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WORK-LIFE BALANCE

The Cyprus situation

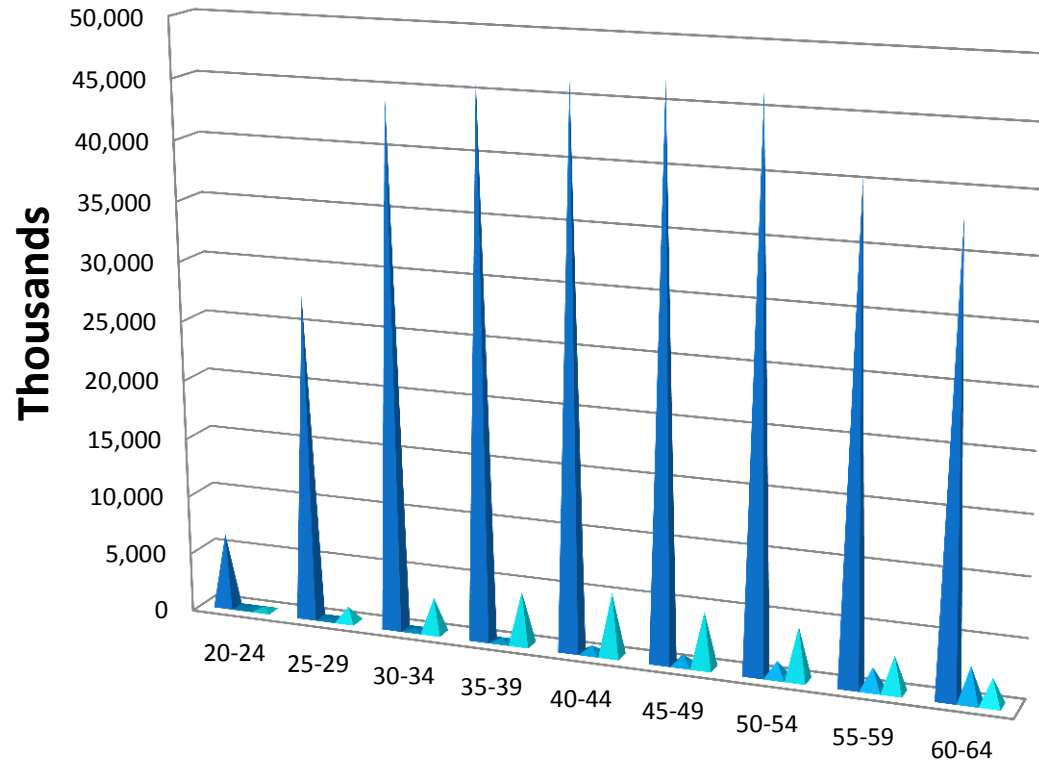
Argyrou Argyris

Cyprus Union of Bank Employees (ETYK)



Statistics
Family structure
Labour force structure
Legislative improvements
Union's point of view

