

Cyprus

Main indicators and characteristics of collective bargaining

This note presents the main indicators and characteristics of collective bargaining in Cyprus for 2019 or the latest year available. The purpose of this note is to provide a snapshot of the functioning of collective bargaining in Cyprus that can be used for comparisons with other countries in the database. Therefore, this note does not provide a precise description of the legal provisions or standard practices in Cyprus but only a general summary.

The first version of the OECD and AIAS, Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts (ICTWSS) database has been released in February 2021 and has been produced with the financial assistance of the European Union Programme for Employment and Social Innovation “EaSI” (2014-2020), VS/2019/0185. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

The OECD/AIAS ICTWSS database together with its codebook, a note on methodology and sources and a glossary is publicly available at www.oecd.org/employment/ictwss-database.htm. For any information or correction, please contact CollectiveBargaining@oecd.org.

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Information on the data for Cyprus appearing in this document

Note by Turkey: *The information in this document with reference to “Cyprus” relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognises the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of the United Nations, Turkey shall preserve its position concerning the “Cyprus issue”.*

Note by all the European Union Member States of the OECD and the European Union: *The Republic of Cyprus is recognised by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.*

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The actors and scope of collective bargaining

<i>Trade union density (% of employees)</i>	43.3% (in 2016)
<i>Adjusted bargaining (or union) coverage rate (% of employees with the right to bargain)</i>	43.3% (in 2016)
<i>Employer organisation density (% of employees)</i>	66.1% (in 2018)

Wage setting

<i>The predominant level at which wage bargaining takes place (in terms of coverage of employees)</i>	Intermediate or alternating between sector and company bargaining
<i>The combination of levels at which collective bargaining over wages takes place</i>	Sectoral (separate branches of the economy) and company, with company agreements that specify, or deviate from, sectoral agreements, guidelines or targets
<i>Reach or incidence of additional enterprise bargaining</i>	No additional enterprise-bargaining
<i>Favourability</i>	Hierarchy between levels is undefined and a matter for the negotiating parties (not fixed in law)
<i>Opening clauses in sectoral collective agreements</i>	Agreements contain no opening clauses
<i>Crisis-related, temporary opening clauses in collective agreement</i>	Agreements contain no opening clauses
<i>Mandatory extension of collective agreements to non-organised employers</i>	There are neither legal provisions for mandatory extension, nor is there a functional equivalent
<i>Is there a statutory minimum wage in your country?</i>	No, the statutory minimum wage(s) cover(s) specific sectors, occupations and/or regions only

Wage co-ordination

<i>Coordination of wage-setting</i>	Some coordination of wage setting, based on pattern setting by major companies, sectors, government wage policies in the public sector, judicial awards, or minimum wage policies
<i>Type of coordination of wage setting</i>	Intra-associational (“informal centralisation”)

Works councils and employee representation in the enterprise

<i>Status of works council</i>	Works council or similar (union or non-union) based institutions of employee representation confronting management do not exist or are exceptional
<i>Involvement of works councils (or similar structures) in wage negotiations</i>	Not applicable (no works councils)

Social pacts and agreements

<i>A social pact or central agreement is signed in specified year</i>	No
<i>Existence of a tripartite council for the purpose of negotiation, consultation or information exchange over social and economic policies</i>	Tripartite council with representation from the trade unions, employers’ associations, and independent experts or government (-appointed) representatives