

DEPARTMENT OF LABOUR RELATIONS
“Role, Main Tasks and
Impact of Economic Crisis”

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VOLUNTARY SYSTEM OF INDUSTRIAL RELATIONS BASED ON THE ILO GUIDELINES FOR SOCIAL DIALOGUE

ENABLING FACTORS FOR A SUCCESSFUL VOLUNTARY SYSTEM

- **STRONG, INDEPENDENT WORKERS' AND EMPLOYERS' ORGANISATIONS WITH THE NECESSARY ORGANISATIONAL AND TECHNICAL CAPACITY.**
- **POLITICAL WILL AND COMMITMENT OF SOCIAL PARTNERS (EMPLOYERS, EMPLOYEES AND GOVERNMENT) TO FREELY ENGAGE IN SOCIAL DIALOGUE AND TO RESPECT VOLUNTARY AGREEMENTS ON CONFLICT RESOLUTION MECHANISMS**
- **RESPECT FOR THE FUNDAMENTAL RIGHTS OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**
- **APPROPRIATE INSTITUTIONAL SUPPORT**

LONG TRADITION OF SOCIAL DIALOGUE & TRIPARTITE NATIONAL VOLUNTARY AGREEMENTS

➤ **1962: BASIC AGREEMENT FOR LABOUR DISPUTE RESOLUTION**

➤ **1977: INDUSTRIAL RELATIONS CODE**

VOLUNTARY AGREEMENT SIGNED BY THE SOCIAL PARTNERS IN 1977 REPLACING THE BASIC AGREEMENT. GOVERNS CONFLICT RESOLUTION MECHANISMS IN THE PRIVATE AND SEMI-GOVERNMENT SECTORS.

(THIS AGREEMENT IS STILL APPLIED)

➤ **1995: TRIPARTITE DECLARATION/NATIONAL POLICY ON OCCUPATIONAL SAFETY AND HEALTH**

➤ **2004: AGREEMENT ON THE PROCEDURE FOR THE SETTLEMENT OF LABOUR DISPUTES IN ESSENTIAL SERVICES**

➤ **90's – today: EU HARMONISATION, LABOUR, EMPLOYMENT POLICIES, ETC.**

Role of Department of Labour Relations (DLR)

- **MEDIATION IN LABOUR DISPUTES IN PUBLIC & SEMI-GOVERNMENT ORGANISATIONS**
- **RESPONSIBLE FOR THE ENFORCEMENT OF LABOUR LEGISLATION, INCLUDING LABOUR INSPECTION**
- **SAFEGUARDING OF ILO FUNDAMENTAL RIGHTS**
Freedom of Association, Right to Organise, Right to Bargain Collectively

Role of Department of Labour Relations (DLR)

- **PROMOTION OF SOCIAL DIALOGUE**

National, Sectoral & Company Level

- **TRADE UNION REGISTRAR SERVICE**

Trade Union Law, Trade Union Recognition for Collective Bargaining Purposes

- **COORDINATING AND PARTICIPATING IN SPECIAL LABOUR INSPECTION TEAMS COMBATING ILLEGAL AND UNDECLARED WORK**

Effects of the Crisis on Labour Relations

TRADE UNION DENSITY CONTINUOUSLY DECREASING

2007	2008	2009 (Preliminary)	2010 (Preliminary)	2011 (Preliminary)	2012 (Projected)
54%	51%	50%	48%	46,7%	45,9%

LABOUR DISPUTES SUBMITTED TO DLR FOR MEDIATION

2007	2008	2009	2010	2011	2012 (up to 27/11)
212	185	296	250	314	286

STRIKES

2007	2008	2009	2010	2011	2012 (up to 27/11)
8	8	6	4	14	53

LABOUR LAW INSPECTIONS

2008	2009	2010	2011	2012 *
3679	5670	7399	5960	5434

CASES SENT TO THE INDUSTRIAL DISPUTES COURT

2008	2009	2010	2011	2012 *
64	138	400	516	363

*(up to September, excluding Larnaca & Paphos districts)

Effects of the Crisis on Labour Relations

- **SOCIAL DIALOGUE STRUCTURES UNDER PRESSURE DUE TO EFFECTS OF CRISIS & NEGOTIATIONS ON TROIKA PROGRAMME**

From National, to Sectoral, to Company Level

- **DISTURBANCE OF THE BALANCE OF POWER BETWEEN EMPLOYER AND EMPLOYEE ORGANISATIONS EXPECTED TO CONTINUE TO CAUSE INCREASED TENSION**

Increased Number of Labour Disputes, Complaints, Strikes, Decrease in collective agreement coverage, Continuation of Downward Trend of Trade Union Density

- **CONSTANT EFFORTS TO ENSURE THAT BOTH LABOUR LEGISLATION AND THE SYSTEM OF INDUSTRIAL RELATIONS (INCLUDING SOCIAL DIALOGUE STRUCTURES) FUNCTION IN AN ADEQUATE MANNER.**

Draft Law to increase fines for Protection of Wages & to Provide the Court the right to issue a writ for the payment of due wages.

New legislation for the Trade Union Representativeness for collective bargaining purposes

THANK YOU FOR YOUR ATTENTION