



# Human.Net



Issue 44 – December 2015

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

## Contents

01. Welcome Note
02. Bright Idea
03. HR in Black & White
04. News from European Union
05. HR on Screen
06. Book Review
07. Career Pathways of Members
08. Makes You Think!
09. HR Forthcoming Events
10. Editorial Team (for feedback)

## Interesting Quotes



## Ready for the Office Christmas Party organized by the HR Department?

*“For just one night let’s not be co-workers. Let’s be co-people”.*

– **Ron Burgundy (Will Ferrell)**

*from the Movie “Anchorman: The Legend of Ron Burgundy (2004)”*

## 1. Welcome Note from the Editor



*Yota Tsiokri*

Dear Readers,

We are delighted to bring you another issue of the Human.Net!

In this issue you can read among others, attention-grabbing findings from the most recent survey on Working Conditions by the European Union and get an insight of the current trends on employment patterns. Arianna’s Huffington book review named “Thrive” challenges us to give a fresh look on our working lives and search for the real meaning of life we deserve. Do you have a bad day? If so, read our Bright Ideas and turn it around!

In HR on Screen column we present Hippocrates, a thought provoking French film about the experiences of two intern doctors who both aim to perform their best while they approach their job from different angles, depending on their background in life. Benjamin on one hand is dynamic, career oriented with potential who soon realizes though that practicing medicine is not a road full of roses and he has to make hard choices. Abdel on the other, is compassionate and caring who dares to bypass procedures for the sake of his patients. The film also uncovers the darker side of hospital reality displaying problems of low pay, long shift hours, budget cuts, supply shortages and understaffing.

Allow me to wish all the best to the endeavours of Marios Charalambides, Andri Chatzikonstanti, Costas Nicolaides and Christiana Palla, our Association co-members who recently made a career move.

I am sure you will enjoy reading this issue.

*As for these festive days, I wish you all Love, Peace and Joy, the true meaning of Christmas. The true meaning of Life!*

## 2. Bright Idea

### HOW TO TURN A BAD DAY AROUND

Studies show that when you’re positive, you’re 31% more productive, you’re 40% more likely to receive a promotion, you have 23% fewer health-related effects from stress and your creativity rates triple. You can turn a bad day into a good one and here are some ways:

**Pinpoint the problem:** It is important to catch your bad mood as soon as possible and it is also important to pinpoint and name what’s going on. Having a concrete reason for your unhappiness gives you something to work on.

**Take a moment to be grateful:** Consider the good things for you, saying them out loud or writing them down.

**Take action:** Take a single concrete action...don’t hesitate to do some little things you have in your mind, even choosing a healthier snack can bring you in a positive mood. The effect is even stronger if the action you take benefits someone else.

**Change your routine:** A change of scenery can help. Drive around, take a walk. The key is to put yourself in a different physical location. You can also do something you enjoy.

**Reset realistic expectations:** Don’t have unrealistic expectations. Highlight what progress you have made. Make a list of short, attainable goals for the rest of the day.

**Learn from your bad days to prevent future ones:** Take notes of what went wrong in a bad day of yours so next time, you can stay away from those situations or at least know how you’re likely to react if you’re triggered.

*The Bright Idea was adopted from “[How to Turn a Bad Day Around](#)” by Amy Gallo, Harvard Business Review*



### 3. HR in Black & White

#### LATEST FIGURES: REGISTERED UNEMPLOYED, NOVEMBER 2015

The unemployed persons, registered at the District Labour Offices on the last day of November 2015, reached 43.602 persons. Based on the seasonally adjusted data that shows the trend of unemployment, the number of registered unemployed for November 2015 increased to 42.311 persons in comparison to 41.767 in the previous month.

In comparison with November 2014, a decrease of 4.001 persons or 8,4% was recorded which was mainly observed in the sectors of construction (a decrease of 1.147 unemployed persons), public administration (a decrease of 1.033), manufacturing (a decrease of 637), trade (a decrease of 564), financial and insurance activities (a decrease of 413) and education (a decrease of 244).

Source: [www.mof.gov.cy](http://www.mof.gov.cy)

#### SCHEME PROVIDING INCENTIVES FOR EMPLOYMENT OF THE LONG-TERM UNEMPLOYED - EXTENSION OF THE 4TH CALL FOR APPLICATIONS

The Ministry of Labour, Welfare and Social Insurance has announced an extension of the application submission deadline for the scheme providing incentives for hiring long-term unemployed individuals. The new submission deadline is now set on December 31, 2015. The objective of the scheme is to provide financial assistance to employers of 60% of the employee's wage cost with maximum amount of € 6,000. The subsidy will be given only for the first ten months of employment and with employer's obligation of additional employment of the subsidized for two additional months without funding. Employers who are interested to participate in the scheme may download the application form from the Department of Labor website at [www.mlsi.gov.cy/dl](http://www.mlsi.gov.cy/dl). Further information may also be obtained from the Labour Department and the District or Local Offices of the Public Employment Service (PES).

