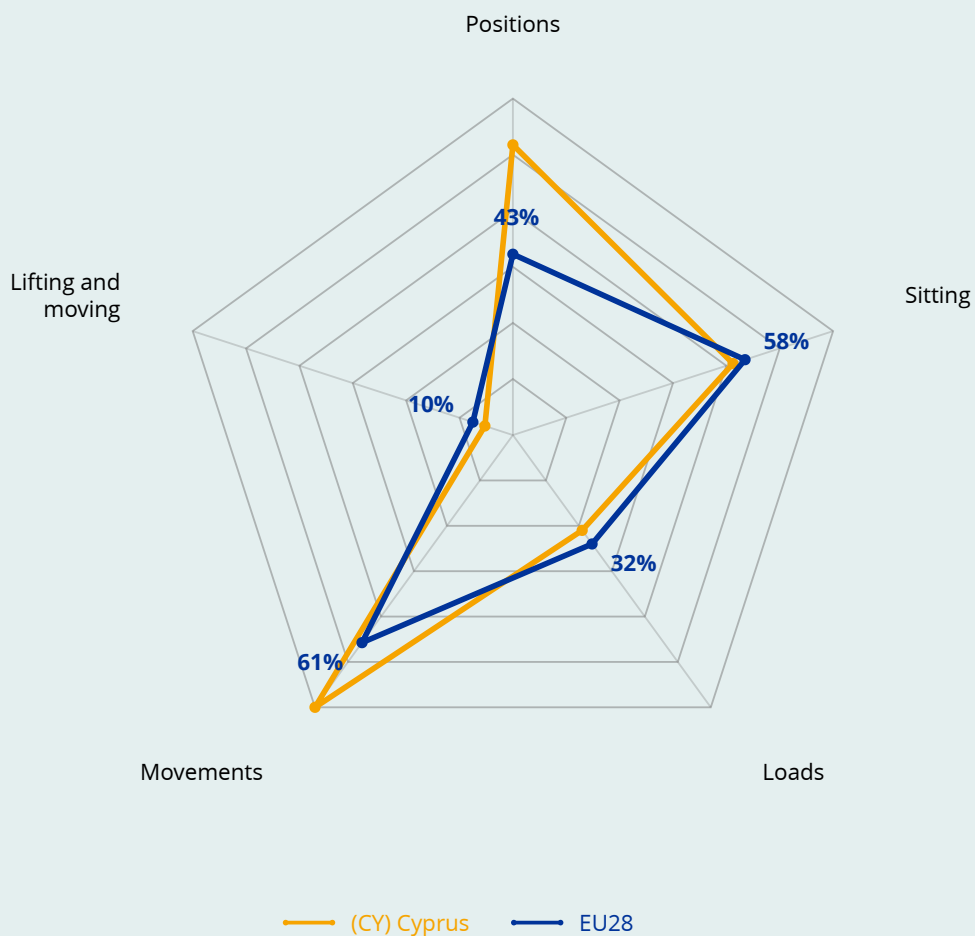
## Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8
Positions	(CY) Cyprus	39.8
Loads	(CY) Cyprus	37.4
Movements	(CY) Cyprus	63.9
Sitting	(CY) Cyprus	55.9



## Ergonomic risks - EWCS



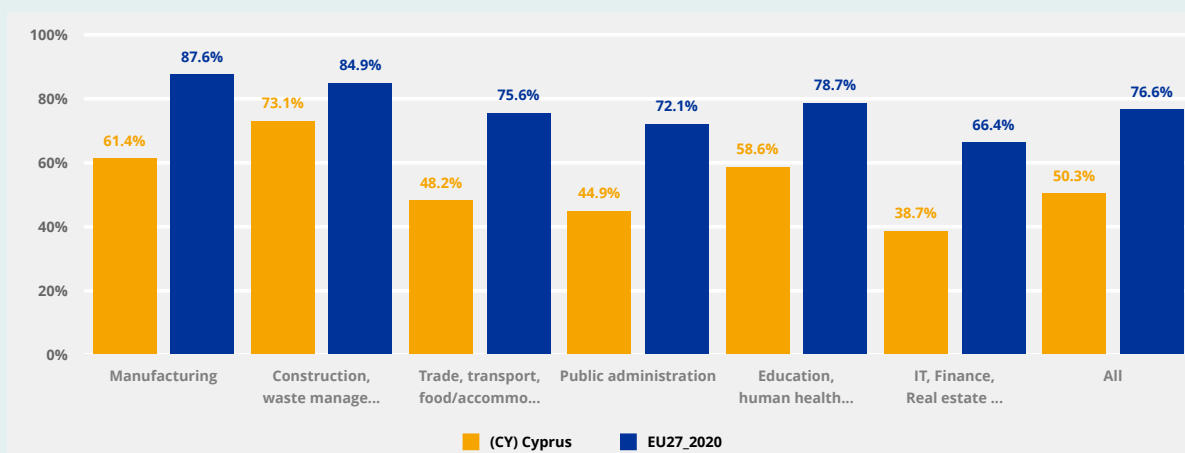
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(CY) Cyprus	69
Sitting	(CY) Cyprus	55
Loads	(CY) Cyprus	28
Movements	(CY) Cyprus	80
Lifting and moving	(CY) Cyprus	7

## OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

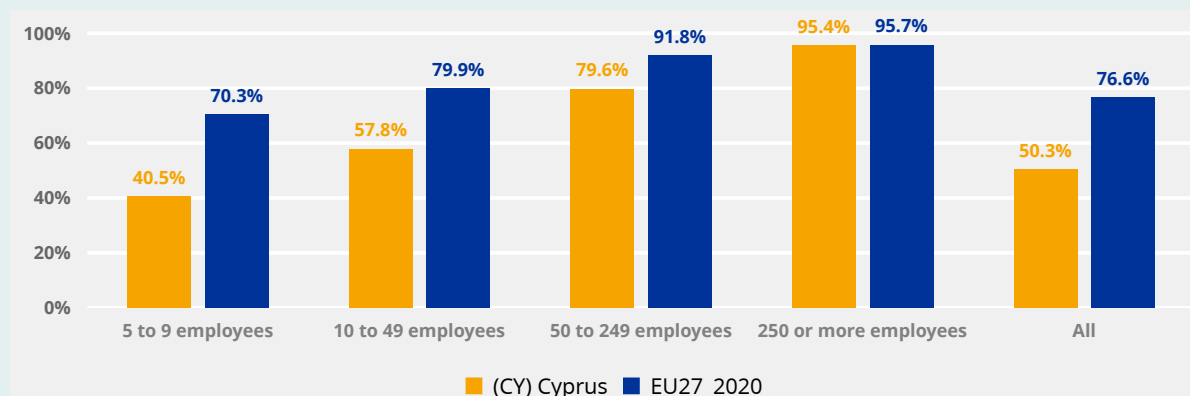
### Does your establishment regularly carry out workplace risk assessments? - Sector



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(CY) Cyprus	61.4	EU27_2020	87.6
Construction, waste management, water and electricity supply	(CY) Cyprus	73.1	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(CY) Cyprus	48.2	EU27_2020	75.6
Public administration	(CY) Cyprus	44.9	EU27_2020	72.1
Education, human health and social work activities	(CY) Cyprus	58.6	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(CY) Cyprus	38.7	EU27_2020	66.4
All	(CY) Cyprus	50.3	EU27_2020	76.6

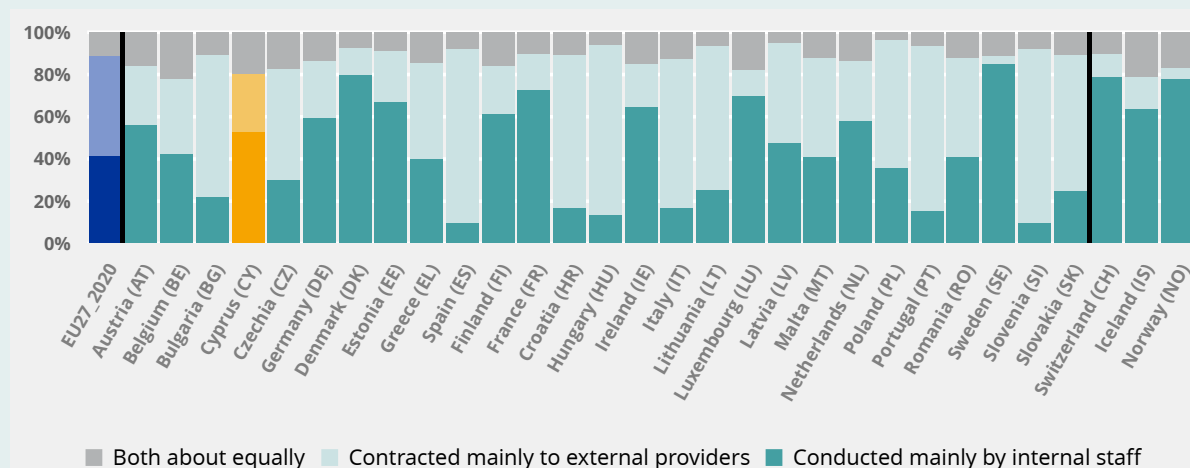
## Does your establishment regularly carry out workplace risk assessments? - Establishment size



