



**Economic and Social
Council**

Distr.
GENERAL

E/C.12/CYP/5
21 October 2008

Original: ENGLISH

Substantive session of 2008

**IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON
ECONOMIC, SOCIAL AND CULTURAL RIGHTS**

**Fifth periodic reports submitted by States parties under articles 16 and 17
of the International Covenant on Economic, Social and Cultural Rights**

CYPRUS* **

[6 August 2007]

* In accordance with the information transmitted to States parties regarding the processing of their reports, the present document was not edited before being sent to the United Nations translation services.

** Annexes are available for consultation from the Secretariat.

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I. INTRODUCTION

1. The Republic of Cyprus ratified the International Covenant on Economic, Social and Cultural Rights on 2 April, 1969 (hereinafter referred to as “the Covenant”).
2. Pursuant to articles 16 and 17 of the Covenant, Cyprus submitted its Third Periodic report on the Implementation of the Covenant in May 1996 (E/1994/104/Add.12), in the present report referred to as “the previous report”. The Concluding Observations of the CESCR Committee thereon were adopted on 3 December 1998 (E/C.12/1/Add.28 - 4 December 1998), in the present report referred to as “the Concluding Observations”. Hence, the present report, which covers the developments up to the 16 July 2007, should be regarded as the combined fourth and fifth periodic reports of Cyprus.
3. The present report has been drafted in accordance with the Guidelines for the Preparation of Reports by State Parties of 17.6.1991 (E/C.12/1991/1) and focuses, in particular, on responding to the Concluding Observations. The present report is accompanied by an updated CORE Document - Attachment 1.
4. The present report has been prepared by the Law Commissioner of the Republic who, pursuant to a Decision of the Council of Ministers, is entrusted with ensuring compliance of Cyprus’ reporting obligations under international human rights instruments. The information and data, on the basis of which the present report was compiled, was provided by the Ministries/Departments competent for the specific matter (i.e. the Ministry of Agriculture, Natural Resources and Environment, the Ministry of Education and Culture, the Ministry of Foreign Affairs, the Ministry of Health, the Ministry of Interior, the Ministry of Justice and Public Order, the Ministry of Labour and Social Insurance, the Department of Registrar of Companies and Official Receiver, the Planning Bureau and the Statistical Service), as well as the Law Office of the Republic. The present report was communicated to the National Institution for the Protection of Human Rights, which is chaired by the Law Commissioner and comprises representatives from all Government and Public Sector institutions, as well as NGOs dealing with human rights issues, professional associations including the Press Council and the University of Cyprus. Furthermore, the present report will be translated into the national official languages and will be disseminated.
5. It is deeply regretted that there has been a considerable delay in the submission of the fourth and fifth periodic reports. It is indeed an anomaly and a paradox that, despite the Government’s firm commitment in pursuing policies that all persons, enjoy fully the fundamental rights and freedoms safeguarded by the Constitution and the human rights instruments to which Cyprus is a party and benefit from the rule of law and democratic institutions, obligations in submitting reports (such as the present report) may experience occasional delays due exclusively to bureaucratic deficiencies encountered in small administrations with limited resources which may hamper their reporting capacity.
6. Since the examination of the previous report, a significant development affecting human rights and their protection took place in Europe. On 1 May 2004 ten new states joined the European Union, amongst them the Republic of Cyprus. This development had a beneficial effect on the enhancement of human rights. The accession process of Cyprus to the EU, since 1998 moving at a very intensive pace, necessitated the harmonization with the acquis

communautaire and resulted in the enactment, within specified time limits, of very important legislation relating to economic, social and cultural rights and, parallel to this, the creation of the necessary administrative infrastructure for the implementation of the relevant legislation and policies.

7. Furthermore, the profile of the flourishing economy Cyprus enjoys - in the year 2000, Cyprus was included among the 16 countries with the highest per capita income and among the 22 countries with the highest human development in the world - has increased the standard of living of people in Cyprus.

8. The Government of the Republic of Cyprus regrets that due to the continuing illegal occupation and effective control of 37% of its territory by Turkish military forces, the Government is unable to ensure the enjoyment of the rights provided for in the Covenant in the whole of its territory and that, therefore, it is also deprived of its ability to apply the provisions of the Covenant to those living in the part of the country under foreign occupation. Due to the above described situation, no reliable information and data are available regarding the enjoyment of the relevant rights by the Cypriot population living in the area that is not controlled by the Government. Therefore, all information and data presented in the present report concern the Government-controlled areas.

9. It is earnestly hoped that a just and viable solution will be soon achieved and that the next periodic report of Cyprus will give information and data for the whole of the territory of the Republic of Cyprus.

II. PROVISIONS OF THE COVENANT

A. Part of the report relating to general provisions of the Covenant

Article 1 of the Covenant

In what manner has the right to self-determination been implemented?

10. Refer to previous report, paras. 11-14.

11. In addition, Local authorities in Cyprus are the municipalities and the communities. The municipal and community elections are conducted every five years, for the election of the Mayor and the members of the Council as regards municipal elections, and for electing the President of the Community and members of the Council in the case of community elections. The members of the Council in both cases vary in number according to the population of the municipality/community area. The right to vote is accorded to every resident of the municipality/community area who has reached the age of 18 and its exercise is compulsory. The law in force regulating municipalities is the Municipalities Law (L. 111/1985, as amended) whereas the law in force regulating communities is the Communities Law (L. 86(I)/1999, as amended). The elections are conducted freely and in an orderly manner. The last elections for local authorities were conducted in December 2006 and there were no objections or complaints about the manner in which they were conducted.

12. Non-Cypriot EU citizens are afforded the right to participate in municipal and other local elections by virtue of the Municipal and Community Elections (Citizens of Other Member-States) Law (L. 98(I)/2004, as amended) which transposes EU Directives 94/80 and 96/30 of the European Council. The Law affords the right to EU citizens who live in the Republic and have a 6-month ordinary residence in the municipality/community concerned, to vote and be candidates in the said elections. The six-month residence requirement can be satisfied by ordinary residence in a member state.

13. The Exercise of the Right to Vote and Be Elected by Members of the Turkish Community with Ordinary Residence in the Free Areas of the Republic (Temporary Provisions) Law, 2006 (L. 2(I)/2006) entered into force on 10.2.06. The Law gives to all Turkish-Cypriot citizens who have their ordinary residence in the Government-controlled area of Cyprus the right to be registered in the Electoral Roll and participate in all elections, including presidential, parliamentary, municipal and other local elections. The Law covers the right to vote and also the right to stand as candidate.

Article 2 of the Covenant

1. To what extent and in what manner are non-nationals not guaranteed the rights recognized in the Covenant? What jurisdiction is there for any difference?

14. Not applicable.

2. Which of the rights are specifically subject to non-discrimination provisions in national law? Attach the text of such provisions.

15. The Fundamental Rights and Liberties of Part II of the Constitution are expressly guaranteed to “everyone”, to “all persons”, to “every person”, without any distinction whatsoever. Article 28.2 of the Constitution affords the right to every person to enjoy the said rights and liberties, without any direct or indirect discrimination on the ground of his “community, race, religion, language, sex political or other conviction, national or social descent, birth, colour, wealth, social class or any ground whatsoever, unless there is express provision to the contrary in the Constitution”. Article 28.1 of the Constitution affords to all persons the right of equality before the Law, the administration and justice, and of equal protection and treatment thereby. The right of access to court, which is guaranteed by article 30 of the Constitution as one of the fundamental rights and liberties, is also afforded to everyone. No law exists which deprives, or limits the right of access to court on any of the above grounds, and even if such a Law had existed, its constitutionality would have been challenged as amounting to a breach of the said articles 28 and 30, and also as a breach of article 6, by virtue of which no law shall discriminate against any of the two Communities or any person as a person, or by virtue of being a member of a Community.

16. Cyprus has enacted important primary anti-discrimination legislation in the context of its harmonization with European Union Council Directives, which covers the rights enunciated in the Covenant.

17. Legislation enacted for harmonizing with EU Council Directive 2000/43/EC on the implementation of the principle of equal treatment irrespective of racial or ethnic origin, [The

Equal Treatment (Racial or Ethnic Origin) Law (L. 59(I)/2004, as amended)] prohibits discrimination on any of the above grounds, in both public and private sectors, in matters of social protection, health services, social services, education and training and access to goods and services available to the public including housing. The Law allows for “positive action”, that is, the taking of special measures aiming at preventing or counterbalancing disadvantages due to racial or ethnic origin. The Law grants the right to judicial and extra judicial protection (to complain to the Ombudsman) and further shifts the burden of proof, that is, the person accused of discrimination has to prove that there has not been a contravention of the Law. Furthermore, upon the coming into force of Law 59(I)/2004 any provision in any other legislation (primary or subordinate) which is contrary to its provisions is repealed. Organizations and NGOs having as their mandate the elimination of racial or ethnic discrimination can take judicial or extra judicial action on behalf of the person aggrieved. There are severe penalties (fines and imprisonment) for violation of the Law.

18. Legislation enacted for harmonizing with EU Council Directive 2000/78/EC, [The Equal Treatment in Employment and Occupation Law (L. 58(I)/2004, as amended)] prohibits discrimination specifically in the spheres of employment and occupation on the grounds of racial or ethnic origin, religion, belief, sexual orientation and age, Law 58(I)/2004 has corresponding provisions to those of Law 59(I)/2004, prescribed above.

19. Another very important law in combating discrimination is the Combating of Racism and Other Discrimination (Commissioner) Law, 2004 (L. 42(I)/2004), which vests the Ombudsman - with special wide competences, duties and powers for combating and eliminating racial and other forms of discrimination in both public and private sectors. Its purpose is:

- (i) To harmonise with EU Council Directive 2000/43/EC on the implementation of the principle of equal treatment irrespective of ethnic or racial origin and to deal with complaints pursuant to Law 58(I)/2004 and 59(I)/2004; and
- (ii) The fulfilment of Cyprus’s obligation to safeguard without racial and other discrimination the enjoyment of the rights and liberties provided by European and United Nations treaties (such as the Covenant) and Part II of the Constitution.

20. Under its provisions, any person or group may lodge a complaint to the Ombudsman for having been subjected to discrimination prohibited by any law (such as by the primary anti-discrimination laws referred to above). The complaint may be one of discrimination, (based on community, race, language, colour, religion, political or other beliefs and national or ethnic origin) in the enjoyment of rights and freedoms safeguarded by the Constitution, or any of the human rights treaties ratified by Cyprus.

21. The Rights of Persons Arrested and taken into Custody Law, 2005 (L.163(I)/2005) affords additional rights where the person arrested/detained is a foreign national, that is, in addition to the right to communicate with a lawyer and a relative, or other person of his/her choice, he/she is also afforded the right to communicate with his/her embassy or diplomatic mission in the Republic, and inform them of his/her arrest/detention, and his/her place of detention/intended detention. He/she is also afforded the right during detention, to meet in addition to his/her relatives, representatives of his/her consular/diplomatic mission, the Office of the Ombudsman and the National Institution for the Protection of Human Rights. The Law imposes strict detailed

obligations on the police to ensure that detainees are informed of their rights in a language they can understand and that such rights are exercised, and also provides for strict criminal sanctions for members of the Police violating its provisions.

22. In addition to the enactment of primary anti-discrimination legislation as above, there are case-law developments. It was established by case-law in 2001, (by Judgment of the Supreme Court of Cyprus in the Case of *Yiallourou v. Evgenios Nicolaou*) that violation of human rights is an actionable right which can be pursued in civil courts against those perpetrating the violation, for recovering from them, inter alia, just and reasonable compensation for pecuniary and non-pecuniary damage suffered as a result. The result is, that a person who, on grounds of inter alia race, community, colour, religion, language, political or other belief, or national origin, is discriminated against, whether directly or indirectly, in the enjoyment of human rights and freedoms guaranteed by the Constitution, (in Part II of its provisions largely reproducing those of the European Convention for the Protection of Human Rights and Fundamental Freedoms (CETS No. 5) Rome, 4 November 1950 (ratified by L. 39/1962), can sue the state or private persons for damages and or other appropriate civil law remedies, for violating his constitutional right (under article 28) to enjoy the above rights and freedoms without such discrimination. The resulting remedy is additional, and of wider ambit than the statutory one referred above concerning violation of the provisions of the Equal Treatment (Racial or Ethnic Origin) Law (L. 59(I)/2004, as amended) and the Equal Treatment in Employment and Occupation Law (L. 58(I)/2004, as amended).

23. Copies of articles 6, 28 and 30 of the Constitution and an unofficial translation of Law 42(I)/2004 are submitted herewith - Attachment 2.

3. If your State participates in development cooperation, is any effort made to ensure that it is used, on a priority basis, to promote the realization of economic, social and cultural rights?

24. Refer to previous report, para. 17.

25. In addition, following its accession to the European Union, Cyprus redefined its development cooperation policy so that it would fall in line with EU's priorities in the sector. The underlying philosophy, as well as the operation of Cyprus's Development Cooperation, focuses on attaining the Millennium Development Goals and the gradual increase of the aid budget. The Government firmly supports the efforts of the European Union in enhancing the development of partner countries in a way that safeguards a more equitable and just distribution of the world's wealth, while at the same time preserving the environment and the rights of future generations to a habitable, environmentally sound planet. Furthermore, Cyprus subscribes to the mandate of the European Parliament for the allocation of a minimum percentage of 35% of all aid to basic social services.

26. The choice of priority areas of the EU in the field of development assistance is fostering macro-economic development regional integration and cooperation, social sector support, food security and sustainable rural development, development of transport and improving governance. Furthermore, the horizontal priorities of human rights, gender equality and environment are being mainstreamed into European Community and Member State actions.

B. Part of the report relating to specific rights

Article 6 of the Covenant

1. If your State is a party to any of the following Conventions:

International Labour Organization (ILO) Employment Policy Convention, 1964 (No. 122)

ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

International Convention on the Elimination of all Forms of Racial Discrimination

Convention on the Elimination of All Forms of Discrimination against Women

and has already submitted reports to the supervisory committee(s) concerned which are relevant to the provisions of article 6, you may wish to refer to the respective parts of those reports rather than repeat the information here. However, all matters which arise under the present Covenant and are not covered fully in those reports should be dealt with in the present report.

27. Refer to previous report, para. 18.

28. Refer to the latest reports on Conventions No. 122 and No. 111 for the period ending 30/6/2006 and 31/9/2005 respectively.

2. (a) Please supply information on the situation, level and trends of employment, unemployment and underemployment in your country, in respect of both the aggregate and particular categories of workers such as women, young persons, older workers and disabled workers. Please compare the respective situation 10 years ago and 5 years ago. Which persons, groups, regions or areas do you consider particularly vulnerable or disadvantaged with regard to employment?

29. During the five year period (2002-2006) Cyprus achieved a satisfactory rate of economic growth (3.1%), accompanied by near full employment conditions. In 2006, the rate of economic growth decelerated marginally to 3.8% as compared to 3.9% in 2005 and 4.2% in 2004.

30. In 2006 employment¹ according to the Labour Force Survey increased by 2.7% from 2005, and reached the level of 357,281 persons. The tertiary sector accounts for the bulk of employment, around 73% of the total gainfully employed population, compared to 71.6% in 2002 and 67.4% in 1998. Particularly significant are the sectors of trade and hotels and restaurants with a share of 17.7% and 6.7% respectively. The share of the primary sector decreased from 9.3% in 1998, to 8.0% in 2002 and 4.5% in 2006 while that of the secondary sector decreased from 23.3% in 1998, to 21.3% in 2002 and increased to 22.5% in 2006.