Source: [www.mlsi.gov.cy](http://www.mlsi.gov.cy)

#### WORLD ECONOMIC FORUM ANNUAL REPORT - CYPRUS NEAR BOTTOM ON GENDER EQUALITY

This year's World Economic Forum annual report focuses on all aspects of the gender gap in 145 countries, covering economics, education, health and political empowerment. Cyprus is ranked 100 globally on this scale and was the second lowest ranked of all EU countries.

Among the countries measured, Cyprus came out as average regarding health and education, but reaches only 60 per cent of the average in economic equality. It fares even worse in political equality with 20 per cent. According to the report, although women and men participate equally in primary, secondary and tertiary education, that does not necessarily translate into professional equality. On a scale from zero to one, where zero is total inequality and one stands for equality, Cyprus scores very low, 0.21 on opportunities and participation in high-skilled jobs such as managers, legislators and senior officials. The report also lists the wage equality for similar work. Cyprus has changed slightly for the better since 2006, when the score was 0.54, whereas it is 0.59 this year. Yet, Cyprus is ranked low compared to other countries. Moreover, there is a considerable gap on estimated earned income, where women now earn €22,661 per year and men €34,926 on average. The situation has improved from 2006, where the equality score was 0.47; and it has now climbed to 0.65. Yet, nowadays, women in Cyprus still earn €1,000 less annually than men did ten years ago.

Source: [www.cyprus-mail.com](http://www.cyprus-mail.com)

*Contributed by Elena Hanna and Maria Christofi*

### 4. News from European Union

#### FIRST FINDINGS: SIXTH EUROPEAN WORKING CONDITIONS SURVEY (EWCS) BY EUROFOUND

The sixth European Working Conditions Survey (EWCS) presents the diverse picture of Europe at work over time across countries, occupations, gender and age groups. It underlines the complex reality with which Europe's policymakers are confronted as they seek to build a fair and competitive Europe in an increasingly digitalised global economy.

The survey confirms a differentiated picture on **working time**: working hours continue to decrease, numbers working 'part-time' have increased and the self-employed work longer hours than employees. While fewer workers are working 48 hours or more, the number of workers working part-time (both 21-34 hours and 20 hours or less per week) has increased over time. While the overall gender gap has decreased, it remains significant, with men on average working 39 hours and women 33 hours a week in their main paid job. Overall, women's working hours are longer when the paid and unpaid working hours are combined.

The findings also highlight **gender** differences as a continuing feature of the European labour market. While the proportion of employees who report having a female supervisor has increased from 24% in 2000 to 33% in 2015 gender segregation remains a persistent feature with over half of all workers reporting that they share their job title mainly with workers of the same sex as themselves (58% for men, 54% for women).

Only one in ten workers (10%) say they are not (very) well informed about the **health and safety risks** related to the performance of their jobs. Overall, the percentage of workers reporting that their health is at risk because of their work has declined to 23% in 2015 from 31% in 2000.

**Violence** in the workplace, however, can take many different forms and is a major risk for mental health. Almost one in six workers (15%) reports having been subject to adverse social behaviour – such as acts of violence, harassment and unwanted sexual attention – with potentially serious negative consequences for the workers concerned.

The proportion of **training** paid for by the employers has increased over the past decade. Young employees are more likely to learn new skills at work than older workers. Workers over 50 report lower prospect for career advancement and less training opportunities.

*“Whether we work to live or live to work, we all spend significant amounts of time at work.” says Juan Menéndez-Valdés, Eurofound's Director. “How do we feel about work? Do we enjoy it, feel appreciated, secure, and do we have a say in our own work? The sixth European Working Conditions Survey from Eurofound seeks to answer these questions.”*

Download the First Findings [here](#)

Find all the questions and answers to the 6th EWCS across all countries, by age, income and sex on Eurofound's data visualisation tool [here](#)

Click [here](#) for more information about Eurofound's European Working Conditions Surveys

*Contributed by Costas Papakyriacou*



## 5. HR on Screen



### Hippocrates: Diary of a French Doctor

**Release Date:** 3 September 2014 (France)

**Genre:** Drama

**Director:** Thomas Lilti

**Distributor:** Le Pacte

[Watch the Trailer Here](#)