SENSUS 2011



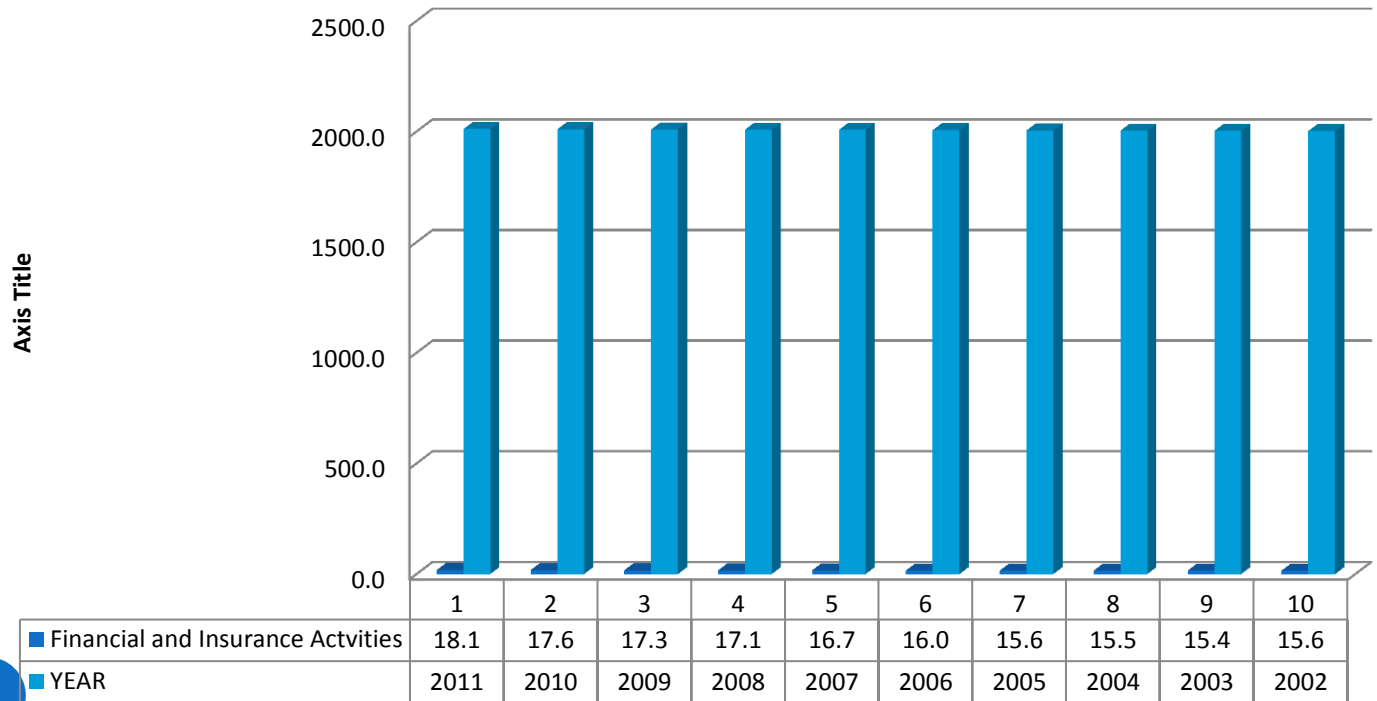
Persons under threat due to family status are increase

TABLE 8. LABOUR FORCE PARTICIPATION RATES BY AGE GROUP AND SEX 2011

Ποσοστά - Rates

Ηλικία Age Group	2011														
	1ο Τρίμηνο 1st Quarter			2ο Τρίμηνο 2nd Quarter			3ο Τρίμηνο 3rd Quarter			4ο Τρίμηνο 4th Quarter			Μέσος όρος Έτους Year Average		
	Σύνολο Total	Άνδρες Males	Γυναίκες Females	Σύνολο Total	Άνδρες Males	Γυναίκες Females	Σύνολο Total	Άνδρες Males	Γυναίκες Females	Σύνολο Total	Άνδρες Males	Γυναίκες Females	Σύνολο Total	Άνδρες Males	Γυναίκες Females
ΣΥΝΟΛΟ - TOTAL	64,4	71,4	58,1	64,1	71,1	57,9	63,2	70,4	56,7	63,2	70,0	57,1	63,7	70,7	57,5
15-64	74,1	80,6	68,2	74,1	80,7	68,0	72,9	80,2	66,3	73,1	79,9	67,0	73,5	80,4	67,4
15-24	40,9	42,3	39,7	39,6	41,6	37,9	36,7	39,7	34,2	38,1	41,9	34,7	38,8	41,4	36,6
25-54	87,2	93,0	82,0	87,6	93,7	82,1	86,8	92,9	81,4	87,4	92,7	82,6	87,3	93,1	82,0
55-64	58,8	73,9	44,1	58,7	73,1	44,6	57,3	73,2	41,8	55,7	71,6	40,3	57,6	72,9	42,7
65+	12,5	20,5	5,7	11,0	17,7	5,2	11,1	16,6	6,4	10,2	15,3	5,9	11,2	17,5	5,8

2,5% INCREASE OF THE EMPLOYEES IN THE SECTOR



The Sector of Financial and Insurance Activities was increase by 2.5% over the last 10 years