¹ Full time equivalent.

31. In 2006, the total employment rate² according to the Labour Force Survey conducted by the Cyprus Statistical Service, stood at 69.6% as compared to 68.6% in 2002 and 63.7% in 1999. The employment rates for older workers (55-64) stood at 53.6% in 2006 (49.4% in 2002 and 47.3% in 1999), well above the Lisbon target set for all EU countries of 50% by 2010. In contrast the youth employment rate (15-24) fluctuates at low levels 37.4% in 2006. In 2006, the female employment rate reached 60.3% compared to 59.1% in 2002 and 50.4% in 1999, and already exceeds the relevant Lisbon target of 60% for 2010. However, the female employment rate is well below the male employment rate which stood at 79.4% compared to 78.9% in 2002 and 78% in 1999.

32. Employed women still remain concentrated in a few economic sectors, such as trade, hotels and restaurants, and education. Their representation in higher skilled occupations, such as managers, professionals and technicians, fluctuated at approximately the same levels during the period 2002-2006. More specifically, in 2002 the proportion of women in high skill occupations was 44.3% whereas in 2006, 42.5%.

33. Part-time employment appears to be more popular amongst the female employed population where, in 2006, 12.1% of employed women were working on a part-time basis compared to 4.3% of the male employed population. In 2002 this proportion was 11.3%.

34. Unemployment stood at 4.5% in 2006 (3.6% in 2002), according to the Labour Force Survey while the registered unemployment was lower at 3.5%. The female unemployment rate (5.4%) was higher than the corresponding male rate (3.9%). The unemployment rate of young people (10%) was the highest amongst the broad age groups.

35. The most vulnerable or disadvantaged groups with regard to employment are considered to be the disabled, the elderly and women with low level of education and skills. Particularly vulnerable are women who, after remaining out of the labour market for a period of time raising their children, find difficulties in taking up employment again because of the changing needs in skills and occupations.

(b) Please describe the principal policies pursued and measures taken with a view to ensuring that there is a work for all who are available for and seeking work.

36. In all Strategic Programming Documents of the Cyprus Government, such as the National Lisbon Programme of the Republic of Cyprus, the Strategic Development Plan 2004-2006 and the Single Programming Document for Objective 3 of the Structural Funds for 2004-2006, the overarching objective of employment policies in Cyprus, in line with the European Employment Strategy (EES), is to enhance conditions of full employment, improve quality and productivity at work and strengthen social cohesion.

² Measured here as employment of people aged 15-64 as a proportion of the population aged 15-64, according to the Labour Force Survey.

37. The measures underway/planned are:

(a) Increasing Female Participation;

(b) Gender Equality;

(c) Active Ageing;

(d) Build Employment Pathways for Young People;

(e) Build Employment Pathways for the Unemployed;

(f) Enhancement and Modernisation of the Public Employment Services (PES);

(g) The enhancement and modernisation of the Public Employment Services is expected to contribute positively towards increasing labour market flexibility by a better matching of the demand and supply of labour and the better utilisation of the labour force;

(h) Promotion of Flexible Forms of Employment;

(i) Ongoing Assessment of the Economy's Labour Market Needs;

(j) Employment schemes for persons with disabilities.

(c) Please indicate what measures have been adopted to ensure that work is as productive as possible.

38. Following a decision of the Council of Ministers on 23/5/05, the Pancyprian Productivity Council (established in 1992) was reorganised in order to formulate a national Strategy and a national Productivity Programme. The Programme will define strategic priorities, categories of action and measures through which projects of strategic importance will be developed aiming at increasing productivity.

39. A draft proposal for the national Strategy and a national Productivity Programme has been prepared and is currently under examination by the Technical Productivity Committee (this Committee was set up by the Pancyprian Productivity Council).

(d) Please indicate what provisions ensure that there is freedom of choice of employment and that conditions of employment do not infringe upon fundamental political and economic freedoms of the individual.

40. Refer to previous report under article 6 of the Covenant.

(e) Please describe the technical and vocational training programmes that exist in your country, their effective mode of operation and their practical availability.

41. A variety of public and private institutions provide miscellaneous secondary technical and vocational courses of various levels. Public formal vocational and technical education is mainly

provided through the “Apprenticeship Training Scheme” of the Ministry of Labour and Social Insurance, the “Scheme of Evening Technical Classes” of the Secondary Vocational Education Directorate of the Ministry of Education and Culture, the Cyprus Productivity Centre, the Human Resources Development Authority which finances vocational training and retraining programmes, organized on a subcontract basis by public and private training institutions and in-house courses implemented by enterprises.

42. The Human Resources Development Authority (HRDA) is the national agency for human resources training and development. Its mission is to create the necessary prerequisites for the planned and systematic training and development of human resources in Cyprus, at all levels and in all sectors, for meeting the economy’s needs, within the overall national socio-economic policies. Training activities are designed to meet current needs for training in the labour market, which are assessed through research studies and surveys.

43. Training activities subsidized by the HRDA include: initial training, retraining, upgrading/continuing training of employees, management and supervisory training and development, training of trainers and consultants, training in new technology and know-how, training of school leavers, training of the unemployed, training of the inactive female labour force.

(f) Please state whether particular difficulties have been encountered in attaining the objectives of full, productive and freely chosen employment, and indicate how far these difficulties have been overcome.

44. The Cyprus labour market is facing qualitative and quantitative imbalances observed both at the level of sectors of economic activity and at the level of occupations. Imbalances are observed in labour supply and demand in the sectors of restaurants and hotels, construction, manufacturing and agriculture. These sectors also exhibit low labour productivity. The imbalances observed at the occupational level concern the shortages in technical and low skilled occupations. The latter is partly ameliorated with the employment of foreign workers which in 2005 represented 15.6% of employed persons. These imbalances are the result of numerous factors, such as the small size of the workforce, the new challenges faced by the Cypriot labour market by reason of its entry into the European market, the rapid technological progress throughout the world and the gradual changeover from traditional to new, knowledge based economies.

45. In order to anticipate and meet these challenges efficiently, Cyprus is promoting a series of measures through the National Reform Programme aiming at the promotion of employment and the development of the Human Capital.

3. (a) Please indicate whether there exist in your country any distinctions, exclusions, restrictions or preferences, be it in law or in administrative practices or in practical relationships, between persons or groups of persons, made on the basis of race, colour, sex,

religion, political opinion, nationality or social origin, which have the effect of nullifying or impairing the recognition, enjoyment or exercise of equality of opportunity or treatment in employment or occupation. What steps are taken to eliminate such discrimination?

46. As referred in the previous report (para. 31) in legislation and policies applied in Cyprus there is no discrimination regarding vocational guidance, training, employment and occupation on the ground of race, colour, sex, religion, political opinion and national or social origin.

47. Furthermore, the Equal Treatment in Employment and Occupation Law (L. 58(I)/2004, as amended) enacted for harmonizing with EU Directive 2000/78, prohibits to all employers discrimination on the basis of racial or ethnic origin, religion or belief, age or sexual orientation specifically in the spheres of employment and occupation. Refer also to answer to article 2, question 2 above.

48. A further development in combating discrimination in the area of employment of pregnant women is the enactment of the Maternity Protection (Amendment) Law, 2002 (L. 64(I)/2002) and a set of new Regulations, under the Safety and Health at Work Law (L. 89(I)/1996, as amended). The above Law and Regulations bring the existing legislation fully in line with the relevant EU Directive 92/85/EEC, which provides for the safety and health of pregnant women, women who have recently given birth and women who are breastfeeding. For details regarding maternity protection in general, see relevant information under question 5 and article 10 below.

(b) Please supply information on the actual situation in your country regarding vocational guidance and training, employment and occupation of persons according to their race, colour, sex, religion, and national origin.

49. Employed persons have the right to attend training programmes. According to the current legislation and the policy of the Human Resources Development Authority (HRDA), the term “employed persons” covers any person who works for another person under such circumstances from which the existence of an employer - employee relation can be inferred, it also refers to persons who are not working but are undergoing training in order to become qualified for employment after the end of their training.

50. Based on the HRDA legislation no restriction exists regarding the training of persons according to race, colour, sex, religion and national origin. The participation rate in HRDA subsidized training for men and women was 59% and 41%, respectively.

51. The Cyprus Productivity Centre offers various vocational training programmes and two Post-graduate Programmes in Management and Public Administration. The Post-graduate Programmes are run by the Mediterranean Institute of Management (MIM), the international division of the Cyprus Productivity Centre. All programmes offered by the Cyprus Productivity Centre are open and accessible equally to men and women, regardless of their national origin, race or religion. Every year foreign students attend the morning program of the MIM, which is taught in English. They come mostly from African countries such as Ghana, Tanzania, Kenya, and Uganda and, in recent years, from Lithuania, Romania, and Malta.

52. From 1999 onward the number of women attending the MIM Programmes (both morning and evening) has been increasing and today the Institute has more female than male students. As far as technical vocational training is concerned, the participants are almost exclusively male because of the nature of the programmes offered which are in traditionally male dominated professions.

(c) Please indicate the main cases in which a distinction, exclusion or preference based on any of the above-named conditions is not considered in your country as discrimination, owing to the inherent requirements of a particular job. Please indicate any difficulties in application, disputes or controversies which have arisen in relation to such conditions.

53. Pursuant to the Equal Treatment of Men and Women in Employment and Vocational Training Law (L. 205(I)/2002, as amended), enacted to harmonise with EU Directive 76/207/EC and 97/80/EC, gender discrimination is prohibited for all employers with regard to all activities related to employment including promotion and vocational training, with the exception of access to employment and vocational training in certain occupational activities where by reason of the context in which they are carried out, gender constitutes a genuine and a determining factor. These occupational activities are:

- (i) Artistic activities where the filling of a post with a person of the other sex would cause a significant difference in the nature of the post;
- (ii) Employment in a particular post when the duties of the post include the provisions of services outside Cyprus, in a state where legislation and culture are such that the particular services may not be logically rendered by a person of the other sex;
- (iii) Posts where the duties include personal services and it is imperative that persons from both sexes are employed;
- (iv) Personal Services, such as homecare for old or invalid people;
- (v) Employment in the post of warden in women's or men's prisons;
- (vi) Employment in the Security Forces or private security bodies;
- (vii) Employment of women in underground mining works.

54. According to the Equal Treatment in Employment and Occupation Law (L. 58(I)/2004, as amended), referred to under answer to question 3 (a) above, discrimination on the basis of racial or ethnic origin, religion or belief, age or sexual orientation is prohibited for all employers with regard to all activities related to employment and occupation, with the exception of certain occupational activities where by reason of their nature or of the context in which they are carried out, one of the abovementioned characteristics constitutes a genuine and determining factor.

4. Please indicate what proportion of the working population of your country holds more than one full-time job in order to secure an adequate standard of living for themselves and their families. Describe this development over time.

55. The double job holders, according to the Labour Force Survey 2006, represented 4.6% of the working population. It is noted that the main reason for which Cypriots keep a second job is to improve their standard of living rather than to secure an adequate one. (In 2006, the per capita GDP of Cyprus was US\$ 23596 and the per capita GNP 22923.)

5. In case of subsequent reports, give a short review of changes, if any, in national legislation, court decisions, as well as administrative rules, procedures and practices during the reporting period affecting the right to work.

Maternity protection

56. The Maternity Protection Law (L. 100(I)/1997, as amended), improved maternity protection by extending the minimum period of maternity leave from 14 to 16 weeks and now to 18 weeks (by a new amendment enacted on 12/7/2007).

Parental leave

57. The Parental Leave and Leave on Grounds of Force Majeure Law (L. 69(I)/2002, as amended) enacted for harmonizing with EU Directive 96/34/EC, relating to the framework agreement for parental leave concluded by UNICE, CEEP and CES, provides for:

(a) Entitlement to unpaid parental leave of a duration of up to thirteen weeks, by reason of birth or adoption of a child in order for the parents to care and participate in the raising of a child (for employees, men and women, who have completed a continuous period of at least six months employment with the same employer);

(b) Entitlement to unpaid leave of up to seven days per year, on grounds of force majeure by reason of a family emergency and related to an illness of, or an accident to, any dependant of the employee which makes the immediate presence of the employee indispensable.

58. The Law specifically provides for the right of men and women to enjoy equal treatment in relation to the rights emanated from it.

Rights and protection of aliens

59. During the reporting period many changes have taken place in the legislation, policy and administrative practices, concerning aliens in general and their economic and social rights in particular, within the framework of harmonization of Cyprus laws and policies with the EU acquis in the field of migration and asylum. A list of the relevant acquis in the fields of migration, asylum and free movement of EU citizens, is submitted herewith - Attachment 3.

60. The Constitution, legislation, international treaties ratified by Cyprus and legal practices provide and safeguard the equal treatment of every person in respect to employment. Migrant workers who are in possession of a valid residence/work permit and their families enjoy treatment no less favorable than that offered to nationals in matters of employment. All Labour

laws and regulations apply in the case of migrant workers, who are on an equal footing with nationals. Cyprus is a party to the Discrimination (Employment and Occupation) Convention (ILO No. 111), 25 June 1958 (ratified by L. 3/1968), to the Migration for Employment Convention (Revised) (ILO No. 97), 1 July 1949 (Cyprus: 23 September 1960 ratification (excluding provisions of Annexes I to III), and to the Migrant Workers (Supplementary Provisions) Convention (ILO No. 143), 24 June 1975 (ratified by L. 36/1977), and to articles 1 and 19 of the European Social Charter (revised) (CETS No. 163), Strasbourg, 3 May 1996 (ratified by L. 27(III)/2000), of the Council of Europe, relating to the right of work and the right of migrant workers and their families to protection and assistance.

61. Cyprus has also ratified the International Convention on the Elimination of All Forms of Racial Discrimination, 7 March 1966 (ratified by Laws 12/1967, 11/1992, and 28(III)/1999) and other Conventions, Covenants and Chapters by virtue of which the aliens are accorded protection.

62. As stated in answer to question 3 (a) and (c) above, according to the Equal Treatment in Employment and Occupation Law (L. 58(I)2004, as amended), discrimination on the basis of racial or ethnic origin, religion or belief, age or sexual orientation is prohibited for all employers with regard to all activities related to employment.

63. Moreover, a Decision of the Council of Ministers (No. 33.210, dated 15/3/1990), setting out the policy as well as the criteria and procedures for the employment of foreign workers on a temporary basis, with a view to alleviating the problem of labour shortages, imposes, inter alia, an obligation on employers to provide alien workers equal treatment with nationals regarding terms and conditions of employment.

64. In case of violation of their obligations, the employers are subject to penalties and no work permits are granted to them in the future, for the employment of foreign workers. With a view to reinforcing the practical application of equality of opportunity and treatment of temporary employed foreign workers, in respect of their terms and conditions of employment, additional control procedures were adopted which include:

(a) Making it mandatory for local employers applying for a work permit, on behalf of a foreign worker, prior to his/her entry, to submit a contract of employment specifying all terms and conditions of employment. The contract of employment is checked and stamped by the Department of Labour and then is submitted by the employer to the Ministry of Interior (Civil Registry and Migration Department) which then decides whether to issue the work permit;

(b) Periodic site visits by immigration officers as well as by officers of the District Employment Offices for examination of the conditions of employment of foreign workers;

(c) The Immigration Authorities provide the aliens entering Cyprus for legal employment with a leaflet in five languages (Greek, English, Russian, Romanian, Bulgarian), which are spoken/understood by the majority of the foreign workers in Cyprus, defining their rights and obligations. Moreover, the foreigners (except in the case of domestic workers) sign their contracts of employment, which have already been approved by the Labour Office, before an Immigration Officer and a true copy is handed to them. The contract contains in detail all the rights and obligations of both, the employers' and employees';

(d) In 2006 the Department of Labour published and distributed an informative leaflet, in Greek and English, on the rights and obligations of foreign workers. In 2007, the leaflet was published in another three languages (Russian-Arabic-Sri Lankan).