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : “Does your establishment regularly carry out workplace risk assessments?”

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(CY) Cyprus	40.5	EU27_2020	70.3
10 to 49 employees	(CY) Cyprus	57.8	EU27_2020	79.9
50 to 249 employees	(CY) Cyprus	79.6	EU27_2020	91.8
250 or more employees	(CY) Cyprus	95.4	EU27_2020	95.7
All	(CY) Cyprus	50.3	EU27_2020	76.6

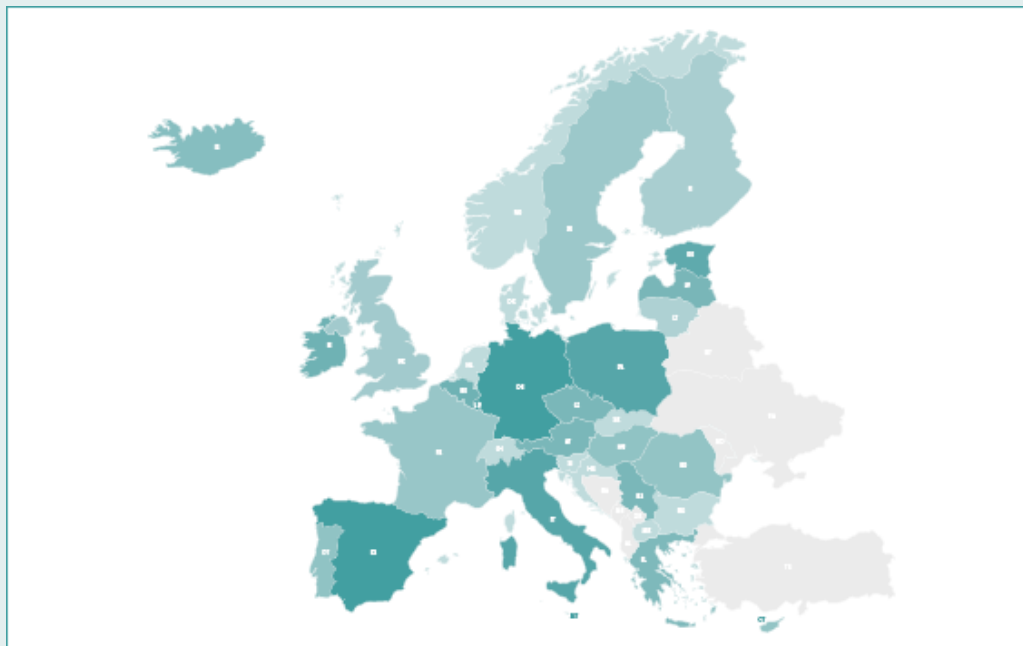
## Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?”

