



Keeping up to date with the latest news on Human Resource issues and developments as well as Association news.

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Interesting Quotes

"I may not be able to change the past, but I can influence the present and in doing so, create a more positive future." *Paul McGee, Author*

"What is in you, let it out. What you really want to do, do it. Don't yield to doubt." *Laurence G. Boldt, Author, speaker and Career Consultant*

"Whatever you can do or dream you can, begin it. Boldness has genius, power and magic in it. Begin it now." *Johann Wolfgang van Goethe, German poet, novelist, playwright, courtier, and natural philosopher*

1. Welcome Note

Welcome back to another issue of Human.Net. It has already been an eventful year for all of us not only with the recent Presidential Elections, but also within the Association with the many activities and events already organized and those in the pipeline. We are here again to give you an update not only on recent news, on future events in Cyprus and the World, but also to give you food for thought through our Bright Ideas, an HR lesson from the Movie world and a little entertainment! We hope you will find something of interest and would welcome your own contributions in future issues.

From the Editor

2. HR in black & white

Unemployment: According to statistics prepared by the European Statistics Services (Eurostat) the unemployment rate in Cyprus was 3.9% for December 2007 while in the EU it was 6.8% and in the Euro-zone 7.2%. Based on the National Statistical Service, during the last five years, the employment in the sectors of wholesale, retail, construction and hotels and restaurants has increased. The only sector which has shown a reduction in employment is agriculture.

Employment updates:

- The total number of people employed in Cyprus was 369,800 for 2007.
- Youth unemployment for 2007 has dropped to 9,8% as compared to last years' 10,9%
- The number of unemployed at the end of 2007 has dropped to 12,000.

Employment expectation:

According to a new study commissioned by the Human Resources Development Authority, titled "Forecasts of employment in Cypriot economy 2008-2018" we have the following facts and forecasts:

- The total number of employees will increase to 472,024 in 2018 from the 375,183 in 2008. This is an increase of 25.8%.
- The services sector will have the greatest increase (79%).
- Construction, education and real estate are the sectors with the greatest number of new positions.
- The Information Technology sector is expected to have the higher growth rate per year (6.6%)

Salaries: Athanasios Orphanides, the Governor of the Central Bank, has recently stated that there should be a correlation between the increase in salaries and productivity. This statement has caused reactions from many areas of the business community.

Cyprus 3rd in Europe in Innovation and Entrepreneurship: Cyprus has been confirmed as 3rd among all the European Union members (27) in Innovation and Entrepreneurship! For such a small country, that is indeed a huge achievement. Let's see what the results of this achievement will be!

Mobility in the European Union

The European Union is in the middle of a three year project, started in 2007 to promote Mobility of talent among the Union members. With a focus on reducing the differences in social security systems, removing bureaucratic processes and investment in the further development of the existing tools available to job-seekers across the Union, the hope is that talent pools that exist in some countries can be tapped by others who have shortfalls in the same profession. With a global talent shortage that is growing at an accelerated pace, without such action, many economies are likely to struggle. Already 6,5 million places have been created over the past 2 years and over 5 million more are expected upto 2009 following the Lisbon Strategy for Development and Employment. Yet, although approximately half of Europeans declare that they are pleased with the opportunities for work outside their country, less than 2% of Europeans actually do take up jobs beyond their national borders.

6. HR Forthcoming Events

CYPRUS

March 19, 2008

Corporate Paintball

In coordination with IMH

Held at: Lapatsa Paintball Grounds

March 27, 2008

Business Breakfast – Coaching

Presenter: Mrs. Chris Mathas

Held at: Hilton Hotel

April 7th to 11th 2008

Exchange visit to Malta

In coordination with the FHRD, Malta

Funded by the Leonardo da Vinci Mobility

Programme

April 9, 2008

Workshop - Reward Management

Trainer: Eugenia Papadopoulou

Held at: Bank of Cyprus Training Centre, Latsia

INTERNATIONAL

April 14 to 17, 2008

WFPMA (World Federation of Personnel Management Associations)

World Congress, organized by the CIPD

Held at: ExCeL, London

May 15 to 17, 2008

BHRMDA (Bulgarian Human Resource Management and

Development Association)

Annual Conference

Held at: Sunny Beach, Bulgaria

June 5 to 6, 2008

DGFP (Deutsche Gesellschaft für Personalführung e.V.)

Annual Conference

Held at: Weisbaden, Germany

September 16 to 18, 2008

CIPD (Chartered Institute of Personnel and Development)

Annual Conference and Exhibition

Held at: Harrogate, UK

7. Makes you think.!

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