This humorous quality film makes reference to a range of staff issues that could be generic, although set at a medical environment. Benjamin is a young intern, starting to work at a Paris hospital. He appears confident and determined that he will soon become a successful doctor. The medical workplace reality however is a lot grimmer than he had imagined. A less welcoming approach to the new interns awaits, expectations and responsibilities are to the highest extent straight away, for characters that are not faultless and have to beat their insecurities. The trajectory of Benjamin (Vincent Lacost), along with Abdel (Reda Kaeb earned a Cesar for best supporting actor at this film), an obviously more competent foreign doctor who has to work as an intern because of his immigrant status, is set also with a critical view of the workplace environment, the French Healthcare system.

Early on, Benjamin recalls one of his first E.R triumphs: treating a former classmate that he just couldn't stand. He boasts that treating him like any other patient was when he became a real doctor. Being able to set aside personal conflict to act with maturity could be a suggestion that he has what it takes to make it in this high stakes, detail oriented profession. However, soon he starts making a handful of serious errors. Yet, the audience is neither encouraged to acutely blame the healthcare system nor the negligent people within it. Error and blame are not always compatible in a medical system hamstrung by budget cuts and an

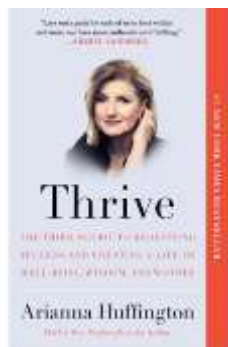
overworked staff.

Benjamin and Abdel, working in the same department, encounter a lot of the same problems – allowing us to see different ways of handling the same issues. Jaded and even sometimes lazy nurse staff add to the obstacles. When Benjamin is told the ECG machine often doesn't work and is a hassle to set up by a nurse, he bypasses the procedure and heads home. But Abdel doesn't take the lack of a pump for morphine as a valid excuse, asking the nurse to find one in a different department. The choices both have consequences; Benjamin's decision causes one patient's heart attack to go undetected, leaving a man dead and a wife wanting to know why. While under a microscope their choices seem like night and day, to the script's credit, Hippocrates makes it easy to understand how choices like this get made. The characters are normal people, not intentionally negligent or ill-meaning. Once things are accepted as commonplace, bad practices just aren't questioned anymore. It takes a pair of new doctors, shocked and horrified by a particularly bleak first week, to challenge the status quo.

The supporting staff at the film plays an important role when the two doctors' responses to a patient's case are assessed by a hospital committee. They call upon the right decisions being taken in unfavourable working conditions with regulations that do not apply, inadequacies of hospital equipment, overwork, and lack of supportive management. They even decide to take simple 'vindictive' administrative measures, whilst continuing to provide all possible care to patients. The doctors themselves struggle to balance strict profit-focused policy with their own personal values and bioethics adage "do no harm" (where the film gets its namesake). The story's workplace scenario emphasizes that doing the right thing is sometimes much more complicated than it should be; but always rewarding.

*Contributed by Andria Antoniadou*

## 6. Book Review



### THRIVE: The Third Metric Of Redefining Success And Creating A Life Of Well-Being, Wisdom, And Wonder

**Author:** Arianna Huffington

**Publisher:** New York: Harmony Books

**ISBN-13:** 978-0804141253

**Number of Pages:** 368 pages

**Language:** English

In this book the author Arianna Huffington makes an emotional and persuasive case for the need to redefine what success means in today's world!

Arianna Huffington had a personal wake-up call the day that she had hit her head on the corner of her desk, resulting in a cut eye and a broken cheekbone! She had collapsed due to exhaustion and not enough sleep.

The book Thrive advocates for the Third Metric in "redefining success in order to live a healthy, balanced and meaningful life."

As more of us realize every day that there are much more important things in life than just earning a bigger salary and capturing a corner office. Our continuous pursuit of the two traditional metrics of success which are money and power, has led to an epidemic of burn out and illnesses that are related with stress. Also there is an erosion in the quality of our relationships, our family life and also our careers.

Arianna Huffington through her book Thrive urges all of us to get in touch with who we really are so that we can live a life the way we want. In the end of the day the question is: What is success? As Arianna explains through her book, a third Metric is needed! This Metric is our well-being, our ability to draw on our inner wisdom, our sense of wonder and our capacity of compassion and giving to others!

