



HUMAN.NET

Newsletter | Issue 54 | **October 2018**

Interesting Quote

“Coming together is a beginning. Keeping together is progress. Working together is success”

- Henry Ford



Welcome Note

Dear Readers,

We are back to routine and this is a fact! Hope you all had nice summer holidays, recharged your batteries and got to work fresh with new ideas to apply, goals to accomplish for the new season, Autumn 2018.

In our Black&White column we cover the theme “accidents at the workplace” and according to statistics the rate has been increased the last years. This is worrying and should trigger some action towards investing more on Health & Safety measures taken after Risk/Crisis assessments in order to prevent such incidents. Training on this highly crucial topic should also be given the attention needed.

In this issue we share some News from the EU...Unemployment is still an issue and although it is decreasing figures remain somewhat disappointing. Southern European neighbouring countries experiencing it the most. Male and female unemployment gap, over the years has been narrowed, which is an encouraging sign and an indication that gender equality policies and practices are implemented and progressing. Fortunately, unemployment figures have a more positive outlook in Cyprus, which is encouraging.

We also look at the question: Is Teleworking taking off? We would admit, "yes" and "no". It seems that things look different depending on the organisational culture and if this is implicit to the business strategy and given as an option to employees. Following that, teleworking could be applicable to some industries like for example professional managerial roles of financial services, IT, etc.

Touching upon another sensitive issue, asking for help, may make us feel uncomfortable and wrongly perceived as incompetency of performing a task, but too much work overload is stressing for anyone. Just take the courage to ask kindly for assistance from a person who is willing to give you a hand.

‘Human Resources’ is the title of a French movie describing the ‘dark side’ of the emotional aspect on how the working environment can impact negatively employees and their work, especially if business/management ethics are missing. In this film, father and son are working in the same company. The father as machine operator and the son as HR trainee and through the film we observe the conflict of interests and ethical aspect of treating people as assets to be dismissed as needed.

As always you can check out the news of our members’ career moves and short bio.

Wishing you a pleasant reading experience!

Contributed by [Maria Christofi](#)

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HR in Black & White

The work accidents in Cyprus are on the rise

According to an interview in the local press by the Director of the Department of Labour Inspection Mr. Anastasios Yiannaki, the work accidents had increased by 9% in one year and for the last five years increased by 34.6%. In the year 2017 2,070 work accidents were reported compared to 1905 in 2016. According to the Director the reason for the increase is due to the reduction of expenses by the employers in relation to Safety and Health as a result of the negative consequences of the economic condition and in parallel with the lack of taking preventive measures for the safety and health at work. As a third reason he refers to disorganization of internal systems of protection and prevention in businesses (e.g. Safety Committees due to transfers or dismissals of employees).

In a question for the most common mistakes of employers causing work accidents and dangerous occurrences, the Director mentioned that the majority (about 60%) have to do with the loss of control of tools or of transport means, the failure of machinery or equipment as well as the falls of persons on slippery surfaces, or from stairways, ladders, scaffolding, open floors or walls. In general, the majority of accidents are due to negligent or omissions of employers to control through an appropriate System of Risk Recognition and Prevention and the Written Assessment of Risks / Hazards which lead to accidents. He mentioned also the lack of training and supervision of employees which is also a very important factor which leads to a great percentage of accidents.

Source: Phileleftheros Newspaper

Contributed by Costas Papakyriacou

Unemployment in the EU – Recent Developments

The unemployment rate is an important indicator with both social and economic dimensions. Rising unemployment results in a loss of income for individuals, increased pressure with respect to government spending on social benefits and a reduction in tax revenue. From an economic perspective, unemployment may be viewed as unused labor capacity.

Eurostat estimates that 16.823 million men and women in the EU-28[1], of whom 13.381 million were in the euro area (EA-19) [2], were unemployed in July 2018. Compared with June 2018, the number of persons unemployed decreased by 82 000 in the EU-28 and by 73 000 in the euro area. Compared with July 2017, unemployment fell by 1.949 million in the EU-28 and by 1.368 million in the euro area.

Unemployment in Cyprus in the 2nd quarter of 2018

According to the results of the Labour Force Survey, the labour force in the 2nd quarter of 2018 amounted to 434.191 persons or 62% of the population (males 67,2%, females 57,1%) in comparison to 425.936 persons (61,5%) in the corresponding quarter of 2017.

The number of employed persons was 402.302 and the employment rate 57,4% (males 62,4%, females 52,8%) in comparison to 380.709 persons (55%) in the corresponding quarter of 2017.

The number of unemployed persons amounted to 31.888 and the employment rate to 7,3%, of the labour force (males 7,2%, females 7,5%) in comparison with 45.247 persons (10,6%) in the corresponding quarter of 2017.