65. Furthermore a Committee established by a Council of Ministers Decision (No. 51.243 dated 16/2/2000), examines disputes raised by temporary employed foreign workers or their employers. In cases where the committee decides or concludes that the employer has breached the terms of the contract of employment, the alien in question is allowed to apply for a new employment, within a specified period.

66. In addition, the Aliens and Immigration Unit of the Police, in collaboration with the Civil Registry and Migration Department, Ministry of Interior and with other branches of the Police, carries out frequent checks and other systematic operations, aiming at safeguarding legal employment, as well as securing acceptable living conditions for the workers. In case of a breach of contract by the employer or any other breach of law, the employer is subject to legal and administrative sanctions.

67. The Aliens and Immigration (Amendment) Law, 2007 (L. 8(I)/2007), harmonizing national legislation with EU Council Directive 2003/86/EC, concerning the right of family reunification, and EU Council Directive 2003/109/EC, concerning the status of third country nationals who are long term residents, entered into force on 14/2/2007.

68. A further amendment to the Aliens and Immigration Law (Cap. 105, as amended) in compliance with EU Council Directive 2004/114/EC of 13/12/2004, concerning the conditions of entry and residence of third country nationals for study purposes, exchange of students, remunerated practiced training, or voluntary service, is currently under way.

69. In addition to the long term residence status, granted to eligible third country nationals, Cyprus legislation provides for the status of immigration permit which is equivalent to permanent residence status. The Immigration permit is issued for third country nationals who are employed, self employed or who wish to stay in Cyprus and have sufficient funds.

70. The entry and employment permit of aliens in cabarets and nightclubs is governed by the Aliens and Immigration Legislation, (which has been amended, in order to incorporate all the relevant European acquis on trafficking in human beings) as well as by administrative orders and decisions. This policy aims to accord legal or any other kind of protection to these aliens against any form of trafficking or exploitation exercised by their employers or by any other person and specifically to prevent the promotion of prostitution as well as to safeguard the remission of their emoluments. The Civil Registry and Migration Department, in collaboration with the Police, informs the employees of their rights. The Immigration Authorities provide the aliens with a leaflet in five languages (Greek, English, Russian, Romanian, Bulgarian), which are spoken/understood by the majority of the foreign workers working in cabarets in Cyprus, defining their rights and obligations. Furthermore, before arriving in Cyprus, the third country national desiring to work as artist in cabarets has to apply for an entry permit which is sent directly to her and, in order to be valid, she has to have it stamped at the embassy/consulate of the Republic in her country of origin. There she is given to read the information leaflet (for the time being the version given at the consulate authorities is only available in English and Russian) which she has to sign that she read before she gets her entry permit stamped.

71. In addition to the above, consistent control of the cabarets and nightclubs is carried out by the Police. In cases where the Police detects that the employer has breached the terms of the contract, the employer is subject to legal as well as administrative sanctions as provided for by the existing legislation or the administrative orders and the Authorities may consider the possibility of withdrawing the operation license of the cabaret or nightclub, rejecting any new application for issuing such a license or rejecting any application for employment of other aliens. The promotion of prostitution constitutes a violation of the Penal Code and is punishable with imprisonment.

72. The Combating of Trafficking in Human Beings and Sexual Exploitation of Minors Law, 2000 (L. 3(I)/2000) provided for the protection of human beings, with special reference to children, from sexual exploitation. Under this Law, sexual exploitation of human beings and children as well as the production, possession and circulation of pornographic material constitute offences entailing severe punishment. An important provision of this Law is the appointment of the Director of the Social Welfare Services (Ministry of Employment and Social Security) as the guardian for the protection of the victim.

73. In order to fully harmonise national legislation with the European acquis³ and for better implementation of the Cyprus's international obligations and commitments,⁴ a new law (repealing and replacing law 3(I)/2000) was enacted on 28/6/2007, entitled the Combating of Trafficking and Exploitation of Human Beings and the Protection of Victims Law, 2007

³ (a) EU Council Framework Decision 2002/629/JHA of 19 July 2002 on combating trafficking in human beings.

(b) EU Council Framework Decision 2004/68/JHA of 22 December 2003 on combating the sexual exploitation of children and child pornography.

(c) EU Council Directive 2004/81/EC of 29 April 2004 on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities.

⁴ (a) UN Convention against Transnational Crime and especially the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime.

(b) Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography.

(c) Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others.

(d) Council of Europe Convention on Action against Trafficking in Human Beings.

(L. 87(I)/2007). In the new law, the term “trafficking”, in addition to sexual exploitation of women and children, covers all forms of trafficking such as sexual exploitation, forced labour, and removal of human organs.

74. The law contains specific provisions for the prevention of trafficking, for the identification and protection of the victims and for the prosecution of those involved in trafficking, such as:

- (a) Establishment of a victims’ referral mechanism;
- (b) Provision of information to any person that may fall into the scope of the law of the possibilities offered by this law. Such information will be provided by Governmental as well as non-Governmental organizations;
- (c) Grant of a 1-month reflection period to victims allowing them to recover and escape the influence of perpetrators of the offences so that they can take an informative decision as to whether to cooperate with the competent authorities;
- (d) Issue of a temporary residence permit to the victims wishing to cooperate with the authorities for the prosecution of the traffickers;
- (e) Clear definition/statement of the rights of the victims (provision of allowance to the victims who do not have sufficient resources, access to emergency medical treatment, psychological support, protection, free translation and interpretation services when needed, free legal aid, access to labour market, to vocational training and education according to the relevant legislation);
- (f) Signing of Protocols for cooperation with non-Governmental organizations.

75. The Refugee Law, (L. 6(I)/2000, as amended), provides inter alia, for the protection of refugees and displaced persons regardless of ethnic origin. It sets basic principles for the treatment of refugees and beneficiaries to subsidiary protection, deals with their rights and obligations, provides for the entry and issuing of temporary residence permits to asylum seekers, specifies the procedure for recognition of the status of refugee and subsidiary protection as well the alternative temporary residence on Humanitarian Grounds and establishes the Asylum Service in relation thereto. The Asylum Service is empowered to examine asylum applications and make decisions thereon as well as to implement the Dublin Convention (Dublin 15 June, 1990) (ratified by L.1/1990). Cyprus has acceded to the Dublin Convention and therefore applies its provisions and procedures as from 1st of May, 2004 (date of Cyprus accession to the European Union). A Dublin office has been established under the responsibility of the Asylum Service and is staffed with three officers who have been duly trained and participate in numerous meetings of Committees at a European level. As from 1.1.2002, the responsibility for examining asylum applications has been transferred from UNHCR to the Asylum Service which replaced in 2004 the previously existing Refugee Authority. By virtue of the Refugee Law, (L. 6(I)/2000, as amended), upon the submission of application, the asylum seeker has the right to apply for a work permit or a public allowance.

76. By virtue of a Decision of the Council of Ministers No 58.408, dated 28.8.2003, both the administrative bodies which deal and decide upon asylum applications at first and second instance (i.e. the Asylum Service and the Independent Reviewing Authority) were restructured with a view to strengthen their administrative capacity with additional staff and to improve their efficiency and effectiveness.

77. A law amending the Refugee Law, in order to harmonise it with the Council Directive 2004/83/EC on minimum standards for the qualification and status of third country nationals or stateless persons as refugees or as persons who otherwise need international protection and the content of the protection granted was enacted on 12/7/2007. The new amendments conform with the EU objective of progressively establishing an area of freedom, security and justice of persons who seek international protection on the basis of a common policy on asylum, including a Common European Asylum System. The main objective is to ensure that EU member states apply common criteria for the identification of persons genuinely in need of international protection, and also, to ensure that a minimum level of benefits is available for these persons in all member states. With regard to minimum standards, Cyprus ensures that more favorable provisions of third country nationals or stateless persons are met on the grounds that the person concerned is either a refugee within the meaning of article 1(A) of the Geneva Convention, or a person who otherwise needs international protection, namely subsidiary protection. The new amendments respect the fundamental rights and principles recognized in particular by the Charter of Fundamental Rights of the European Union. They ensure full respect of dignity and the right to asylum for applicants for asylum and their accompanying family members. Moreover the same law transposes the parts of the European Council Directive 2003/86/EC (article 7, para. 1 and article 12, para. 1), concerning:

- (i) The family reunification of refugees;
- (ii) The entry and residence of family members.

without discrimination on the basis of sex, race, colour, ethnic or social origin, language, religion, or beliefs, political or other opinions, membership of a national minority, age or sexual orientation.

Reception Centre

78. The Reception Centre for the asylum seekers was completed in September 2002 and has a capacity of 120 persons. It consists of ten accommodation units with hygiene facilities, two units of cooking and laundry facilities, two units of dining and recreation facilities, including a playground, one store-room and one office. There is also transport of children to schools.

79. The Internal Administrative Regulations of the Centre providing for the procedural matters concerning the administration of the centre, recruitment of staff, admission and departing of asylum seekers etc. were approved by the House of Representatives in December 2006. According to the Refugee Regulations, accommodation at the Reception Centre shall be on a temporary basis, in order to cover the immediate accommodation and sustenance needs of the asylum seekers (preferably vulnerable groups) as soon as they arrive in Cyprus and until the procedure enabling them to reside outside the Centre is completed.

Persons with disabilities

80. Cyprus has ratified the European Social Charter (revised) (CETS No. 163), Strasbourg, 3 May 1996 (ratified by L. 27(III)/2000) and applies fully article 15 concerning the rights of physically and mentally disabled persons to vocational training and rehabilitation and social resettlement, as well as, paragraph 4 of article 1 of the Charter which requires Contracting Parties to promote appropriate vocational guidance, training and rehabilitation to disabled persons. Cyprus is also a party to the Vocational Rehabilitation and Employment (Disabled Persons) Convention (ILO No. 159), 20 June 1983 (ratified by L. 42/1987).

81. Cyprus has signed the International Convention on the Rights of Persons with Disabilities and the Optional Protocol to the Convention on the Rights and Dignity of Persons with Disabilities, on 30/3/2007, and internal procedure for ratification has begun.

82. Within the framework of its general employment policy for the best utilization of all human resources of the country and for social cohesion, the Government of Cyprus has always paid particular attention and has taken seriously into account the special needs of workers with disabilities. In pursuance and as a result of this policy:

(a) Vocational guidance, training and placement services are offered to all categories of persons with disabilities;

(b) Special education and training is offered to persons with disabilities in specialised institutions e.g. school for the Blind, school for Deaf Children, Centre for the Vocational Rehabilitation of the Disabled and special Schools for Trainable Children;

(c) Employment in sheltered workshops is offered to certain categories of physically disabled, mentally retarded and mentally disabled persons;

(d) Enhancement of facilities and services for social integration and vocational rehabilitation of adults with severe disabilities;

(e) The following schemes are currently run by the Department of Labour (Service for the Care and Rehabilitation of Disabled Persons) of the Ministry of Labour and Social Insurance.

- **Self-Employment Scheme**

83. Under this Scheme unemployed or underemployed persons with disabilities are offered a grant with a view to being enabled to start their own business.

- **Supported Employment Scheme**

84. Under this Scheme persons with severe disabilities are assisted in finding and retaining a job in the open labour market by receiving personal support from a job coach until they adapt to their working environment.

- **Training outside the Traditional Rehabilitation Institutions**

85. Under this Scheme persons with disabilities are offered a subsidy for participation in courses of vocational training of their own choice in a suitable training institution establishment.

- **Incentive Scheme to Employers for the Employment of Persons with Disabilities**

86. The Scheme provides incentives for the employment in the private sector of persons with serious disabilities, either by covering part of the cost for the adjustment of the workplace or by subsidizing part of the labour cost.

87. Furthermore, during the period under review, several legislative measures have been promoted aiming at increasing the opportunities of disabled persons for employment. These include among others the following:

(a) The Persons with Disabilities Law (L. 127(I)/2000, as amended), which covers comprehensively the protection of persons with disabilities and in particular it provides for the safeguarding of equal rights and opportunities and the promotion of their social, cultural and economic integration. The said Law harmonises the national legislation with the provisions of the Directive 2000/78/EC for non-discrimination in the employment and occupation of persons with disabilities;

(b) The Education of Children with Special Needs Law (L. 113(I)/1999, as amended), which provides, inter alia, for machinery and procedures for the evaluation of the needs of children, coordination and supervision of the provision of special education, development, supervision and evaluation of programmes, appointment of liaison officers for the monitoring of the provision of special education, and provision of facilities and services by general and special schools, for children with special needs;

(c) The Engagement of Trained Blind Telephone Operators Law, 1988 (L. 17/1988), which provides that in filling vacant telephone operator posts in public law bodies, priority should be given to blind candidates who fulfil the schemes of service and who are trained operators and, in cases where blind candidates are not available, priority should be given to “disabled” persons, as this term is defined in the Law;

(d) The Public Service Law (L. 1/1990, as amended) provides that, in filling vacant posts in the Public Service, priority, should be given to “disabled” candidates, as this term is defined in the Law, who fulfil the schemes of service, provided that the Commission responsible for the selection is satisfied that:

- They are able to perform the duties of the posts; and
- They are not inferior to the rest of the candidates as regards merit and qualifications.

6. Please indicate the role of international assistance in the full realization of the right enshrined in article 6.

88. Refer to previous report, para. 35.

Article 7 of the Covenant

1. If your State is a party to any of the following ILO Conventions:

Minimum Wage-Fixing Convention, 1970 (No. 131)

Equal Remuneration Convention, 1951 (No. 100)

Weekly Rest (Industry) Convention, 1921 (No. 14)

Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

Holidays with Pay Convention (Revised), 1970 (No. 132)

Labour Inspection Convention, 1947 (No. 81)

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

Occupational Safety and Health Convention, 1981 (No. 155)

and has already submitted reports to the ILO Committee of Experts on the Application of Conventions and Recommendations which are relevant to the provisions of article 7 you may wish to refer to the respective parts of those reports rather than repeat the information here. However, all matters which arise under the present Covenant and are not covered fully in those reports should be dealt within the present report.

89. Refer to previous report, paras. 36-37.

90. Refer to the latest reports on Conventions No. 100 (for the periods ending 31/5/02 and 31/8/05), No. 106 (for the period ending 31/5/03), No. 81 (for the periods ending 31/5/01, 31/5/04 and 30/6/06) and No. 155 (for the period ending 31/8/05).

2. (a) Please supply information on the principal methods used for fixing wages.

91. Refer to previous report, para. 38.

(b) Please indicate whether a system of minimum wages has been established, and specify the groups of wage earners to which it applies, the number of persons covered by each group as well as the competent authority for determining these groups. Are there any wage earners remaining outside the protection of the system of minimum wages in law or in fact?

92. The workers remaining outside the protection of the law, are covered by collective agreements (over 70%). Collective agreements provide higher minimum wages than those provided by Law.