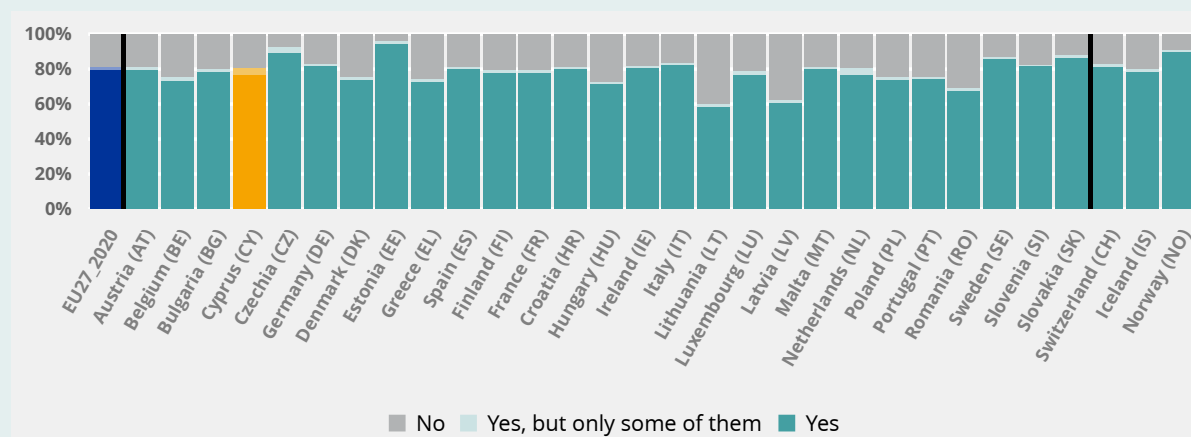
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Cyprus (CY)	19.6	27.7	52.7

## Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

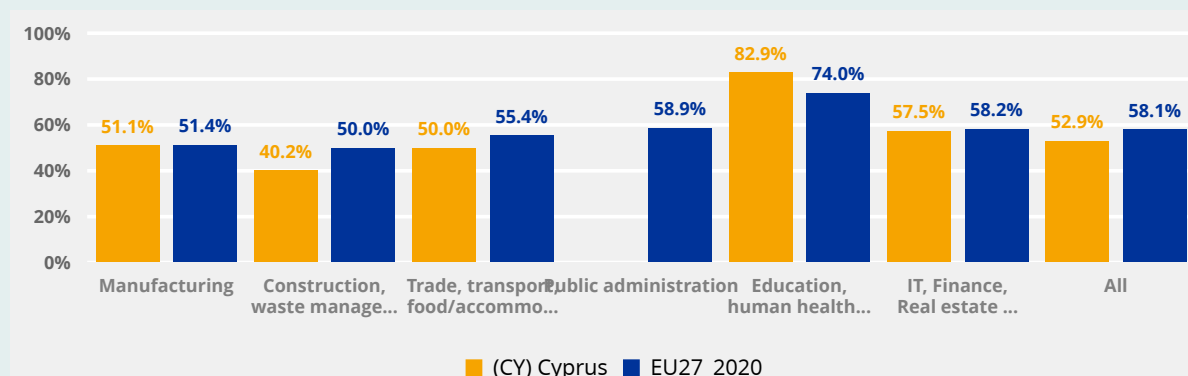
## Are the health and safety representatives provided with any training during work time?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Cyprus (CY)	19.1	4.2	76.7

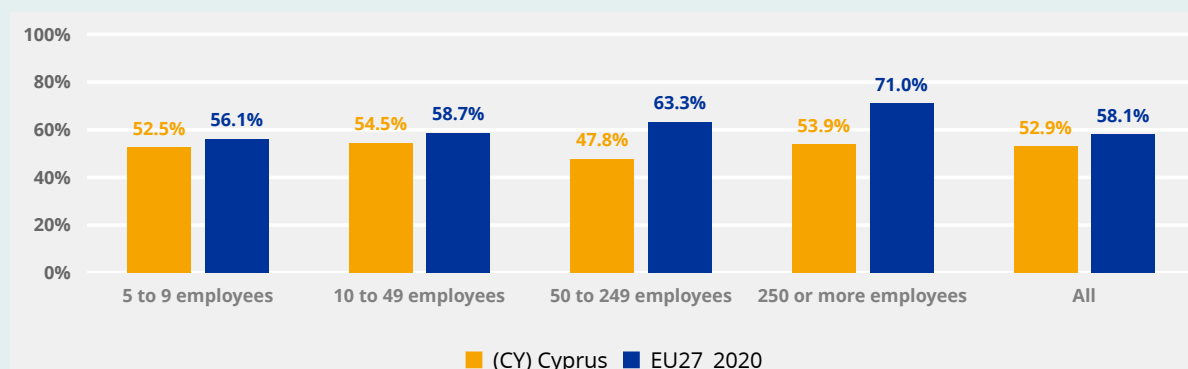
## Did the employees have a role in the design and set-up of measures to address psychosocial risks? - Sector