Source: Cyprus News Agency

Contributed by Artemis Riala

Bright Idea

When You Ask a Colleague for Help, Be Clear and Specific

Asking for help can be uncomfortable, so most of us avoid it, or do it awkwardly. But you can't always tackle a full plate of work alone. To get support from your colleagues, figure out what you really need. What task can someone else do that will save you a ton of time and that doesn't take a lot of explaining? Next, identify the right person to hand it off to. Choose someone who actually can help in the way you need. Then make a clear request, being specific about what you want them to do, and when. This is where most of us bungle it: Because asking for help is awkward, we say something vague ("Would you like to..." or "If you have time..."), which undermines the request. Accept whatever help your colleague offers — even if it's not exactly what you asked for. And don't forget to say thank you.

The Bright Idea was adapted from *Drowning in Work? Here's How to Ask a Colleague for Help*, by Heidi Grant - Harvard Business Review

Makes you think!



"If you work 24 hours a day, you won't need your apartment and that will save you a lot of money and that's the same as getting a raise!"

Did you know?

Did you know that there will be an increase in employer's contribution in 2019?

Source: [Cyprus Employers and Industrialists Federation](#)



News from European Union

Is teleworking taking off?

Smartphones and mobile technologies are increasingly important in our everyday lives; by expanding opportunities to telework, have they also transformed the world of work?

One of the promises held out by the ICT revolution was that anyone who could do their tasks using a computer and a phone would be able to work from home, avoiding the stressful commute and the distractions of the workplace. 'Telework' entered the workplace vernacular and progressive employers put the policies in place to implement it. Telework became feasible around the same time as consensus was rising about the desirability of maintaining a work-life balance, and it fitted neatly in the toolbox of measures to help people reconcile the demands of work and home life. But a backlash came as prominent companies such as Yahoo! and IBM had a change of mind and decided to restrict or completely ban staff from teleworking. They argued that it interfered with spontaneous interaction and sharing of ideas between employees, stifling opportunities for development and innovation.

So how much impact has telework had on the world of work? Not much. While take-up has picked up in the past five years, just 3% of workers work regularly from home. A further 5% are highly mobile workers who work from several locations (including home) regularly, while 10% telework occasionally from various locations but with much lower mobility than the highly mobile group.

In part, the ability to telework is restricted by the nature of one's work. It is a viable option for those who can work independently and whose use of ICT is high; hence its greater prevalence among knowledge workers. Teleworkers are often professionals and managers; substantial numbers of clerical workers rank among them, too, while sales representatives are common in the highly mobile group. On the other hand, it is not feasible for many lower-skilled jobs that require a fixed workplace – machine operators or shop assistants, for example. For these reasons, too, telework is less common in manufacturing and retail and more common in ICT, financial services and services in general.

Publication: **Living and working in Europe 2017 by Eurofound**

Contributed by **Costas Papakyriacou**

HR on Screen



Ressources Humaines

Release Date: January 15, 2000

Genre: Comedy, Drama

Director: Laurent Cantet

Distributor: Universal Pictures

Running Time: 100 minutes

[Watch the Trailer here](#)

The film *Human Resources* is a French film that casts a somewhat dark shade on the matter of Human resources!

It revolves around the relationship of a father and a son and their relationship with work. They are in the same workplace but in different positions. "This is my machine," the father tells his son. He explains its workings. It rotates like this, he says, and then he adds a part, he pushes a lever, and the machine performs a function. "I can do 700 an hour," he says with quiet satisfaction. He has been doing it for 30 years. His body is permanently stooped as if bowing to the machine, he seems hypnotized by continuity: As long as he stays here, doing this, he is alive and serves a function. His son has broken out of the family's class. He has gone to college, and now has returned to their French town as a trainee in the Personnel division.

The film follows the son during his first weeks on the job, gradually revealing itself as an angry and unforgiving look at the way factories can treat employees as machines, and sometimes scrap them. More class conscious than an American film would be, it shows the son torn between tempting management opportunities and his sense of fairness. He begins to realize that "human resources" is not a benevolent term but belongs on the same list with "raw materials resources." Humans are simply an element in a production flow chart.

Management is thinking of scaling back. Frank (Jalil Lespert), the son, is involved in the discussions and suggests a questionnaire that might help employees feel they have input. Mrs. Arnoux (Danielle Melador), the shop steward, is having none of it. Then Frank, poking around on his boss' computer, discovers his questionnaire has been used as a rationale for layoffs, and his dad will be one of those to be fired.