93. Refer to previous report, paras. 39-41.

94. Legislative regulation of minimum wages exist only for a few specified sectors and aims at complementing the system of collective bargaining in sectors where collective bargaining is weak. Collective agreements are usually revised every two or three years. The number of persons covered by each group in 2002, was as follows: office clerks (general) (code 4190) 1495, cashiers and ticket clerks (code 4211) 3477 and shop salespersons and demonstrators (code 5220) 23712. These numbers, show the persons employed in these specific sectors. This does not signify, that all these persons earn the minimum wage. The Minister of Labour and Social Insurance is the competent authority for determining these groups.

95. Refer to previous report, paras. 42-43.

(i) Do these minimum wages have the force of law and in which ways are they secured against erosion?

96. Refer to previous report, paras. 44-46, except that the percentage of workers covered by collective agreements is over 70% and not 80% as stated in para. 46 of the previous report.

(ii) To what extent and by which methods are the needs of workers and their families as well as economic factors taken into consideration and reconciled with each other in determining the level of minimum wages? What standards, goals and benchmarks are relevant in this respect?

97. Refer to previous report, paras. 47, 49-50. Paragraph 48 is no longer valid.

(iii) Please describe briefly the machinery set up for fixing, monitoring and adjusting minimum wages;

98. Refer to previous report, paras. 50-53.

(iv) Please supply information on the development of average and minimum wages 10 years ago, 5 years ago and at present, set against the respective development of the cost of living;

99. See Appendix A, Table 3 which shows the development of median and minimum wages, 1981-2005.

100. See Appendix A, Table 4 which shows the national mean and median monthly rates of pay, 1984-2005.

101. See Appendix A, Table 6 which shows the percentage changes of the consumer price index and the rates of pay, 1990-2005.

(v) Please indicate whether, in practice, the system of minimum wages is supervised effectively.

102. Refer to previous report, paras. 50-53.

(c) Please indicate whether there exists in your country any inequality in remuneration for work of equal value, infringements of the principle of equal pay for equal work, or conditions of work for women which are inferior to those enjoyed by men.

- (i) What steps are taken to eliminate such discrimination? Please describe the successes and failures of these steps with regard to the various groups that are discriminated against;**
- (ii) Please indicate what methods, if any, have been adopted to promote an objective appraisal of jobs on the basis of the work to be performed.**

103. The right of equal pay for work of equal value between men and women is specifically protected by the Law on Equal Pay between Men and Women for the Same Work or for Work of Equal Value (L. 177(I)/2002, as amended), which transposes EU Directives 75/117/EEC relating to the application of the principle of equal pay for men and women and 97/80/EC on the burden of proof in cases of discrimination based on sex. An unofficial translation of Law 177(I)/2002 is submitted herewith - Attachment 4.

104. See Appendix A, Table 5 which shows the average monthly rates for males and females 1997-2005.

105. See Appendix A, Table 9 which shows the mean monthly rate of pay per person by occupational group 2004-2005 (wage and salary earners combined).

106. The gender wage gap in Cyprus (25% in 2005) is at high level compared to the average in the EU (15% in 2005). Nevertheless, during the last decade this gap has been reduced substantially (33% in 1994).

107. The Department of Labour Relations has assigned the preparation of a comprehensive study on the gender pay gap, with the purpose of evaluating and analysing the extent of the problem, identifying and categorising its causes, presenting good practices in other member states and formulating suggestions for significantly reducing the gap. The study is expected to be completed by the end of July 2007.

108. A most important development in the field of equality is the enactment of the Equal Treatment of Men and Women in Employment and Vocational Training Law (L. 205(I)/2003, as amended) transposing EU Directives 76/207/EEC “on equal treatment for men and women in employment, vocational training and promotion and working conditions” and 97/80/EC “on the burden of proof” which provides for the application of the principle of equal treatment of men and women as regards access to vocational guidance, vocational education and training as well as the terms and conditions of their provision, the access to employment, the terms and working conditions, including promotion and the terms and conditions of dismissal. Moreover the amending Laws No. 191(I)/2004 and 40(I)/2006 transposing Directive 2002/73/EC, cover, inter alia, the issues of “positive action”, gender based advertising and sexual harassment and provide for relevant effective remedies for breaches of the principle of equal treatment. Refer also to answer to article 6, question 3(c) above.

109. For more details see report of Cyprus on the Revised European Social Charter re article 20, for the period ending 31/12/04.

110. It should also be noted that the Human Resource Development Authority has developed programmes for the vocational training and employability of the inactive female labour force. Further, the Cyprus Productivity Centre has developed a programme promoting flexible forms of employment. Both programmes are co-financed by the European Social Fund (EU Structural Fund).

(d) Please indicate the income distribution of employees, both in the public and private sector taking into account both remuneration and non-monetary benefits. If available, give data on the remuneration of comparable jobs in the public and private sector.

111. See Appendix A, Table 7 which shows the percentage of distribution of employees by monthly salary group and sex (wage and salary earners combined), 2001-2005.

112. See Appendix A, Table 8 which shows the percentage distribution of employees by sex, occupational group and monthly salary group, 2005 (wage and salary earners combined).

3. What legal, administrative or other provisions exist that prescribe minimum conditions of occupational health and safety? How are these provisions enforced in practice and in which areas do they not apply?

(a) Please indicate which categories of workers, if any, are excluded from existing schemes by law and what other categories benefit from such schemes only insufficiently or not at all.

113. The Safety and Health at Work Law (L. 89(I)/1996, as amended), encompasses the provisions of the Occupational Safety and Health Convention (ILO No. 155), 22 June 1981 (ratified by L. 242/1988) and transposes the EU framework Directive 89/391/EEC. Regulations issued under the said Law, transposing the relevant EU daughter Directives of Directive 89/391/EEC fully harmonise the national legislation with the corresponding European acquis. The said legislation covers all workplaces in all sectors of economic activity and applies to all employers, self-employed persons as well as third persons. Public servants, including the Police and the Fire Service as well as the civilian personnel of the armed forces, are also covered. It does not apply to persons employed as domestic servants. However, the said Law is under revision in order to remedy this.

114. At the level of the undertaking, Occupational Safety and Health (OSH) is promoted through the Safety Committees at Work Regulations of 1997. The establishment and operation of Safety Committees is a practical manifestation of the workers' active participation and involvement in OSH. The enforcement of the OSH legislation is effected through inspections by duly qualified Inspectors of the Department of Labour Inspection (DLI) who carry out regular inspections to workplaces to ensure compliance with the relevant legislation. The Labour Inspection System is based on the Labour Inspection Convention (ILO No. 81), 11 July 1947

(ratified by L. 31(III)/1999) and Protocol, 22 June 1995 (ratified by L. 30(III)/1999). The organisational chart of the DLI appears in Appendix A, Figure 1. The programme of inspections is drawn according to a hazard rating system, which among others takes into account the nature of the activities carried out in the undertakings and the severity of OSH risks identified in the particular undertaking during inspection.

115. In addition, the DLI promotes OSH issues with activities such as:

- (i) Provision of guidance and advice to employers as to how to fulfil their duties and obligations;
- (ii) Encouragement of close collaboration and consultation between employers and workers safety representatives;
- (iii) Provision of training OSH programmes and annual OSH campaign;
- (iv) Dissemination of OSH information and technical knowledge through guidance notes, brochures and other awareness material;
- (v) Promotion of mainstreaming OSH into the public education system so that students, as future employees and employers, will develop a safety and accidents prevention culture;
- (vi) Promotion of a scheme of cash grants to construction companies which wish to replace their work equipment with new that complies with standards superior to OSH legislation in order to improve work conditions in the construction industry;
- (vii) Promotion of a project on training of 2000 stakeholders in the construction, mining and dockworks sectors;
- (viii) Operation of a scheme for the training of those workers who enter for the first time the labour market in an effort to inculcate an accidents prevention culture.

(b) Please provide statistical or other information on how the number, nature and frequency of work accidents (particularly with fatal results) and occupational diseases have developed over time (10 years ago, 5 years as compared with the present).

116. See Appendix A, Figure 2 which shows the total and fatal industrial accidents, 1985-2006.

117. See Appendix A, Table 1 which shows the reported industrial accidents, 1985-2006.

118. See Appendix A, Table 2 which shows the analysis of work accidents by economic activity sector, gender, age, degree of injury and causation for 2006.

119. Very few cases of occupational diseases were reported during the period under review and statistical data is not available.

4. Please supply information on the actual realization in your country of the principle of equal opportunity for promotion.

(a) Which groups of workers are currently deprived of such equal opportunity? In particular, what is the situation of women in this respect?

(b) What steps are taken to eliminate such inequality? Please describe the successes and failures of these steps with regard to the various disadvantaged groups.

- (i) The Ministry of Labour and Social Insurance recognizes that some groups are vulnerable to discrimination in the workplace: women, persons with disabilities, older people, young people, people of a different national or ethnic origin or of a different religion and people of a different sexual orientation. For some of these groups, this is evident in the statistics reported under article 6, question 2 (a) above concerning employment and unemployment by gender and age group. Furthermore, according to data from the Cyprus Statistical Service for 2005, 38.7% of women employees are paid with monthly salaries below 600 pounds, while only 13.1% of their male colleagues belong in these salary categories. In general the gender pay gap is around 25%;

Significant progress has been made in this field, however, as regards particularly women. See relevant information given under article 6 above.

- (ii) In addition besides the ongoing improvement of the legal framework, the National Machinery for Women's Rights (NMWR) is giving particular importance to the implementation and enforcement of relevant legislation protecting women's rights.

120. This goal is pursued through educational programmes carried out by NMWR in close collaboration with NGOs and through the wide dissemination of relevant Laws as well as other useful material.

121. The Government, through the NMWR, recognising the important role of NGOs in this field, has increased considerably the subsidies to these organisations in order to assist them in the implementation of their own programmes and activities.

122. Moreover, a Committee for the Equal Treatment of Men and Women in Employment and Vocational Training, envisaged under the new legislation mentioned above, has been established. This Committee deals with various issues relating to access to employment, vocational training, promotion, and conditions of employment.

123. Public awareness-raising on gender equality issues is another national priority in the field of gender equality. Research identifies and reality proves that social prejudices and stereotypes as well as lack of knowledge and sensitization on the part of men and women on gender equality are the major obstacles hindering the achievement of real equality.

5. Please describe the laws and practices in your country regarding rest, leisure, reasonable limitations of working hours, periodic holidays with pay and remuneration for public holidays.

124. The Organization of Working Time Law (L. 63(I)/2002, as amended), transposing EU Directives 93/104/EC and 2000/34/EC, provides for the setting of minimum general standards in the area of working time (e.g. working hours, hours of rest, rest periods, night work, annual paid leave). In particular, it provides for a minimum daily rest period of eleven consecutive hours per 24-hour period, a fifteen minute break after six hours of work and a minimum of uninterrupted rest period of 24 hours per each seven-day period. It, also guarantees that every worker is entitled to paid annual leave of at least four weeks. The Law, inter alia, provides, that the average working time for each seven day period, including overtime, does not exceed 48 hours. Normal hours of work of night workers do not exceed an average of eight hours in any 24-hour period. An unofficial translation of Law 63(I)/2002, is submitted herewith - Attachment 5.

125. Domestic workers have a written contract of employment, regulating, inter alia, their hours of work and setting upper limits in their working hours (44 hours per week), thus they may resort to the courts of law if their rights are violated.

126. Other changes regarding:

(a) Retail shops:

The Operation of Shops and the Terms of Employment of their Employees Law, 2006 (L.155(I)/2006) regulates all retail shops as well as some other establishments, like barbershops, cinemas etc. The Law mainly provides that:

- (i) The normal daily working time for an employee shall be no more than 8 hours, whereas the normal weekly working time shall not be more than 38;
- (ii) Overtime work is allowed but the extra hours shall be no more than 2 daily and 8 weekly. Overtime work shall be compensated on the basis of 1:1.5 or 1:2;
- (iii) Employees are entitled to certain half days-off and holidays with pay (at least four weeks every year);
- (iv) Generally shops shall be closed on Sundays and Wednesday afternoons and on certain specified hours during the other days of the week;
- (v) Certain categories of shops can be open on a 24 hour basis.

(b) Commerce and offices:

127. Refer to previous report, para. 68.

(c) Hotels and restaurants:

128. Refer to previous report, para. 68(c)) except that, the relevant collective agreements apply in the large majority of establishments in the hotel and catering industry; which employ an estimated 75% of the workers in this industry.

(d) Driving of motor vehicles:

129. The Drivers' Driving Time and Rest Periods Law (L. 137(I)/2004, as amended), harmonizing the relevant national legislation with EU Directive 88/599/EEC and implementing EU Regulation (EEC) No. 3820/85, has been enacted and provides for a daily rest of at least 11 hours and a weekly rest of at least 43 hours, normally and requires a 45 minute break after a 4.5 hours continuous driving period. The Law does not allow:

- (i) Continuous driving for more than 9 hours;
- (ii) Driving for more than 10 hours per day twice a week or 90 hours per two weeks.

130. The same Law also provides for the installment of tachographs in the vehicles covered by the provisions of the Law. The Law came into force on 30/04/2004.

131. The Organisation of Working Time of Persons Performing Road Transport Activities Law (L. 47(I)/2005 as amended), supplemented Law 137(I)/2004, transposing EU Directive 2002/15/EC setting minimum health and safety requirements. The Law applies to workers employed by undertakings in the Republic who perform mobile road transport activities, covered by EU Regulation (EEC) No. 3820/85 and/or by the A.E.T.R. Agreement. In relation to self-employed drivers, the Law will apply from 23/03/2009, in accordance with the abovementioned Directive. In particular the Law regulates the following:

- (i) Average and maximum weekly working time;
 - (ii) Breaks;
 - (iii) Rest periods;
 - (iv) Night work;
 - (v) Information and records on behalf of the employers;
 - (vi) Appointment of inspectors;
 - (vii) Penalties;
 - (viii) Derogations.
- (e) Annual leave:

132. Refer to previous report, para. 68(e).

133. The minimum annual holiday with pay, has been increased to four weeks. (The Annual Holidays with Pay Law (L. 8/1967, as amended).

(a) Indicate the factors and difficulties affecting the degree of realization of these rights.

134. Refer to previous report, para. 69.

(b) Indicate which categories of workers are excluded by law or in practice, or both, from the enjoyment of which of these rights. What measures are contemplated or currently taken to remedy this situation?

135. Refer to previous report, para. 70.

6. In case of subsequent reports, give a short review of changes, if any, in national legislation, court decisions or administrative rules, procedures and practices during the reporting period affecting the right to just and favourable conditions of work.

136. Refer also to answer to question 4 above.

7. Please indicate the role of international assistance in the full realization of the right enshrined in article 7.

137. In order to safeguard the right to safe and healthy working conditions, the Ministry of Labour and Social Insurance takes into account the International Labour Organization (ILO) Conventions, the European Strategy on Safety and Health at Work, the work developed by both the Senior Labour Inspectors Committee and the Advisory Committee on Safety and Health of the European Union.

138. The policy of the Ministry of Labour and Social Insurance on raising awareness and disseminating information on safety and health at work is in line with the policy of the European Agency for Safety and Health at Work. Cyprus, through the Department of Labour Inspection, is a member of the Agency's Administrative Board and partakes at the meetings of the Focal Points and the Experts Groups. These groups set the Agency's action programmes and submit comments and observations on draft Agency documents before these are forwarded to the EU member states for implementation. The Department of Labour Inspection, being the focal point of the Agency for Cyprus, collects and disseminates information related to safety and health at work through the National Information Network.