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(CY) Cyprus	51.1	EU27_2020	51.4
Construction, waste management, water and electricity supply	(CY) Cyprus	40.2	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(CY) Cyprus	50	EU27_2020	55.4
Public administration	(CY) Cyprus	0	EU27_2020	58.9
Education, human health and social work activities	(CY) Cyprus	82.9	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(CY) Cyprus	57.5	EU27_2020	58.2
All	(CY) Cyprus	52.9	EU27_2020	58.1

## Did the employees have a role in the design and set-up of measures to address psychosocial risks? - Establishment size



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(CY) Cyprus	52.5	EU27_2020	56.1
10 to 49 employees	(CY) Cyprus	54.5	EU27_2020	58.7
50 to 249 employees	(CY) Cyprus	47.8	EU27_2020	63.3
250 or more employees	(CY) Cyprus	53.9	EU27_2020	71
All	(CY) Cyprus	52.9	EU27_2020	58.1

## OSH outcomes and working conditions

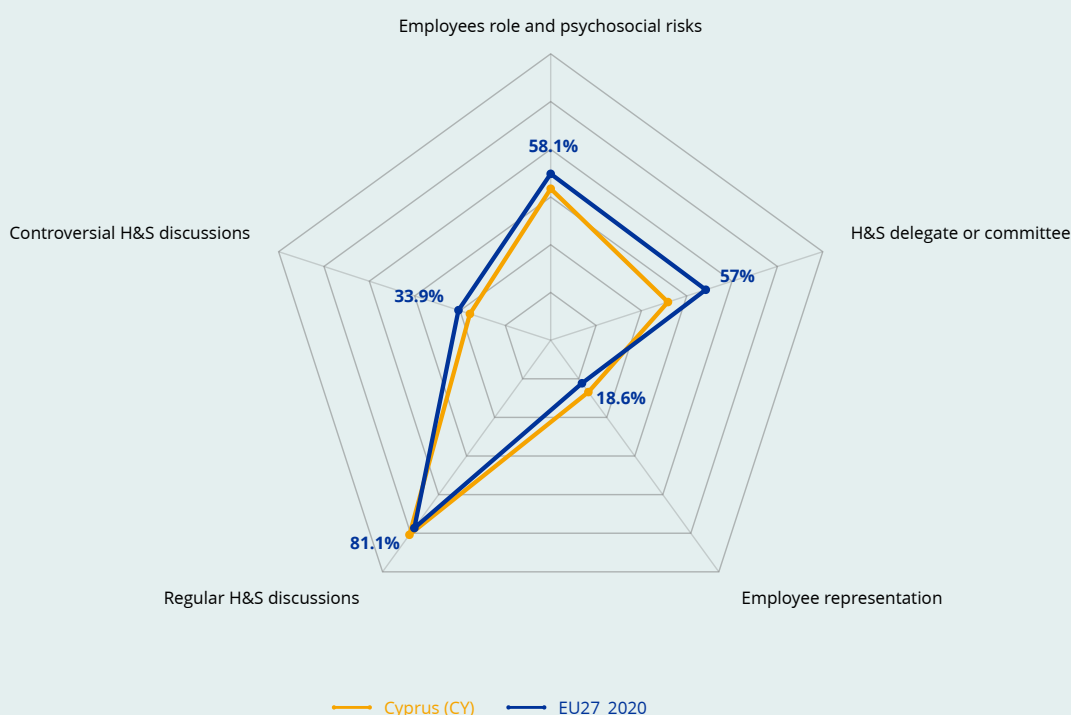
### Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