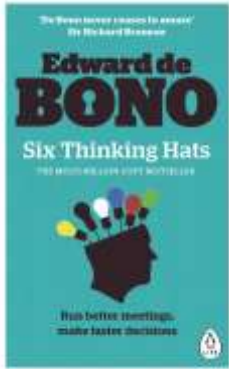
The film is not really driven by specific plot elements in order to frame the mind of the audience towards a specific outcome. It's not so much about what management does and how the workers fight back, it is not about the actions, it is about feelings. It is an emotional perspective on how the working environment can affect humans and their role in the workplace. The father (Jean-Claude Vallod), is a remarkable example of this, as he will not even strike after he learns he is going to be fired. He doggedly marches back to his machine like an animal that has only learned one trick. On his days off, he works on another machine, in his garage--he seems to have no identity without a machine to give his life a symbiotic partner.

In the town, Frank finds a barrier growing between himself and old friends. He is seen as a sell out. At the same time, he sees through the efforts of his bosses to recruit him to their view. Most of those being fired would have qualified for retirement in a few years, but now won't. That's a particularly vile and common misuse of "human resources," not just in France. When Frank's dad is offered a pension, however, Frank sees the irony: The factory has so broken his father that the old man cannot live without serving his machine. A pension has nothing to do with it.

Contributed by **Demetris Vassilakkas**



Book Review



Six Thinking Hats

Author: Edward de Bono

Publisher: Penguin Random House UK

ISBN-13: ISBN 0-316-17791-1

Pages: 177

Meetings and group discussions are a crucial part of all our lives, but too often they go nowhere and waste valuable time.

“Six Thinking Hats®” by Edward de Bono shows a powerful technique that helps us to explore different perspectives towards a complex situation or challenge. The premise of the method is that the human brain thinks in a number of distinct ways which can be deliberately challenged and planned for use in a practical way allowing one to develop tactics for thinking on particular topics or issues.

It simplifies thinking by creating focus on one thing at a time and allows us to engineer switch in thinking without offending others. It has been proven to significantly reduce meeting times, improve the quality and speed of brain-storming and decision-making, and improve thinking productivity.

The Six Hats method is a devastatingly simple technique based on the brain’s different modes of thinking. The intelligence, experience and information of everyone are harnessed to reach the right conclusions quickly. The Six Thinking Hats represent six distinct directions identified and assigned with a colour i.e.

Blue – for managing the issue, what is and what we are thinking about, what is the goal?

White – what information is available, what are the facts?

Red – emotional feelings, intuitive or instinctive reactions.

Black – discernment, logic applied to identify reasons, practical, realistic

Yellow – optimistic response, logic applied to identify benefits, the sunny side of situations.

Creativity – thinks creatively, think out of the box.

These principles have been adopted by businesses and governments around the world ending conflict and confusion in favor of harmony and productivity.

The Six Hats strategy has fundamentally changed the way we all work and interact.

Contributed by **Lelia Constantinou**

Career Pathways



Name:

Chrystaleni Neofytou

Previous Title & Workplace:

HR Director - Andreas Tsiakkarias & Sons Ltd

New Title & Workplace:

HR Director – CAC Papantoniou Trading Ltd

Biography:

Chrystaleni Neofytou – Nicolaou graduated from Aristotelian University of Thessaloniki and holds a post graduate degree in MSc Human Resources Management from University of Salford, Manchester.

She gained seven years of experience in the retail market by successfully directing, organizational planning and development. She is a trusted advisor well versed in business practices, labour law and employment regulations.

Chrystaleni started as an HR officer in 2009, employed in a family business organization in 2013 accomplishing policy/procedural development. Today she is directing the department of HR at C.A.C Papantoniou Trading LTD one of the largest companies in the retail market in Cyprus.



Career Pathways

**Name:**

Marios Mouzouris

Previous Title & Workplace:

Regional Human Resources Manager, Baker Tilly in South East Europe

New Title & Workplace:

Human Resources and Administration Manager, Homemate Cyprus Ltd

Biography:

Marios Mouzouris is the Human Resources & Administration Manager of Homemate Cyprus Ltd since April 2018. He holds a BA Degree in Political Science with Minor in Sociology from the University of Cyprus and an MBA from Stirling University (UK).

In 2003 he joined the Business Administration department of the Philips College as a lecturer. He participated in various academic projects and published some academic articles and surveys. In 2006 he became an HR consultant for PriceWaterhouseCoopers. He was engaged in the design and delivery of several seminars in a wide spectrum of areas, including communication skills, management skills, team building skills and in undertaking of executive and non-executive recruitment assignments. He was also engaged in the design and implementation of appraisal systems and partnership plans. From 2008 until 2012 he was the Human Resources Manager of Marangos Bakeries Ltd. In 2012 he joined Leroy Merlin Cyprus as Human Resources Manager. Finally, in 2017 he left Leroy Merlin and became the Regional Human Resources Manager of Baker Tilly in South East Europe.

As a Human Resources Manager in his current and his previous company he participated/participates in the creation and development of recruitment, development and appraisal HR tools and procedures.

FORTHCOMING EVENTS

Christmas Charity Event
Annual Party 2019

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