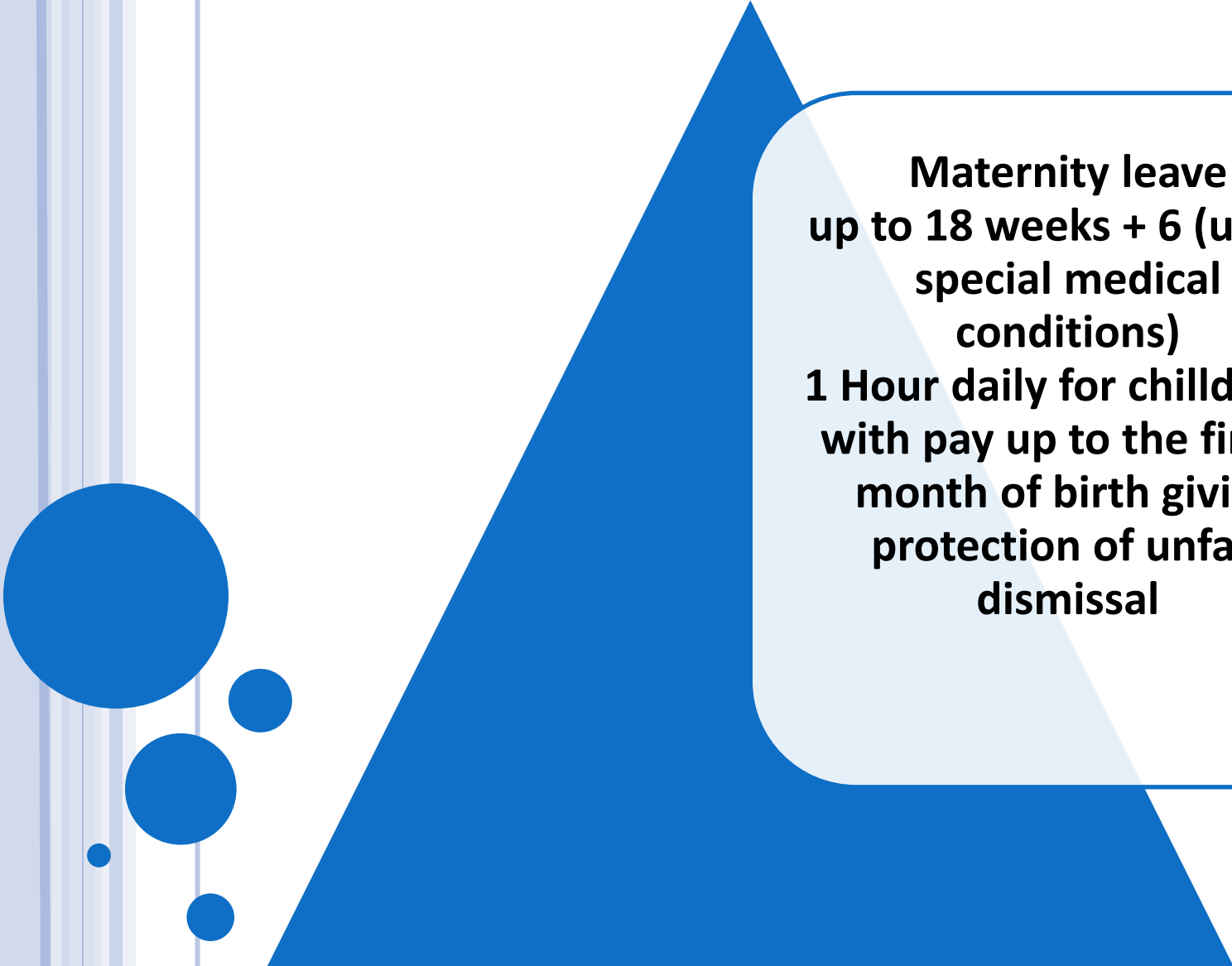
LEGISLATIVE IMPROVEMENTS

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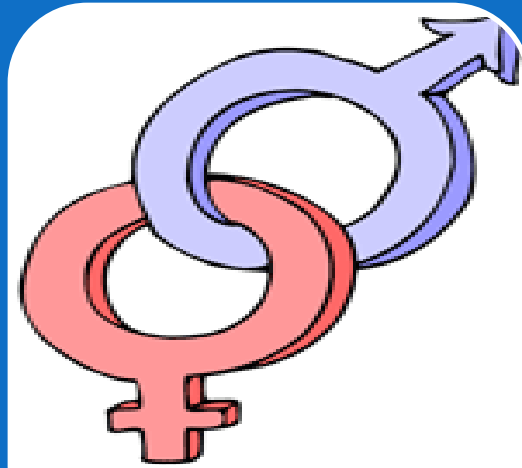
Maternity

**Parental Leave &
Leave on Grounds
of Force Majeure**

Part Time Work

The slide features several decorative blue elements: a large blue triangle on the right side, a cluster of five blue circles of varying sizes on the left side, and a light blue rounded rectangle containing the text on the right side.