Huffington helps us realize that we must try to live a lifestyle where success is not measured only by money and power, but something more meaningful. She speaks about the American workplace culture, which as she explains is "fueled by stress, sleep-deprivation, and burnout" and she compares the companies like LinkedIn that "manage compassionately". Huffington refers to studies on the health benefits, which talk about physical and psychological, adequate sleep, meditation and exercise! She explains that people, who participated in volunteering for example, were feeling much healthier, happier, and less stressed!

A first step in order to improve our life and balance is our attitude towards our life! We are usually annoyed by the simplest of things because we are often always in a hurry – always going and going.

The knowledge behind this book is to try to bring well-being to our lives starting from the simplest things. Below you may see 5 practical ways to bring more well-being to your lives based on Arianna Huffington's book Thrive:

- Try sleeping for eight hours at minimum as a start – you will feel refreshed!
- Practice mindfulness – Try taking more breaks in your day where you just become mindful. Feel your hands, your feet, breathe – be 100 percent present!
- Digital disconnect – Try to have less hours connected and spend more time with people. You will realize that you feel much better when talking with people than staring at a screen.
- Give – Helping others makes you feel great! Do something nice for somebody every day –whether it is a compliment or a small gift!
- Personal time – Devote time to yourself! Take a warm bath, practice deep breathing, close LCD screens, take a walk. A lot of life wonders are discovered when we are alone!

A meaningful quote by Paulo Coelho mentioned in the book: "What is success? It is being able to go to bed each night with your soul at peace."

*Contributed by Elena Christou Zeniou*



## 7. Career Pathways of CyHRMA Members



**Name:** Marios Charalambides

**Previous Title & Workplace:** Human Resources & Marketing Manager, SERANO

**New Title & Workplace:** Director of Human Resources & Student Affairs / Senior Lecturer, Cyprus Institute of Marketing (CIM), The Cyprus Business School



**Name:** Antri Chatzikonstanti

**Previous Title & Workplace:** Receptionist, Louis Althea Beach (Louis Hotels)

**New Title & Workplace:** HR Administrator, Betologic

**Biography:** Antri Chatzikonstanti holds a first degree in Classical Studies from the University of Cyprus, and an MSc in Human Resource Management and Organizational Behaviour from the Cyprus International Institute of Management (CIIM). She worked for five years as a Receptionist at Louis Althea Beach (Louis Hotels) and during all this time she attended many courses and seminars relevant to the field of HR. Today, she is working as an HR Administrator at the company Betologic and her dream is to make a strong contribution to the HR field. She recently became member of the Cyprus Human Resource Management Association.



**Name:** Costas Nicolaides

**Previous Title & Workplace:** Human Resources and Administrative Director, Cyprus Broadcasting Corporation

**New Title & Workplace:** Human Resources and Administrative Director & Deputy Director General, Cyprus Broadcasting Corporation



**Name:** Christiana Palla

**Previous Title & Workplace:** HR Officer, Hyperion Systems Engineering

**New Title & Workplace:** Senior Associate, Talent Team, EY

**Biography:** Christiana joined EY as a Senior Associate in the Talent Team in Cyprus. She is a holder of a bachelor degree in Psychology from Lincoln University in the United Kingdom and she previously held the position of HR Officer for Hyperion Systems Engineering where she was responsible for the HR function in a cross border role across EMEIA that she held since 2010. She had originally began her career as an HR Advisor for KPMG in Cyprus where she was primarily engaged in a Recruitment function for clients in various sectors in Cyprus.

## 8. Makes you think!

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"We want to keep the line moving, so this year we're cutting back to just 'Ho-ho.'"



## 9. Forthcoming Events

### CYPRUS

**27/01/2016**

CyHRMA Annual Party

**10/02/2016**

Professional Appearance (University of Nicosia)

### INTERNATIONAL

**21/03/2016-23/03/2016**

45th IFTDO World Conference

## 10. Editorial Team of this Issue

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**The CyHRMA Publications &  
Communication Committee wishes you:**

**MERRY CHRISTMAS  
AND A HAPPY  
NEW YEAR !!!**



**PEACE** ★

*Andria Antoniadou*

★ *Costas Papakyriacou* **JOY**

**FAMILY** *Demetris Vassilakkas* ★

*Elena Christou Zeniou* ★ **GREETINGS**

*Elena Hanna* ★ **SNOW** *Irene Papadopoulou*

*Kiki Kallis* **HAPPY HOLIDAYS** ★ *Maria Christofi*

★ *Maria Georgiou* **MERRY CHRISTMAS** *Maria Georgiou*

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