139. Furthermore, the Ministry of Labour and Social Insurance with the financial support of the European Union is in the process of implementing a Transition Facility project under the title: "Technical Assistance for the improvement of the capacity of the Cyprus Competent Authority, the Social Partners and the workers of the Construction Industry, Extractive Industry and Dockworks on safety and health at work issues".

140. The major objectives of the said project are:

- (i) To enhance the capacity of the Department of Labour Inspection for the enforcement of the legislation on Safety and Health at Work, in the Construction Industry, Extractive Industry and Dockworks; and
- (ii) To increase the capacity of the public services and the private enterprises of the above industry sectors to effectively comply with the legislation on Safety and Health at Work.

Article 8 of the Covenant

1. If your State is a party to any of the following Conventions:

International Covenant on Civil and Political Rights

ILO Freedom of Association and Protection of the Right to Organise Conventions, 1948 (No. 87)

ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

ILO Labour Relations (Public Service) Convention, 1978 (No. 151)

and has already submitted reports to the supervisory committee(s) concerned which are relevant to the provisions of article 8, you may wish to refer to the respective parts of those reports rather than repeat the information here. However, all matters which arise under the present Covenant and are not covered fully in those reports should be dealt with in the present report.

141. Refer to previous report, para. 71.

142. Refer to the latest reports on Conventions No. 87 (for the periods ending 31/5/02 and 30/6/05) and No. 151 (for the period ending 31/8/04).

2. Please indicate what substantive or formal conditions, if any, must be fulfilled in order to join and form the trade union of one's choice.

(a) Please specify whether there exist any special legal provisions regarding the establishment of trade unions by certain categories of workers and, eventually, what these special provisions are, how they have been applied in practice, as well as the number of persons subjected to them.

143. Refer to previous report, paras. 72-75.

(b) Are there any restrictions placed upon the exercise of the right to join and form trade unions by workers? Please provide a detailed account of the legal provisions prescribing such restrictions and their application in practice over time.

144. Refer to previous report, paras. 76-80.

(c) Please supply information on how your Government secures the right of trade unions to federate and join international trade union organizations. What legal and practical restrictions are placed upon the exercise of this right?

145. Refer to previous report, paras. 81-82.

(d) Please indicate in detail what conditions or limitations are placed upon the right of trade unions to function freely. Which trade unions have been adversely affected in practice by these conditions or limitations? What measures are being taken to promote free collective bargaining?

146. Refer to previous report, paras. 83-86.

147. The Constitution and the laws of Cyprus guarantee the right of workers (and employers) to bargain collectively. Free and voluntary collective bargaining is, in Cyprus, the basic way for the determination of terms and conditions of employment. It takes place mainly at two levels: the enterprise level and the industry level. Occasionally, there is also bargaining at the national level, mainly in the form of framework agreements, concerning, for example, wage increases.

148. As regards principles and procedures for labour relations and the settlement of labour disputes, the most important relevant institution is the Industrial Relations Code, of 1977, which was signed by the Minister of Labour and Social Insurance, the General Secretaries of the main trade union confederations (PEO and SEK), and the Director General of the Employers' and Industrialists' Federation (OEB). The Code is not legally binding but it is highly respected and may be regarded as the foundation of public policy in the field of labour relations.

149. Among the key principles set out in the Industrial Relations Code is the recognition, by the signing parties, of the fact that collective bargaining is the basic way for the determination of terms and conditions of employment; and the support, by the signing parties, of collective bargaining and joint consultations.

150. Collective bargaining, however, may be inadequate in certain cases to safeguard basic protection of the workers. It is, therefore, supplemented by legislation, such as minimum wage orders and maximum hour regulations, mostly covering non-unionized workers. Furthermore, legislation of general coverage exists for, inter alia, minimum annual leave, termination of employment, health and safety, social security, and equal treatment between women and men.

151. Social dialogue at the national level is also well developed. It usually takes place in permanent or ad hoc tripartite bodies, of which the most important is the Labour Advisory Board, chaired by the Minister of Labour and Social Insurance. Another important tripartite body is the Economic Consultative Committee, chaired by the Minister of Finance.

(e) Please supply data on the number and structure of trade unions established in your country, and on their respective membership.

152. Refer to previous report, paras. 87-96.

3. Please indicate whether in your country workers are granted the possibility to strike as a matter of constitutional or legal right. If your answer is in the negative, what other legal or factual approach is used to guarantee the exercise of this right?

(a) What restrictions are placed upon the exercise of the right to strike? Please provide a detailed account of the legal provisions governing such restrictions and their application in practice over time.

(b) Please indicate whether there exist any special legal provisions regarding the exercise of the right to strike by certain categories of workers and what these special provisions are, how they have been applied in practice, as well as the number of workers subjected to them.

153. Refer to previous report, paras. 97-98, 100-103. Paragraph 99 is no longer valid.

154. In line with the Government's new policy to promote the regulation of strikes in essential services, through consensus achieved by means of a voluntary agreement, an Agreement on the Procedure for the Settlement of Labour Disputes in Essential Services, was signed on 16/4/2004. The Agreement is an extension of the Industrial Relations Code and also applies to the public sector via the amendment of the Joint Staff Committee Regulations. Consequently, the Agreement has universal application to all sectors of economic activity, in which essential services exist, as defined by article 1.2 of the Agreement. The procedure referred to in the Agreement is activated after a deadlock is declared in essential services, in accordance with the existing provisions of the Industrial Relations Code. According to article 3 of the Agreement, in the case of negotiations either for the conclusion of a collective agreement for the first time, or for the renewal of a collective agreement, and as long as it is ascertained that all margins for negotiation have been exhausted under the existing procedures for each sector, and a deadlock has been declared, then the two sides must refer the dispute to an Arbitration Committee, notifying their decision to the Ministry of Labour and Social Insurance. The referral to arbitration may be made jointly or separately. Within 15 days from the day of the notification that the dispute has reached a deadlock, the Minister of Labour and Social Insurance appoints suitable persons from a prescribed list, as members of the Arbitration Committee. The Arbitration Committee, which consists of three persons, undertakes to fully examine the issues comprising the dispute, and communicates its decision to the interested parties within six weeks from the date of referral of the dispute. The decision of the Arbitration Committee is not binding on the parties concerned and in the case of non-acceptance of the decision by either side, industrial action, including a lock-out may be taken after a written notice of twenty five days is given. The Agreement does not prohibit in any way the right of workers or employers, to take industrial action, but it ensures that the services provided by these organisations are still provided to the public. This is achieved by the adoption and operation of a negotiated minimum service. Within a period of one year from the signing of the Procedure for the Settlement of Labour Disputes in Essential Services, the parties, through direct negotiations, must determine for all prescribed essential services a minimum service which shall be offered during a strike or lockout. In the case that no agreement is achieved within the above-mentioned time limit, then the dispute is referred to the Arbitration Committee (article 4 of the Agreement).

155. The Defence Regulations 79 A and 79 B, of 1943 (refer to para. 99 of the previous report) allowed the mobilization of employees and the prohibition of strikes respectively in “essential” services within the meaning of the Constitution, i.e. articles 10 and 27 concerning forced labour and the right to strike respectively. With the signing of the Agreement on the Procedure for the Settlement of Labour Disputes in Essential Services, the aforementioned Regulations were abolished by an Order of the Council of Ministers dated 22/06/2006.

4. Please indicate whether any restrictions are placed upon the exercise of the rights mentioned in paragraphs 2 and 3 above by members of the armed forces, the police or the administration of the State. How have such restrictions been applied in actual practice?

156. Refer to previous report, paras. 104-105.

5. In case of subsequent reports, give a short review of changes, if any, in national legislation, court decisions, as well as administrative rules, procedures and practices during the reporting period affecting the rights enshrined in article 8.

157. Refer to answer to question 3 above.

Article 9 of the Covenant

1. If your State is a party to the ILO Social Security (Minimum Standards) Convention, 1952 (No. 102) or to other relevant subsequent ILO Conventions (Nos. 121, 128, 130 and 168) and has already submitted reports to the supervisory committee(s) concerned which are relevant to the provisions of article 9, you may wish to refer to the respective parts of those reports rather than repeat the information here. However, all matters which arise under the present Covenant and are not covered fully in those reports should be dealt with in the present report.

158. Refer to previous report, paras. 107-108.

159. The Cyprus legislation which is relevant to this article is the following:

(a) Laws:

- (i) The Granting of Social Pension Law (L. 25(I)/1995, as amended);
- (ii) The Social Insurance Law (L. 41/1980, as amended);
- (iii) The Granting of Child Benefit Law (L. 167(I)/2002, as amended);
- (iv) The Granting of Mother’s Allowance Law (L. 21(I)/ 2003, as amended).

(b) Regulations:

- (i) The Social Insurance (Contributions) Regulations - further amendments;

- (ii) The Social Insurance (Benefits) Regulations - further amendments;
- (iii) The Social Insurance (Medical Boards - Review Medical Board and Specialist Medical Practitioners) Regulations - further amendments.

2. Please indicate which of the following branches of social security exist in your country:

Medical care

Cash sickness benefits

Maternity benefits

Old-age benefits

Invalidity benefits

Survivors' benefits

Employment injury benefits

Unemployment benefits

Family benefits

160. In Cyprus the following branches of social security exist:

161. Medical care, cash sickness benefit, maternity benefits (maternity allowance and maternity grant), old age pension, social pension, invalidity pension, survivor's benefits, employment injury benefits, unemployment benefit, family benefits.

3. Please describe for each branch existing in your country the main features of the schemes in force, indicating the comprehensiveness of the coverage provided, both in the aggregate and with respect to different groups within the society, the nature and level of benefits, and the method of financing the schemes.

(1) Medical care

162. Refer to answer to article 12, question 2 below.

(2) Cash sickness benefits

163. Refer to previous report paras. 118-130 except that the age at which persons who do not satisfy the contribution conditions for old age pension at 63 are allowed to draw benefit up to the date of which they satisfy the relevant contribution conditions has been increased from 65 to 68.

164. As concerns increases for dependants, the Social Insurance Law (L. 41/1980, as amended), provides that the basic benefit is increased by 1/3 for a dependent spouse provided he/she is not working or receiving any benefit and by 1/6 for other dependants (maximum two dependants).

The weekly rate of the basic benefit is equal to 60% of the insurable earnings of the beneficiary up to the weekly basic insurable earnings (CY£ 79.90 for 2006). The weekly rate of the supplementary benefit is equal to 50% of the insurable earnings of the beneficiary in excess of the basic insurable earnings.

165. The amount of the basic insurable earning for 2006 was increased to CY£ 79.90 a week or CY£ 4,155 a year. According to the said Law, the waiting period for self employed persons has decreased from 18 to 9 days.

(3) Maternity benefits

166. Refer to previous report, para. 131.

(a) Maternity grant.

167. Refer to previous report, para. 132.

168. The amount of the grant was increased in 2006 to CY£ 242.

(b) Maternity allowance.

169. Refer to previous report, paras. 133-134. In addition, according to the Social Insurance Law (L. 41/1980, as amended), maternity allowance is also payable to mothers of adopted children if the adoption takes place during the first 5 years following the child's birth. By the Social Insurance (Amendment) Law, 2001 (L. 2(I)/2001), maternity allowance is now payable if the adoption takes place during the first 12 years from the child's birth.

(4) Old-age pension

170. Refer to previous report, paras. 135-149 except that, by the Social Insurance Law (L. 41/1980, as amended), the pensionable age of miners who have at least five years employment in a mine is reduced by one month for every five months of work in a mine, but no lower than the age of 58 instead of 60 as was the case before the amendment, provided they have retired from mine work.

171. As regards increases for dependants, the Social Insurance Law (L. 41/1980, as amended), provides that the weekly amount of the basic pension is increased by 1/3, 1/2 and 2/3rds for one, two or three dependants of the beneficiary, respectively. In the case of a married female beneficiary, there is no entitlement to an increase for her husband except if he is incapable of self-support. The increase for her dependant children and other dependants is 1/6 of the basic pension for each dependant (maximum two dependants).

172. A person who satisfies the contribution conditions for old age pension is guaranteed a minimum pension which is equal to 85% of the pension instead of 70%, for an insured person with 40 years of insurance and a wage equal to the amount of the basic insurable earnings.

(5) Invalidity benefits

173. Refer to previous report, paras. 150-161.

174. The amount of the basic insurable earnings for 2006 was increased to CY£ 79.90 a week.

175. As regards dependants, please refer to the information given for dependants of recipients of old age pension above.

(6) Survivors' benefits

176. Refer to previous report, paras. 162-171.

177. According to the Social Insurance Law (L. 41/1980, as amended), the insured beneficiary of a widow's pension is also entitled to old age pension, invalidity pension or disablement pension, maternity allowance, sickness benefit, unemployment benefit or injury benefit.

178. If the beneficiary of a widow's pension is also entitled to old-age pension, invalidity or disablement pension she is entitled to the basic parts of the two pensions and to the supplementary parts of the two pensions provided that the amount of the supplementary pensions cannot exceed the supplementary pensions payable for earnings up to the maximum amount of insurable earnings.

179. The amount of funeral grant for 2006 was CY£ 329 for cases (a) to (d) above and CY£ 164.50 for the dependants in case (e) above.

(7) Employment injury benefits

180. Refer to previous report, paras. 172-174.

(a) Temporary incapacity (injury benefit).

181. See previous report, para. 175. In addition, the injury benefit is suspended if the beneficiary is entitled to another benefit at higher rate but in the case of widow's pension the pension is payable in addition to sickness benefit, injury benefit, unemployment benefit, maternity allowance, old age pension, invalidity pension or disablement pension. If the beneficiary of widow's pension is also entitled to old-age pension or invalidity pension she will get the two basic parts of the pension and the two supplementary parts of the pension subject to a maximum equal to the amount of supplementary pension payable for earnings up to the maximum amount of insurable earnings for the period beginning on the date she or her husband was firstly insured, whichever is the previous, until the date of her pensionable age.

182. As regards increases for dependants, please refer to sickness benefit, above.

(b) Disablement benefit.

183. Refer to previous report, paras. 176-178.

184. The disablement grant for 2006 was CY£ 1,745 for 10% disablement and rises accordingly for every degree above 10% reaching CY£ 3,316 for 19% disablement.

185. The weekly amount of the constant attendance allowance for 2006 was CY£ 26.07 per week.

186. As regards increases for dependants, please refer to old age pension, above.

(c) Death benefit.

187. Refer to previous report, paras. 179-192.

(8) Unemployment benefit

188. Refer to previous report, paras. 193-206.

189. As regards increases for dependants please refer to sickness benefit above.

(9) Family benefits

(a) *Child benefit*

190. According to the Granting of Child Benefit Law (L. 167(I)/2002, as amended) (came into force on 1.1.2003), which is administered by the Grants and Benefits Service of the Ministry of Finance, every family having its habitual residence in Cyprus is entitled to a basic benefit, provided that the child/children live under the same roof with the parents. A supplementary benefit is also granted to families based on the gross family income. Families are entitled to the child benefit for their unmarried children, as follows:

- Legitimate, illegitimate, adopted the stepchildren up to 18 years old
- Between 18-25 years old, serving in the National Guard
- Between 18-23 years old, provided they attend full time education
- Males between 23-25 years old, for as long as they serve in the National Guard and provided they attend full time education
- Irrespective of age, if they are permanently unable for self supporting, due to physical or mental disability

191. The child benefit is paid monthly to families with three or more children and annually at the end of the year to families with one or two children.