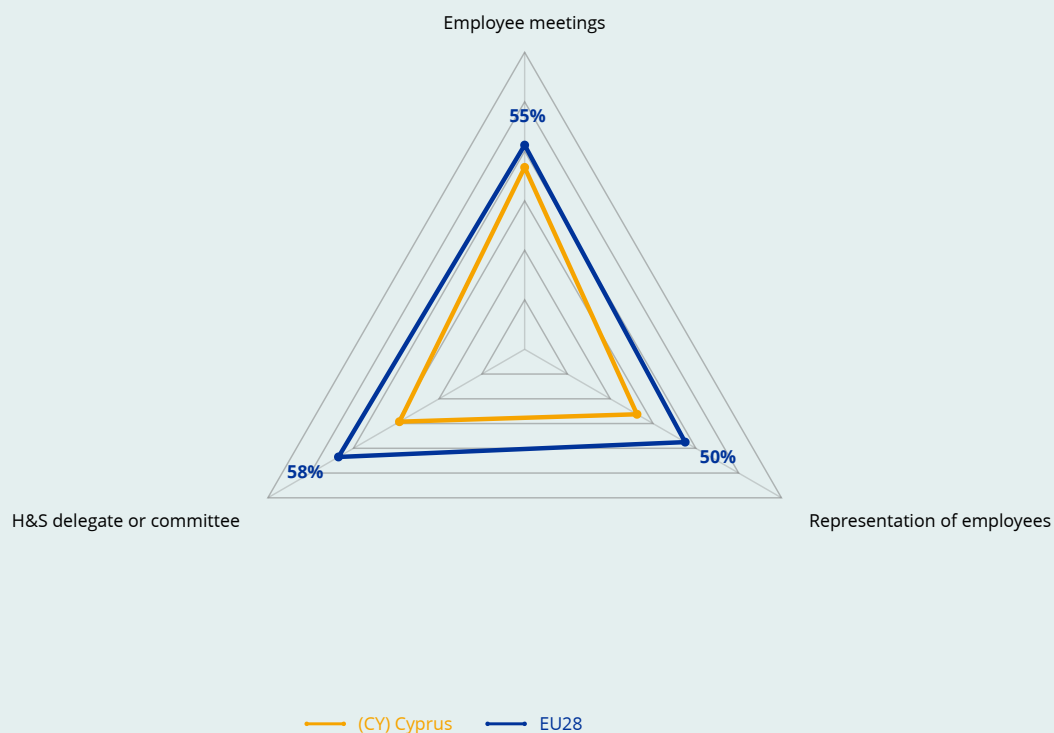
#### Worker involvement

##### ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	EU27_2020	58.1
H&S delegate or committee	EU27_2020	57
Employee representation	EU27_2020	18.6
Regular H&S discussions	EU27_2020	81.1
Controversial H&S discussions	EU27_2020	33.9
Employees role and psychosocial risks	Cyprus (CY)	52.9
H&S delegate or committee	Cyprus (CY)	43.1
Employee representation	Cyprus (CY)	22.4
Regular H&S discussions	Cyprus (CY)	84
Controversial H&S discussions	Cyprus (CY)	29.7

## EWCS



Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(CY) Cyprus	49
Representation of employees	(CY) Cyprus	35
H&S delegate or committee	(CY) Cyprus	39

## OSH infrastructure Enforcement capacity

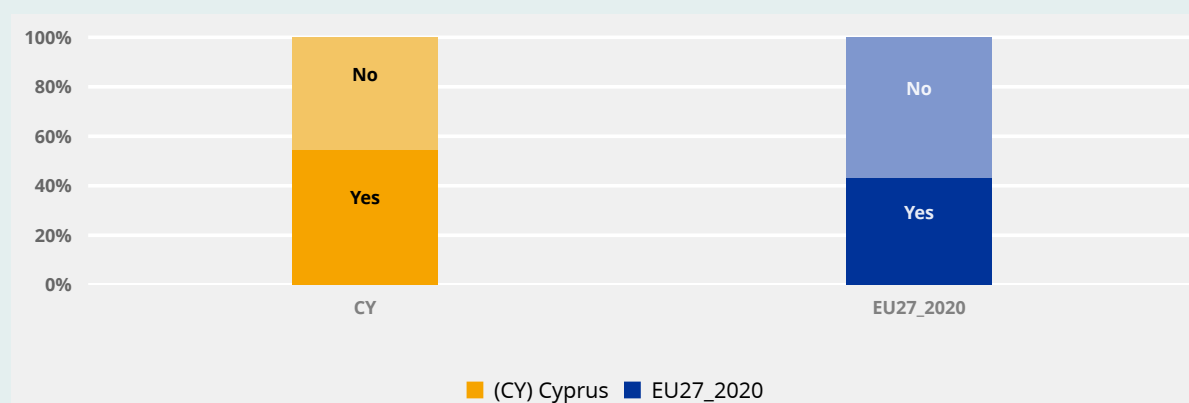
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

### % of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(CY) Cyprus	54.7	45.3
EU27_2020	43.2	56.8

### Authority

Department of Labour Inspection

See more in OSH Authorities in the Labour Inspection section or in the website

### Scope of the Labor Inspection

The scope of the Labour Inspectorate (DLI) is to safeguard suitable and sufficient levels of safety and health at work for all employed persons, the protection of the public from work activities, the preservation of air quality and its improvement when it is necessary, as well as the protection of employees, the public and the environment by effectively controlling air industrial pollution, the risks of large scale accidents arising from the use of chemical substances and from radiation.