**Maternity leave
up to 18 weeks + 6 (under
special medical
conditions)
1 Hour daily for child care
with pay up to the first 9
month of birth giving
protection of unfair
dismissal**



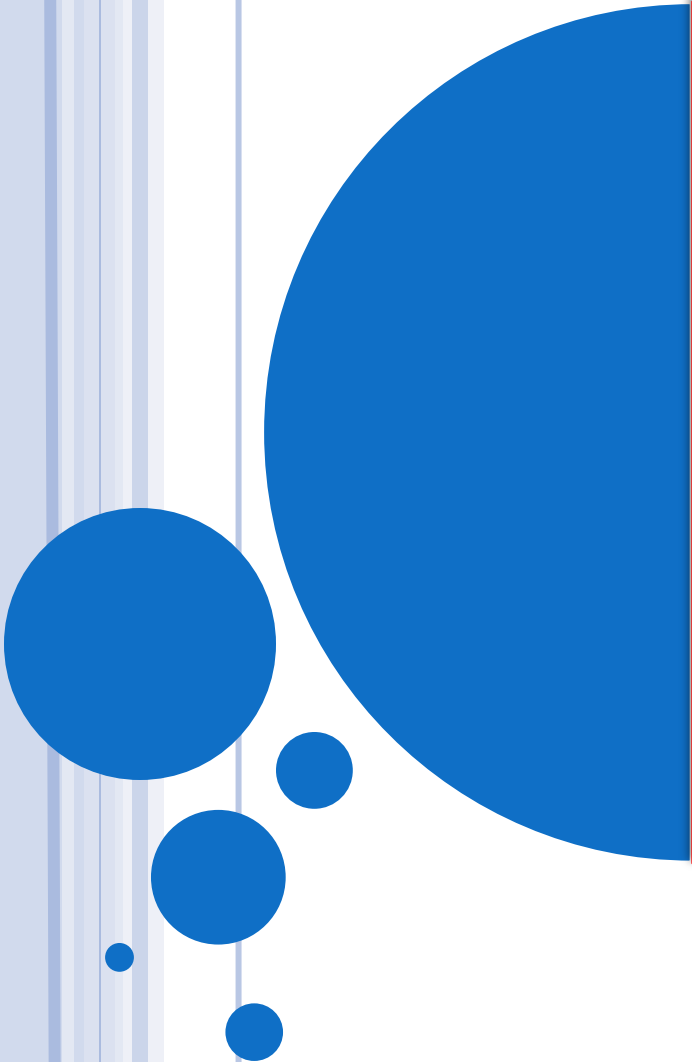
Employee rights regarding parental leave

Any employed parent, man or woman, is entitled to take unpaid parental leave of a total duration of up to 18 weeks, for widows up to 23 weeks . Within 8 years of birth or adoption

This right is individual and transferable under conditions. 2 weeks must be taken IN order to have the right to transfer 2 weeks.
The legislation is harmonize toy EU Directive

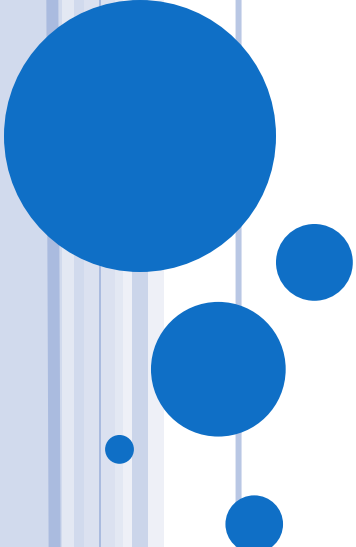


**LEAVE ON GROUNDS
OF FORCE MAJEURE
7 days per year
unpaid and not
transferable**

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**The Part-Time Work Employees
(Prohibition of Unfavourable Treatment)
eliminate discrimination against part-
time employees and improve the quality
of part-time work promote the
development of part time work on a
voluntary basis and contribute to the
flexible organisation of the working time,
taking into account the needs of both
employers and employees.**

Union's point of view

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ETYK through the collective agreements has successfully implement all the above legislative provisions and improved them for members benefit.

Union's point of view



We are demanding for better childcare centers ,and employers subsidy.

As union participating to the Equal Project “ELANI” and we contribute to social dialogue for the issue.

More action must be taken towards work life balance



**Thanks for your
attention**