- The family income which is taken into consideration for granting the supplementary child benefit is the gross family income, which was acquired three years before. For example for the year 2007 the family income considered is the income for the year 2004.
- Child benefit is adjusted every year on the 1st of January according to the cost of living index (comparison of the last year with the previous year) and it is not subject to taxation.

192. See Appendix A, Table 10, which shows child benefit rates for the year 2007.

(b) *Mother's allowance*

193. According to the Granting of Mother's Allowance Law (L. 21(I)/2003, as amended) (date of entry into force 1.1.2003), which is administered by the Grants and Benefits Service of the Ministry of Finance every mother is entitled to mother's allowance provided that:

- (i) She has her habitual residence in Cyprus;
- (ii) She has at least four children;
- (iii) Her last child has reached the age of 18 years old;
- (iv) She has ceased to be eligible to child benefit.

194. The allowance is not payable to mothers who are receiving pension from any source, the rate of which is equal or higher than the maximum monthly rate of the basic old age pension which is payable under the Social Insurance Law (L. 41/1980, as amended) to beneficiary without increase for dependants.

195. The monthly rate for 2007 is £36.08 and the maximum monthly rate of the basic old age pension for 2007 is £198.42.

4. Please indicate what percentage of your GNP as well as of your national and/or regional budget(s) is spent on social security. How does this compare with the situation 10 years ago? What reasons are there for any changes?

196. The percentage of GNP spent on Social Security in 2005 was 12.9 (Category 10 Social Protection, COFOG Classification) per cent and includes, inter alia, expenditure for social insurance (cash benefits), social pension, child benefit, mother's allowance, social assistance and medical care.

5. Please indicate whether in your country the formal (public) social security schemes described are supplemented by any informal (private) arrangements. If such is the case, please describe these arrangements and the interrelationships between them and the formal (public) schemes.

197. Refer to previous report, paras. 210-214.

6. Please indicate whether in your country there are any groups which do not enjoy the right to social security at all or which do so to a significantly lesser degree than the majority of the population. In particular, what is the situation of women in that respect? Please give particulars of such non-enjoyment of social security.

(a) Please indicate what measures are regarded as necessary by your Government in order to realize the right to social security for the groups mentioned above.

198. The Social Insurance legislation covers compulsorily every person gainfully occupied either as an employed or as a self-employed person with minor exceptions.

199. These exceptions are:

- (i) Employment as a member of any naval, military and air forces of the Government of a Country other than the Republic of Cyprus;
- (ii) Employment in the civil or diplomatic service of the Government of a country other than the Republic of Cyprus, where the person employed was engaged outside Cyprus;
- (iii) Employment of a person who is not ordinarily resident in Cyprus, if the employer of that person is not ordinarily resident in Cyprus and has no place of business there;
- (iv) Employment as President of a Local Authority;
- (v) Self-Employment in agriculture where the person employed is under the age of sixteen living with his parents. For minimum age of employment see answer to question 39.

200. The social pension is payable to all persons who complete the age of 65 (68 as from 1.5.1995, 66 as from 1.1.1999 and 65 as from 1.1.2000) and are not entitled to a pension or other benefit from any source and satisfy certain residence conditions (i.e. legally residing in Cyprus for a total period of at least 20 years from the date that the applicant has completed 40 years of age or legally residing in Cyprus for a total period of at least 35 years from the date that the applicant has completed 18 years of age). The rate of social pension is equal to 81% of the full basic social insurance pension.

(b) Please explain the policy measures your Government has taken, to the maximum of its available resources, to implement the right to social security for these groups. Give a calendar and time-related benchmarks for measuring your achievements in this regard.

201. Not applicable. Refer to answer to (a) above.

(c) Please describe the effect of these measures on the situation of the vulnerable and disadvantaged groups in point, and report the successes, problems and shortcomings of such measures.

202. Not applicable.

7. In case of subsequent reports, give a short review of changes, if any, in national legislation, court decisions, as well as administrative rules, procedures and practices during the reporting period affecting the right to social security.

203. The main improvements effected to the Social Insurance Scheme since the previous report are:

204. In 1996: Maternity allowance was payable to mothers of adopted children if the adoption took place during the first four years from the child's birth instead of the first fourteen weeks from the child's birth as it was before. In such cases the period of payment of maternity allowance was extended from 12 to 14 weeks from the week of adoption.

205. In 1998:

- (i) A person who meets the qualification conditions for sickness or unemployment benefit is entitled to 156 days of benefit in any period of interruption of employment;
- (ii) Maternity allowance was payable to mothers of adopted children if the adoption took place during the first five years from the child's birth instead of the first four years from the child's birth as it was the case before the amendment.

206. In 1999:

- (i) The rate of minimum pension for persons with deficient insurance was raised from 70% to 77% of the full basic pension;
- (ii) The pensionable age from which a person is entitled to social pension is reduced from 68 to 66 from 1.1.1999 and to 65 as from 1.1.2000.

207. In 2000:

- (i) The rate of minimum old-age pension, invalidity and survivor's pension for persons with deficient insurance was raised from 77% to 85% of the full basic pension. The rate of social pension was raised from 77% to 81% of the full basic pension.

208. In 2001:

- (i) Maternity allowance is payable to mothers of adopted children if the adoption took place during the first twelve years from the child's birth instead of the first five years from the child's birth as was the case before the amendment;
- (ii) Marriage grant is payable to persons who get married provided that at least the one spouse satisfies the relevant contribution conditions. Marriage grant is shared equally between the two spouses;
- (iii) In the case of sickness benefit, unemployment benefit and injury benefit, increases for dependent spouse, children and other dependants are paid to both men and women beneficiaries. In the case of old-age, invalidity and disablement pensions, increases for dependent children and other dependants are paid also to the woman beneficiary. A woman beneficiary is entitled to increase for her husband only in the case he is incapable of self-support;
- (iv) Excepted self-employment is considered only the self-employment in agriculture of a person under the age of sixteen who is living with his parents;
- (v) Miners who have at least five years employment in a mine are entitled to old age pension one month earlier than the normal pensionable age for every five months of work in a mine, on condition that they have retired from mine work. However, miners cannot draw pension before the age of 58 instead of 60 as was the case before the amendment;

- (vi) A beneficiary of a widow's pension or missing person's allowance is also entitled to old age pension, invalidity pension or disablement pension, maternity allowance, sickness benefit, unemployment benefit or injury benefit. If the beneficiary of a widow's pension is also entitled to old-age pension, invalidity or disablement pension, she is entitled in addition to the two supplementary parts of the pension which are subject to a maximum equal to the amount of supplementary pension payable for earnings up to the maximum amount of insurable earnings to the two basic parts of the pension. Before the amendment she was entitled to the two basic parts of the pension subject to a maximum equal to the full basic pension.

209. In 2002:

- (i) As from 1.1.2003 contributions are credited to an insured person for any period of parental leave;
- (ii) Upon accession to the European Union, persons residing either in Cyprus or abroad have the right to be voluntarily insured if they have paid contributions to the basic part of the Scheme not less than 52 times the basic insurable earnings. Before the amendment, persons not residing in Cyprus had to pay contributions to the basic part of the Scheme on earnings which were not less than 156 times the basic insurable earnings;
- (iii) Upon accession to the European Union, sickness benefit, injury benefit, maternity allowance and unemployment benefit is paid to beneficiaries residing in any Member State of the European Union.

210. In 2006:

- (i) As of 27.04.2006 in addition to the primary Medical Boards a Medical Review Board was established. As of this date, in addition to a specialist medical practitioner or a Medical Board, the Director of the Social Insurance Services may also refer a claimant to the Medical Review Board for re-examination before approval or rejection of the claim. Furthermore, in case where an opinion or decision of a Medical Board is disputed by a claimant the Minister of Labour and Social Insurance refers the case to the Medical Review Board;
- (ii) As of 1.7.2006 members of the clergy are classified as employed persons (Only for purposes related to the Social Insurance Legislation. Prior to 1.7.2006 members of the clergy were classified as self-employed persons);
- (iii) As of 22.12.2006 the waiting period for the payment of sickness benefit for self employed-persons has decreased from 18 to 9 days.

211. In addition, it may be pointed out that the rates of basic benefits were increased since 1995 (the last year covered by the previous report) by 63.59% and the supplementary benefits by 35.72%. The amounts of marriage grant, maternity grant and funeral grant were increased from CY£ 200, CY£ 149, and CY£ 200 in 1995 to CY£ 329, CY£ 242 and CY£ 329 respectively in 2006.

8. Please indicate the role of international assistance in the full realization of the right enshrined in article 9.

212. Cyprus is not a recipient of technical assistance in the field of social security. However, there is close cooperation with international organizations with competence in social security matters such as the International Labour Organization (ILO), the International Social Security Association and the Council of Europe.

Article 10 of the Covenant

1. If your State is a party to any of the following Conventions:

International Covenant on Civil and Political Rights

Convention on the Rights of the Child

Convention on the Elimination of All Forms of Discrimination against Women

ILO Maternity Protection Convention (Revised) 1952 (No. 103)

ILO Minimum Age Convention, 1973 (No. 138)

or to any other ILO convention on the protection of children and young persons in relation to employment and work, and if your Government has already submitted reports to the supervisory committee(s) concerned which are relevant to the provisions of article 10, you may wish to refer to the respective parts of those reports rather than repeat the information here. However, all matters which arise under the present Covenant and are not covered fully in these reports should be dealt with in the present report.

213. A list of international instruments directly or indirectly related to family, mothers and children rights to which Cyprus is a party, compiled by the Office of the Law Commissioner, is attached as Appendix B.

2. Please indicate what meaning is given in your society to the term “family”.

214. In Cyprus, family is considered to be the most important unit in society and families play a vital role on ensuring the development and wellbeing of the individuals and of society as a whole.

215. The Cypriot family today is facing new challenges, such as the change of the traditional family model, transformation of hierarchical relations of gender and generations towards equal and democratic relations, and the increase in the numbers of mothers working outside the home. Family forms and structure are changing as there is an increasing number of single parents but nevertheless the predominant family structure in Cyprus is still that of the nucleus family (two parents and children).

216. See Appendix A, Table 11, which shows households by type as at 1992 and 2001 censuses.

217. For the purposes of the Violence in the Family (Prevention and Protections of Victims) Law (L. 119(I)/2000, as amended), the term “family” means the father, mother, children and grandparents. Although no formal definition of the family is used for the formulation of social welfare policies and services, it is taken to mean parents or a parent with children, or persons (or a person) who are responsible for a child’s protection and care blood relatives or to whom they are tied emotionally and/or for reasons of responsibility or duty of care.

218. For the purposes of the Granting of Child Benefit Law (L. 167(I)/2002, as amended) a family consists of:

(a) The parents when living together and their common children, or the children of one parent or another, provided that the children live with the parents under the same roof;

(b) The single father, widower, divorced or separated from his spouse and his children that live under the same roof;

(c) The single mother, widow, divorced, separated with her children living under the same roof;

(d) The children of the above-mentioned under (a) family when both parents are deceased or missing, or the children of the above-mentioned under (b) and (c) family when the father or mother, depending on the case, is deceased or missing, that live under the same roof with the guardian and his/her spouse and their children, if any, provided that they live under the same roof.

3. Please indicate the age at which in your country children are deemed to attain their majority for different purposes.

219. Refer to previous report, para. 227 with the following change: The age at which children in Cyprus are deemed to legally attain majority for criminal responsibility is 14 [Criminal Code (Amendment) Law, 2006 (L. 18(I)/2006)].

4. Please supply information on the ways and means, both formal and informal, employed in your country to grant assistance and protection to the family. In particular:

(a) How does your country guarantee the right of men and, particularly, women to enter into marriage with their full and free consent and to establish a family? Please indicate and eventually give particulars about cases where the measures taken were not successful in abolishing practices adversely affecting the enjoyment of this right.

220. According to section 14 of the Marriage Law (L. 104(I)/2003, as amended) the free consent of the persons to get married is necessary.

221. A free consent does not exist if:

(a) Any of the two persons is under the age of 18;

(b) Any of the two persons has a mental or any other disease that affects its understanding/judgment;

(c) Any of the two persons was deceived regarding the identification card of the other person;

(d) Any of the two persons was forced to get married by threat.

222. Families in Cyprus are child centred. Child rearing practices are rather democratic while parents' aspirations for their children are high with respect to educational and professional achievement.

223. Although intergeneration solidarity is still strong in Cyprus, rapid social changes have challenged traditional family roles. Increasing complexity of family problems, family violence, urbanization, break-up and reconstitution of families, the repercussions of the mass media and modern technology are among the issues of increasing concern for Cyprus as in the rest of Europe.

224. Families have changed in size and structure. One-to two-person households have increased while the total divorce rate has also increased sharply in the last decade.

225. See Appendix A, Table 12 which shows households by size and percentage of single parent families, census years.

226. See Appendix A, Table 13 which shows divorces and divorce rates, 1990-2005.

227. As a response to a weakening informal care and an increasing participation of women in the labour market, new forms of formal care and other family support services have been developed in recent years (i.e. the development of day care centres, operated by the state or by voluntary organizations funded by the state).

(b) By what measures does your country facilitate the establishment of a family as well as maintain, strengthen and protect it, particularly while it is responsible for the care and education of dependent children? Despite these measures, are there families which do not enjoy the benefit of such protection and assistance at all or which do so to a significantly lesser degree than the majority of the population? Please give details of these situations. Are extended families or other forms of familial organization recognized in determining the availability or applicability of these measures, particularly with respect to Government benefits?

228. Refer to previous report, paras. 231-234.

(c) With regard to shortcomings visible under subparagraphs (a) or (b), what measures are contemplated to remedy the situation?

229. Refer to previous report, para. 235.

5. Please provide information on your system of maternity protection.

(a) In particular:

(i) Describe the scope of the scheme of protection;

230. Provisions concerning maternity protection exist in both the Labour legislation and the Social Insurance legislation. The Maternity Protection Law (L. 100 (1)/1997, as amended) (referred to under article 6, question 5 above) covers all female employed persons within the meaning assigned to the term “employed person” by the Social Insurance Law (L. 41/1980, as amended). This means persons working for an employer under an employer-employee relationship or under circumstances from which such relationship can be inferred, including apprentices. Part-time employees, working at home, domestic employees, agriculture employees and public sector employees are covered.

231. In addition, the Maternity Protection (Safety and Health at Work) Regulations of 2002 (P.I. 255/2002) issued in harmonization with EU Directive 92/85/EEC in relation to implementation of measures aiming at the improvement of the health and safety at work of pregnant, recently given birth, and breastfeeding workers, impose on the employer specific obligations for the protection of the said categories of female employees, following an assessment of risks at the workplace, to take the necessary measures to safeguard their safety and health and, in the case of a pregnant woman, the foetus.

232. Relevant informative leaflets have been published and disseminated to the public.

(ii) Indicate the total length of the maternity leave and of the period of compulsory leave after confinement;

233. As from 1.1.1997 the length of maternity leave is 16 weeks (L. 100(I)/1997, as amended) of which 9 are taken compulsorily in the period commencing the second week before the week of the expected confinement.

(iii) Describe the cash, medical and other social security benefits granted during these periods;

234. Refer to previous report, paras. 239-240.

235. In addition, according to the Social Insurance Law (L. 41/1980, as amended) the maternity allowance is payable to mothers of adopted children if the adoption takes place during the first 12 years from the birth of the child.

236. The amount of the weekly basic earnings on which basic benefits are assessed was increased from CY£ 48.70 in 2005 to CY£ 79.90 in 2006.