Functionally, the DLI comprises of the Safety and Health Sector, which consists of four Sections, and four other Sections, as listed below:

- Safety and Health Sector, which includes the Awareness Raising and Horizontal Issues Section, the Services and Chemical Industry Section, the Manufacturing and Construction Section and the Control of Chemical Substances Section.
- Machinery and Equipment Section
- Control of Industrial Pollution and Safety of Petroleum Installations Section
- Air Quality Control Section
- Radiation Protection Section

Deployment of the limited resources of DLI is continuously adjusted to better target the Department's annual inspection programme.



## Inspector powers

«(An Inspector appointed under Section 40, is empowered, for the purposes of the Law, to perform anyone or all of the following actions:

- (a) To enter, without obstruction and without any advance notice, any place of work, excluding domestic premises, which he has reasonable cause to believe it is necessary for him to enter at any reasonable time, or at any other time he believes there exists a condition that may cause imminent danger of serious personal harm or damage to the environment. Provided that entry into domestic premises can be effected after securing the consent of the owner.
- (b) To be accompanied by police officer if he has reasonable cause to believe that he will be obstructed in exercising his powers of in the execution of his duty. A police officer shall be under a duty to accompany an Inspector whenever so requested by the Inspector
- (c) To be accompanied by any other person and carry with him any equipment or materials required for any purpose for which the power of entry is being exercised
- (d) To make such examinations, tests, inspections and investigations, as may be necessary, in order to verify compliance with the provisions of this Law and to make arrangements so that any other person can carry out tests, examinations and measurements as they are deemed necessary in exercising his powers.
- (e) To require the presentation of any record, certificate, notification or document which is kept for the purposes of this Law as well as any other book or document, which we should examine for the purposes of any inspection, examination or investigation and to inspect, examine and copy any of the above
- (f) To require any person, whom he has reasonable cause to believe to be able to give any information relevant to any inspection or examination, investigation or clarification, to answer relevant questions alone or in the presence of any other person whom the Inspector may allow to be present and to require the person to sign a declaration of the truth of his answers.
- (g) To require any person in the workplace to afford him such facilities and assistance, with respect to any matter within that person's control or responsibility as are necessary to enable the Inspector to exercise any of the powers conferred on him by this Section and, more specifically, to require any person to provide him or any other person he can take with him in accordance with paragraph (c) and (d) of this subsection:
  - 1. safe access to any part of the premises, and
  - 2. any other reasonably available means to carry out any tests measurements, inspections, or examinations he deems reasonably necessary for exercising his powers.
- (h) To make such measurements or photographs and make such recordings as he considers necessary for the purpose of any inspection, examination, investigation or survey in accordance with this Section
- (i) To take or remove samples of any article or substances found in any premises and from the atmosphere in or in the vicinity of any such premises
- (j) To direct that the premises or any part of them or a plant, equipment or substance therein, shall be left undisturbed for so long as is reasonably necessary for the purpose of any test, measurements, examination, investigation or inspection
- (k) In the case of any article or substance found in any premises which he has reasonable cause to believe that they may have imposed or will impose risk, to require them to be dismantled or to be subjected to any process or test but not in a way to cause them damage or destruction unless this is in the circumstances necessary for the purposes of this subsection
  - In the case of any article or substance as is prescribed in the preceding paragraph (i), to take possession of it and detain it for so long as is reasonably necessary for any of the following purposes:
    - 1. To examine it or to do it anything which he has power to do under paragraph (j)
    - 2. To ensure that it is not tampered with before his examination of it is completed
    - 3. To ensure that it is available for use as evidence in any proceedings for an offence under this Law

- Where, under the powers conferred to him by paragraph (k) of subsection (1), the Inspector takes possession of any article or substance found in any place of work, he shall leave there, with a responsible person or if that is impracticable, fixed in a conspicuous position, a notice giving sufficient particulars to identify the article or the substance. Before taking possession of any such substance the Inspector shall, if it is practicable, take sample market in a manner sufficient to identify it.
- Before exercising the power conferred to him by paragraph (j), of subsection (1) the Inspector shall consult such persons as appeared to him appropriate for the purpose of ascertaining what probable risks may arise in doing anything which he proposed under that power»

## Strategy/Plan

Every year a draft of the Annual Inspection Programme which usually includes a regular programme of inspections as well as specific inspections in the context of small campaigns, is prepared by the Headquarters (Coordinated by the Manufacturing and Construction Section) and discussed with the District Offices before it is finalized.