(iv) Indicate how these benefits have been developed over time.

237. Refer to previous report, para. 241.

(b) Please indicate whether there are in your society groups of women who do not enjoy any maternity protection at all or which do so to a significantly lesser degree than the majority. Please give details of these situations. What measures are being taken or contemplated to remedy this situation? Please describe the effect of these measures on the situation of the vulnerable and disadvantaged groups in point, and report on successes, problems and shortcomings of such measures.

238. For women in employment see all benefits described above. Women not fulfilling the criteria of the legislation may be in a more vulnerable position but yet there is no survey or data indicating this.

6. Please describe the special measures of protection and assistance on behalf of children and young persons, especially measures to protect them from economic and social exploitation or to prevent their employment in work harmful to their morals or health or dangerous to life or likely to hamper their normal development.

(a) What are the age limits in your country below which the paid employment of child labour in different occupations is prohibited?

239. The Protection of Young Persons at Work Law, 2001 (L. 48(I)/2001) enacted in harmonization with EU Directive 94/33/EC, makes, inter alia, the following provisions:

(a) Prohibits the employment of children who have not completed the age of 15 in any occupation;

(b) Prohibits the employment of young persons (over 15 and under the age of 18) in certain dangerous occupations;

(c) Prohibits the employment of persons who have completed the age of 15 and are under 18 between the hours of 23.00 and 07.00;

(d) Allows the maximum working time to be:

- 7 hours and 15 minutes daily or 36 hours weekly for persons who have completed the age of 15 and are under 16
- 7 hours and 45 minutes daily or 38 hours weekly for persons who have completed the age of 16 and are under 18

(e) For persons who have completed the age of 16 and are under 18, a minimum period of continuous rest of 12 hours during each 24 hour period and of 48 hours during each week;

(f) Obligations of employers in order to protect the health and safety at work of persons under 18 years of age.

240. Anticipated shortcomings of the Law are now being addressed through a proposal for the amendment of the Law and Regulations issued thereunder which is under way.

(b) Please specify how many children, and of which age groups, engage in paid employment, and to what extent.

241. The employment of children in Cyprus is in effect non-existent. Refer to answer to question (a) above.

(c) Please specify to what extent children are being employed in their families' households, farms or businesses.

242. In view of the provisions of the Protection of Young Persons at Work Law, 2001 (L. 48(I)/2001) that generally prohibits the employment of children under the age of 15 in any occupation and the provisions of the Primary and Secondary Education (Compulsory Attendance and Free Education) Law (L. 24(I)/1993, as amended) according to which education is compulsory until the age of 15, the employment of children in family households, farms or businesses is practically non-existent, as already mentioned in question 6(b) above.

(d) Please indicate whether there are in your country any groups of children and young persons which do not enjoy the measures of protection and assistance at all or which do so to a significantly lesser degree than the majority. In particular, what is the respective situation of orphans, children without living biological parents, young girls, children who are abandoned or deprived of their family environment, as well as physically or mentally handicapped children?

243. Refer to previous report, paras. 246-247.

(e) How are the persons mentioned in the preceding paragraph informed of their respective rights?

244. Refer to previous report, paras. 248-250.

(f) Please give details of any difficulties and shortcomings. How have such adverse situations developed over time? What measures are being taken to remedy these situations? Please describe the effect of these measures over time and report on successes, problems and shortcomings.

245. Refer to comment at the end of the answer to question 6(a) above.

7. In case of subsequent reports, give a short review of changes, if any, in national legislation, court decisions as well as administrative rules, procedures and practices during the reporting period affecting the right enshrined in article 10.

246. The Central Committee for the Monitoring of the Implementation of the Convention on the Rights of the Child (headed by the Director Social Welfare Services) has prepared a National Action Plan for the years 2007-2013, which is in the process of approval.

247. The rates for public assistance are reviewed annually so that they comply with the cost of living. National minima for basic needs as of 1st July 2006 are:

- | | |
|--|------------|
| • Recipient | CY£ 213.14 |
| • Dependant person 14 years of age or above | CY£ 106.57 |
| • Dependant person under the age of 14 years | CY£ 63.94 |

248. Violence in the family has been another priority area for the Government. Emphasis has been placed on the development of the appropriate legal framework as well as measures for implementation. Cyprus was one of the few countries to have enacted in 1994 a special law dealing specifically with family violence, Law 47(I)/1994. (Refer to previous report, para. 256). Improvements to this Law were made in the year 2000 with the enactment of the Violence in the Family (Prevention and Protection of Victims) Law (L. 119(I)/2000, as amended) which introduced new provisions for the protection of victims, such as, the use of audiovisual means to take testimony, the use of screens, the use of close circuit television links during court procedures, the establishment of a fund for assistance to victims of violence and the establishment and operation of shelters for victims. The Protection of Witnesses Law, 2001 (L. 95(I)/2001) complemented Law 119(I)/2000, as amended.

249. For more information on measures to prevent and combat violence in the family refer to Part III, in response to paragraph 15 of the Concluding Observations.

250. See [Appendix C](#), which gives more information on the legislative framework.

251. An official translation of Law 119(I)/2000 as amended, is submitted herewith - [Attachment 6](#).

252. A very recent development is the enactment of the Commissioner for the Protection of the Rights of the Child Law, 2007 (L. 74(I)/2007) which came into force on 22.6.2007. The Commissioner's mission is the promotion of the rights of the child and his competences include:

- (i) Representing the children and their rights at all levels;
- (ii) Raising awareness in the society so as to mobilize it and to ensure in practice the rights of the child within the family, the community and the society in general;
- (iii) Assessing and promoting the views of the children;
- (iv) Monitoring of the implementation of the provisions of the UN and European Conventions on the rights of the children;
- (v) Monitoring the relevant legislation and practices and submitting proposals for harmonizing the legislation with international treaties and for promoting the ratification of relevant treaties;

- (vi) Submitting applications, on behalf of any child, for the appointment of a representative in judicial procedures concerning the child (in cases where the law or the Court exclude persons that have parental responsibility from the representation of the child due to conflict of interests);
- (vii) Taking of any action he may deem necessary to fulfil his mission.

Citizenship

253. The acquisition of the Cypriot Citizenship is now regulated by the Civil Registry Law (L. 141(I)/2002, as amended) which replaced the Citizenship Laws of 1967-2002.

Acquisition of the Cypriot Citizenship by Registration or Naturalisation:

254. Registrations of minors (under the age of 18):

- Minors who were born abroad after 16/08/1960 and their father is a Cypriot citizen or after 11/6/1999 and their mother is a Cypriot citizen, can acquire the Cypriot citizenship

255. Registration of adults (over the age of 18):

- Persons of Cypriot origin who were born before 16/08/1960, can acquire the Cypriot citizenship
- Persons of Cypriot origin, regardless of the place of their residence, who were born after 16/08/1960, and persons of Cypriot origin, born either before or after 16/08/1960, who are British citizens or citizens of any commonwealth country and are legally residing in the Republic of Cyprus for a period of one year may apply to acquire the Cypriot citizenship

256. Registrations as a result of marriage with a Cypriot citizen:

- A person of full age and capacity who has contracted a marriage to a citizen of Cyprus may submit an application, after completing 3 years of marriage and harmonious cohabitation with their Cypriot spouse. The Minister of Interior may, upon submission of an application in the prescribed manner, register as a citizen of the Republic of Cyprus, an alien of full age and capacity, provided the applicant is the spouse or widower/widow of a Cypriot citizen and has lived with him/her spouse for a period of three years, is of good character and intends to continue to live in the Republic after the registration as a citizen of the Republic. However, this does not apply where the applicant entered through an illegal port of entry, or resides illegally in the Republic.

257. An amendment to the said Law is pending before the House of Representatives, which gives the Council of Ministers, discretionary power in special circumstances, to allow registration of an alien spouse of a Cypriot citizen, despite the fact that he/she entered or resides in the Republic illegally.

258. Acquisition of Cypriot Citizenship by Naturalisation:

- An application may be submitted by persons of full age and capacity who were legally residing in the Republic and who in the last 8 years before their application accumulated more than 5 years of residence or more than 7 years of residence, if they are sports players, sports technicians or coaches or work in International Business Companies, or work for Cypriot employers etc.

8. Please describe the role of international assistance in the full realization of the right enshrined in article 10.

259. Not applicable.

Article 11 of the Covenant

1. (a) Please supply information on the current standard of living of your population, in respect of both the aggregate and different socio-economic, cultural and other groups within the society. How has the standard of living changed over time (e.g., compared with 10 years ago and 5 years ago) with regard to these different groups? Has there been a continuous improvement of living conditions for the entire population or for what groups?

260. Refer to previous report, para. 260.

261. See Appendix A, Table 14 which shows standard of living indicators, 1950-2005 (or closest year).

262. See Appendix A, Table 15 which shows households by durable possessions 1985-2002.

(b) In case your Government has recently submitted reports relevant to the situation with respect to all or some of the rights contained in article 11 to the United Nations or a specialized agency, you may wish to refer to the relevant parts of those reports rather than repeat the information here.

263. Not applicable.

(c) Please indicate the per capita GNP for the poorest 40% of your population. Is there a “poverty line” in existence in your country and, if so, what is the basis for this line?

264. In line with the risk-of-poverty threshold set for the Member States of the European Union, Cyprus adopts the risk-of-poverty line at 60% of the median income. According to the new European harmonized survey Statistics on Income and Living Conditions (EU-SILC) 2005 with income reference 2004, the risk of poverty rate for the general population (based on the poverty threshold of 60% of the media income) was 16%. Income inequality (as measured by the ratio S80/S20) was 4.3. Social transfers reduced the risk of poverty by 13 percentage points (29% before social transfers and 16% after social transfers).

265. The institution of social pension, which was introduced in 1995 for the benefit of persons above the age of 68 who are not entitled to a pension or other payment from any source, improved the standard of living of elderly persons.

266. The Public Assistance and Services Law, 2006 (L. 95(I)/2006), first enacted in 1975 and followed by several amendments, ensures the right to a decent standard of living through the provision of financial assistance and/or social services to persons, whose resources are not sufficient to meet their basic and special needs as determined by legislation.

National minima for basic needs are reviewed yearly, through legal regulations to comply with the cost of living. As of 1st July 2006, national monthly rates for basic needs (e.g. food, essential clothing, hygiene items, electricity) are:

- Recipient CY£ 213.14
- Dependant person 14 years of age or above CY£ 106.57
- Dependant person under the age of 14 years CY£ 63.94

267. Provisions for special needs, include the following:

- (a) Disability allowance equal to 50% of the basic needs allowance;
- (b) Special diet allowance for certain health conditions (CY£ 10 per month for one condition and CY£ 15 monthly for a combination of health problems);
- (c) Rent allowance covers monthly rent or loan instalments plus mortgage interest for the house in which the recipient resides. Rent allowance may reach up to 50% of the total basic allowance (both the recipient's and the dependants') with a maximum of CYP 350 per month;
- (d) Grant for home repairs for owned house (up to CY£ 1,000) or rented house (up to CY£ 750);
- (e) Heating allowance (up to CY£ 100 per year);
- (f) Grant for vocational training (up to CY£ 1,000);
- (g) Social Insurance contributions (provided those contributions will lead to future reduction of dependence to public assistance);
- (h) Municipality taxes or other similar taxes.

268. The Director of Welfare Services may also provide or pay for accommodation, care and home-help services for persons who are unable to cope alone because of old age, infirmity or other difficulties.

269. With a view to encouraging disabled persons to fully utilize their potential, public assistance may be granted to them, in accordance with special criteria, even if they are fully employed. Similarly, in order to help families balance work and family responsibilities, public assistance may be granted in special cases if the persons concerned are employed. Such cases are single-parent families, parents who have at least four children under the age of 18 years living with them, and any person who, because of extremely difficult family circumstances, needs financial assistance in order to prevent the dissolution of his/her family.

(d) Please indicate your country's Physical Quality of Life Index.

270. Cyprus maintains a very high standard of health, for its population as reflected in life expectancy at birth and other relevant indices like the doctor-to-population ratio and the infant mortality rate.

	1992	2000	2002	2003	2004	2005
Persons per doctor	446	385	381	384	375	384
Persons per hospital bed	183	220	229	234	240	266
Crude birth rate (000)	18.6	12.2	11.1	11.2	11.3	10.9
Crude death rate (000)	8.5	7.7	7.3	7.2	7.1	7.2
Infant mortality rate (000)	10	5.6	4.7	4.1	3.5	4.6
Expectation of life at birth	76.9	78.6(2000/01)	79.2		79.4	

Source: Statistical service.

Gini coefficients of household and per capita Income and expenditure

	1997	2003	2004
Gini coefficient	0.29	0.27	0.29*

Source: 1997 and 2003 were computed from the Household Income and Expenditure Survey of 1996/97 and 2004 from EU-SILK.

* Results of the 1st round of the EU-SILK.

2. The right to adequate food

(a) Please provide a general overview of the extent to which the right to adequate food has been realized in your country. Describe the sources of information that exist in this regard, including nutritional surveys and other monitoring arrangements.

271. The phenomenon of hunger is not observed in Cyprus. As referred under 1(c) above, the Public Assistance and Services Law, 2006 (L. 95(I)/2006) ensures the right to a decent standard of living through the provision of financial assistance and/or social services to persons, whose resources are not sufficient to meet their basic and special needs as determined by legislation.

272. An imbalanced dietary intake of the Cyprus population is observed. This is partly due to the rapid economic development in Cyprus and the rising annual per capita income of the population and partly due to the lack of education of the population in health and nutritional issues. The high animal protein, saturated fat and cholesterol intake and low vegetable and fruit intake are related to high cholesterol levels and probably to high oxidized low-density lipoprotein levels. The high energy intake above the recommended levels results in high obesity rates combined with inactivity for about 80% of the population.

273. Regarding health education, much for non-communicable disease prevention is initiated and carried out by the Ministry of Health. The Ministry has an annual budget of USD 60,000 for

health education on nutrition. This is used mainly for producing TV spots. A number of NGOs are involved in this work too, and they carry out health education of their own. These concern the Consumer's Association, the Anticancer Society, the Association of Dieticians, etc.

(b) Please provide detailed information (including statistical data broken down in terms of different geographical areas) on the extent to which hunger and/or malnutrition exists in your country. This information should deal in particular with the following issues:

(i) The situation of especially vulnerable or disadvantaged groups, including:

- **Landless peasants**
- **Marginalized peasants**
- **Rural workers**
- **Rural unemployed**
- **Urban unemployed**
- **Urban poor**
- **Migrant workers**
- **Indigenous peoples**
- **Children**
- **Elderly people**
- **Other especially affected groups**

274. No such phenomena are observed in Cyprus.

(ii) Any significant differences in the situation of men and women within each of the above groups;

275. Not applicable.

(iii) The changes that have taken place over the past five years with respect to the situation of each of the above groups.

276. Not applicable.

(c) During the reporting period, have there been any changes in national policies, laws and practices negatively affecting the access to adequate food by these groups or sectors or within the worse-off regions? If so, please describe these changes and evaluate their impact.

277. Not applicable.

(d) Please indicate what measures are considered necessary by your Government to guarantee access to adequate food for each of the vulnerable or disadvantaged groups mentioned above and for the worse-off areas, and for the full implementation of the right to food for both men and women. Indicate the measures taken and specify time-related goals and nutritional bench-marks for measuring achievements in this regard.