The setting of priorities for the preparation of the programme for 2016 was based on various criteria, which include,

- the impact of the economic crisis in various sectors of economic activities,
- the results of the implementation of the long-term Strategy of Cyprus on Safety and Health at Work that has been drawn on the basis of the European Union Strategy on Safety and Health at Work for the period 2007-2012,
- the implementation of the National Strategy for the period 2013-2020,
- the subject of the European Agency for Safety and Health at Work (EU-OSHA) campaign for the period 2016 – 2017 “Healthy workplaces for all ages”,
- the subject of the Senior Labour Inspection (SLIC) Campaign “Health and Safety of Part Time Workers”,
- the analysis of accidents reported in recent years by sector of economic activity, especially in the manufacturing sector, accommodation and food services activities construction and agriculture,
- the results of inspections of the last two years, as well as relevant suggestions of inspectors,
- the need to support small and medium enterprises (SMEs) regarding the preparation of written risk assessments,
- the need to improve inspection effectiveness and efficiency,
- the need to improve legislation enforcement as well as to improve compliance through the use of legal tools such as the issuing of improvement and prohibition notices and prosecution after inspection, or the use of other tools such as the addressing of contravention letters to the dutyholders
- the occasional or specific suggestions of the Social Partners
- Cyprus obligations towards the European and International Organizations.

## OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



### Cyprus

#### OSH statistics

Statistical Analysis of Accidents - Year 2017 (Report)

**Data holder:**

Department of Labour Inspection (DLI)

**Functionalities:**

- Monitoring of work accidents - annually (2008-2014)

Annual Reports of Accidents - Year 2018

**Data holder:**

Department of Labour Inspection

**Functionalities:**

- Monitoring of occupational diseases - annually (2008-2014)

European Social Charter

**Data holder:**

Council of Europe

**Functionalities:**

- Monitoring of occupational diseases

ASSESSMENT OF THE SITUATION IN CYPRUS CONCERNING THE PHYSICAL AND MENTAL DISEASES OF WORKERS

**Data holder:**

Prepared for the DEPARTMENT OF LABOUR INSPECTION BY CYMAR MARKET RESEARCH LTD

**Functionalities:**

- Monitoring of work-related illness

## European Health Interview Survey 2008

### Data holder:

The Statistical Service of Cyprus

### Functionalities:

- Monitoring of work-related illness - (2003 and 2008)

## Surveys

### Results from a Nationwide Survey

- **Focus of the survey:**
  - Management of health and safety in micro-firms in Cyprus – Results from a Nationwide Survey
  - Management of health and safety in micro companies in Cyprus - Results on ergonomic issues
  - Work attitudes and safety performance in micro-firms – Results from a Nationwide Survey: (the opinion of the employees)
- **Time span:** 2012
- **Contact person:** Dr. George Boustras, Director, Centre for Risk and Decision Science, European University Cyprus, 6 Diogenous Street, 2404 Nicosia, Cyprus

## Research Institutes

### Centre for Risk and Decision Sciences (CERIDES)

[Link to the institute](#)

#### Short abstract

The Centre for Risk and Decision Sciences (CERIDES) provides a holistic offer to the academic and business world. The Centre is based on the offering of educational (taught), research and consulting solutions. The Centre has emerged from the synergies that have been identified between the Centre for Risk, Safety and the Environment (CERISE) and the Decision Support and Systems Optimization (DSSO) Laboratory and operates under the auspices of European University Cyprus. It is the first cross-disciplinary, cross-School Center of Excellence of European University Cyprus.

The areas of focus of the Centre of Excellence revolves around the development, use and evaluation of primarily quantitative and to a lesser degree qualitative methods in order to measure, assess, manage and communicate risk, and to analyse, design and implement decision-making mechanisms and systems.

[See more in OSHWiki](#)