278. Not applicable.

(e) Please indicate in what ways measures taken to improve methods of production, conservation and distribution of food by making full use of technical and scientific knowledge have contributed towards, or have impeded the realization of the right to adequate food. Please describe the impact of these measures in terms of ecological sustainability and the protection and conservation of food-producing resources.

279. Not applicable.

(f) Please indicate what measures are taken to disseminate knowledge of the principles of nutrition and specify whether any significant groups or sectors within society seem to lack such knowledge.

280. Not applicable.

(g) Please describe any measures of agrarian reform taken by your Government to ensure that the agrarian system is efficiently utilized in order to promote food security at household level without negatively affecting human dignity both in the rural and urban settings taking into account articles 6 to 8 of the Covenant. Describe the measures taken:

(i) To legislate to this effect;

281. Not applicable.

(ii) To enforce existing law to this effect;

282. Not applicable.

(iii) To facilitate monitoring through Governmental and non-Governmental organizations.

283. Not applicable.

(h) Please describe and evaluate the measures taken by your Government in order to ensure an equitable distribution, in terms of both production and trade, or world food supplies in relation to need, taking into account the problems of both food-importing and food-exporting countries.

284. Not applicable.

3. The right to adequate housing

(a) Please furnish detailed statistical information about the housing situation in your country.

285. The housing situation in Cyprus has improved considerably during the last decade. According to the Census of Population of 2001, the housing stock was 293,985 units and the total number of households was 223,790 with an average size of 3.06 persons per household (i.e. 1.31 housing units per household or 429 housing units per 1,000 persons). Of the total living quarters the overwhelming majority, 292,934, were conventional dwellings and 76% of the total dwellings were occupied whilst the remaining per cent were vacant.

286. Several types of buildings for conventional dwellings exist such as single houses, semi-detached or duplex houses, row houses, back yard houses and block apartments. The prevalent type of building for conventional dwellings is the single house. Single houses are 124,526 or 42.5%, semi-detached or duplex houses are 47,752 or 16.3%, block apartments are 60,042 or 20.5% and 28,605 or 9.8% are dwellings located in row houses. Dwellings in partly residential buildings are 21,844 or 7.5% and backyard houses are 9,519 or 3.3%.

287. The average size of occupied conventional dwellings is 5.40 rooms per unit, while the average number of persons per room is 0.58. On the basis of these two indicators, it is evident that during the last few decades, the housing conditions of the population have improved considerably.

(b) Please provide detailed information about those groups within your society that are vulnerable and disadvantaged with regard to housing. Indicate, in particular:

(i) The number of homeless individuals and families;

288. The phenomenon of homelessness may be said to be completely unknown in Cyprus. According to the Census of Population of 2001, which covered widely the living conditions of the population, not a single family or person was without a permanent roof, i.e. living in the open and moving from place to place.

(ii) The number of individuals and families currently inadequately housed and without ready access to basic amenities such as water, heating (if necessary), waste disposal, sanitation facilities, electricity, postal services, etc. (insofar as you consider these amenities relevant in your country). Include the number of people living in over-crowded, damp, structurally unsafe housing or other conditions which affect health;

289. Almost all the housing units offer the basic amenities such as water, electricity, bath or shower, heating, etc. Amenities and facilities in occupied housing units are given below:

(a) 96.4% have hot and cold water supply inside the house, 1.8% have only cold water supply inside the house, 1.3% have water supply outside the house (in the yard) and only 0.4% have no facilities for the provision of water;

(b) Toilets of the flush type within the house are available in 96.2% of the housing units, 3.4% have this type of toilet outside the house and only 0.3% of the housing units have a non-flush type of toilet;

(c) A fixed bath or shower within the house is available in 95.7% of the housing units;

(d) A kitchen in a separate room is available in 93.0% of the housing units, a kitchenette is available in 5.0%, a kitchen outside the house is available in 1.2% of the housing units and only 0.5% of the units have no kitchen facilities;

(e) The majority of the housing units, 50.3% use stoves with gas electricity or kerosene, whilst central heating is used by 27.1% of the housing units, storage heaters are used by 5.4%, fireplaces by 4.8% and fixed room units of hot air 9.4%.

(iii) The number of persons currently classified as living in “illegal” settlements or housing;

290. Although there may be a small number of persons living in “illegal” settlements, this number is negligible and therefore no records are kept for these cases.

(iv) The number of persons evicted within the last five years and the number of persons currently lacking legal protection against arbitrary eviction or any other kind of eviction;

291. Regarding the Governmental settlements, the Government did not proceed to any evictions so far.

(v) The number of persons whose housing expenses are above any Government-set limit of affordability, based upon ability to pay or as a ration of income;

292. Not applicable.

(vi) The number of persons on waiting lists for obtaining accommodation, the average length of waiting time and measures taken to decrease such lists as well as to assist those on such lists in finding temporary housing;

293. As mentioned previously, the number of housing units is considerably above the number required for the accommodation of the total population and the living conditions of the population are of a fairly high standard. There are no persons waiting for accommodation except form a small number of refugee⁵ families who are currently residing in rented houses and are waiting to be settled in refugee settlements.

⁵ The term “refugee” is used to define persons displaced as a result of the 1974 Turkish invasion and illegal occupation of 37% of the territory of Cyprus.

(vii) The number of persons in different types of housing tenure by: social or public housing; private rental sector; owner-occupiers; “illegal” sector; and other.

294. Apart from the housing schemes administered by Government departments, the Public Assistance and Service Law, 2006 (L. 95(I)/2006) provides for payment of special allowances and grants for rent, mortgage interest, municipality and other similar rates, home repairs and extra heating. This Law also empowers the Director of Social Welfare Services to provide or pay for accommodation, care and home-help services for persons who are unable to take care of themselves due to the age, infirmity or other difficulties.

295. With regard to tenure based on the 2001 Population Census, households in owner-occupied dwellings are 152 535 or 68.2% and 31,205 or 13.9% are rented. Rent-free accommodation is held by 13,654 households or 6.1% and 21,672 or 9.7% are in refugee⁵ housing estates and other refugee⁵ housing schemes. The remaining 4,724 or 2.1% are reported as holding accommodation by some other special arrangement.

296. One can say that the housing situation in Cyprus is now fairly satisfactory. It appears that the number of housing units is considerably above the number required for the accommodation of the total population and living conditions of the population are of a fairly high standard.

(c) Please provide information on the existence of any laws affecting the realization of the right to housing, including:

(i) Legislation which gives substance to the right to housing in terms of defining the content of this right;

297. Constitution of the Republic of Cyprus:

- Article 13: freedom of living in any part of the country
- Article 16: the house of any person is inviolable
- Article 23: every person has the right to acquire and to possess any movable or immovable property

(ii) Legislation such as housing acts, homeless person acts, municipal corporation acts, etc;

- The Town and Country Planning Law (L. 90/1972, as amended)
- The Streets and Buildings Regulation Law (Cap. 96, as amended)
- The Municipalities Law (L. 111/1985, as amended)
- The Communities Law (L. 86(I)/1999, as amended)

(iii) Legislation relevant to land use, land distribution, land allocation, land zoning, land ceilings, expropriations including provisions for compensation, land planning, including procedures for community participation;

- The Town and Country Planning Law (L. 90/1972, as amended)
- The Municipalities Law (L. 111/1985, as amended)
- The Compulsory Acquisition of Property Law (L. 15/1962, as amended)
- The Immovable Property (Tenure, Registration and Valuation) Law (Cap. 224, as amended)
- The Streets and Buildings Regulation Law (Cap. 96, as amended)

(iv) Legislation concerning the rights of tenants to security of tenure, to protection from eviction, to housing finance and rental control (or subsidy), housing affordability, etc;

- The Rent Control Law (L. 23/1985, as amended) - Refer to (vii) below

(v) Legislation concerning building codes, building regulations and standards and the provision of infrastructure;

- The Town and Country Planning Law (L. 90/1972, as amended)
- The Municipalities Law (L. 111/1985, as amended)
- The Communities Law (L. 86(I)/1999, as amended)
- The Streets and Buildings Regulation Law (Cap. 96, as amended)

(vi) Legislation prohibiting any and all forms of discrimination in the housing sector, including groups not traditionally protected;

298. The Equal Treatment (Racial or Ethnic Origin) Law (L. 59(I)/2004), transposing European Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin provides among others, for equal treatment between individuals irrespective of racial or ethnic origin in relation to access to and supply of goods and services. Refer also to answer to article 2, question 2, above. As this legislation is relatively new, measures are taken (such as seminars, lectures, use of media) to create public awareness and sensitization on the issue.

(vii) Legislation prohibiting any form of eviction;

299. The Rent Control Law (L. 23/1983, as amended), prohibits eviction of tenants that rent dwelling houses and/or shops situated within rent controlled areas, which are protected

within the meaning of this Law unless recovery of possession of such premises is effected upon a judgment or order of the Rent Control Court in certain cases, such as:

- (i) Where a dwelling house is reasonably required for occupation by the landlord, his spouse, son, daughter or any of his dependent parents, and the Court considers it reasonable to give such judgment or make such order. Provided that no judgment or order shall be given or made unless the Court is satisfied that, having regard to all the circumstances of the case, greater hardship would be caused by granting the order or judgment than by refusing to grant it;
 - (ii) Where a shop is reasonably required for occupation by the landlord, his spouse or children and where any of them has not been able to secure other alternative accommodation for his business or for business purposes at a reasonable rent and the Court considers it reasonable to give such as judgment or make such order. The above provision referred to dwelling houses applies also to these premises.
- (viii) Any legislative repeal or reform of existing laws which detracts from the fulfilment of the right to housing;**

300. No such reform exists. On the contrary, as far as the Rent Control Law (L. 23/1983, as amended) is concerned, its provisions fully protect tenants from eviction.

- (ix) Legislation restricting speculation on housing or property, particularly when such speculation has a negative impact on the fulfilment of housing rights for all sectors of society;**

301. Not applicable.

- (x) Legislative measures conferring legal title to those living in the “illegal” sector;**

302. Not applicable.

- (xi) Legislation concerning environmental planning and health in housing and human settlements.**

303. The Town and Country Planning Law (L. 90/1972, as amended).

(d) Please provide information on all other measures taken to fulfil the right to housing, including:

- (i) Measures taken to encourage “enabling strategies” whereby local community-based organizations and the “informal sector” can build housing and related services. Are such organizations free to operate? Do they receive Government funding?**
- (ii) Measures taken by the State to build housing units and to increase other construction of affordable, rental housing;**

- (iii) **Measures taken to release unutilized, under-utilized or mis-utilized land;**
- (iv) **Financial measures taken by the State including details of the budget of the Ministry of Housing or other relevant Ministry as a percentage of the national budget;**
- (v) **Measures taken to ensure that international assistance for housing and human settlements is used to fulfil the needs of the most disadvantaged groups;**
- (vi) **Measures taken to encourage the development of small and intermediate urban centres, especially at the rural level;**
- (vii) **Measures taken during, inter alia, urban renewal programmes, redevelopment projects, site upgrading, preparation for international events (Olympics, expositions, conferences, etc.) “beautiful city campaigns”, etc., which guarantee protection from eviction or guaranteed rehousing based on mutual agreement, by any persons living on or near to affected sites;**

Housing programmes and policies

304. Housing is a very important aspect for the ordinary family in Cyprus. In general, housing conditions in Cyprus are fairly satisfactory, reflecting the relatively comfortable standard of living enjoyed by most of the population. Serious problems such as homelessness and overcrowding under unhygienic conditions practically do not exist in Cyprus.

305. The emphasis of the Government housing policy today continues to focus on population displaced following the 1974 Turkish invasion. But the Government recognizing the social and regional dimension of housing policy, has also introduced several Housing Programmes for married couples in specific areas, for large families, for public assistance receivers etc. All programmes lead to the acquisition on one housing unit per family or the repair/extension of the existing house. The form of assistance offered through these Programmes can be a long-term low-interest loans, grants, rent subsidy etc.

306. Currently the various Governmental Programmes, under implementation, are the following:

- (i) Housing programmes for refugees⁶ (i.e. persons displaced following the 1974 Turkish invasion):

- (a) Low-cost housing programme: mainly in urban areas, which provides for the construction of houses in comprehensively designed housing estates, suitable for the temporary accommodation for the displaced families and for future use as housing estates for low income families;

⁶ See Note 5 on page 57.

(b) Self-help Housing programme on Government land: mainly in suburban and rural areas, provides serviced building plots in approved areas as well as a grant-in-aid to displaced families for the purchase of building materials for the construction of their own house, according to the architectural plans provided by the Government;

(c) Self-help Housing programme on private land: mainly in urban areas, for refugee⁷ families who own a building plot and want to built their own house by themselves. The Government provides a grant-in-aid for the purchase of building materials only;

(d) Purchase of a house or apartment programme: mainly in urban areas, which provides for grants-in-aid and loans to displaced families who wish to buy a house or an apartment from the private sector, provided they meet established criteria;

(e) Repair and rehabilitation of old or abandoned Turkish-cypriot houses programme in urban and rural areas: Under this scheme, the Government undertakes the repair and maintenance of existing old Turkish Cypriot houses abandoned as a result of the 1974 Turkish invasion and displacement of the population and after they have been improved to acceptable standards in terms of structural fitness and amenities, are handed over to refugee families for temporary accommodation until the return of their legal owners;

(f) Rebuilding and rehabilitation programme: in central cores of the towns. Under this programme the Government undertakes to renovate and rehabilitate small areas in central parts of towns which are in a very bad state, by the restoration of worthwhile existing buildings and inserting into the empty sites new houses which would be in harmony with the existing structure and character of the old town. Through this programme the area is rehabilitated and revitalized and people in urgent need of housing are accommodated under proper housing conditions.

(ii) Other housing programmes:

(a) Division of building plots for low income families in communities: Land is divided into building plots in communities which are then sold at very low prices to very low income classes;

(b) Housing scheme for low-income households: A generous grant and low interest rate repayment period loans are offered to low income families for the purchase of flats build by the Cyprus Development Land Corporation;

(c) Housing programmes for the repair of houses for the public assistance recipients: A grant provided to public assistance receivers who own a house for the repair or extension of their house;

⁷ See Note 5 on page 57.

(d) Rental subsidization: To some categories of people (public assistance receivers and displaced people) a rental subsidization is provided based on income level;

According to the Rent Control Law (L. 23/1983, as amended) (section 22), rent is subsidized to displaced and other suffering persons in need of renting a house, as a permanent residence, on a basis of applicants' revenue.

According to the Council of Ministers Decision (No 44.756, dated 21/08/96), rent is subsidized to the repatriated Cypriot citizens, on the basis of the number of family members, for a maximum period of one year.

(e) Provision of Special Grant for Purchasing or Building a Residence (Special Grant for Purchasing or Building a Residence Law, 2006 (L. 91(I)/2006).

307. The special grant is given to persons who purchase or erect a new building which is being used as their main and permanent residence.

308. The following conditions apply:

- The application for acquiring building permit for the building has been submitted to the relative competent authority after the 1.5.2004
- The size of the building does not exceed 250 square meters
- The building is new and used for the first time

Eligibility criteria

- The claimant must be a person aged 18 years and above, a Cypriot citizen or a citizen of a member state of the European Union who is permanently residing in the Republic of Cyprus

309. The amount of the grant depends on the type and size of the residence. Upon receipt of the grant the beneficiary is obliged to use the property as his/her main and permanent residence for a ten-year period.

310. A Housing Policy Agency was established in 2001 with a mandate to coordinate and improve the criteria of existing schemes. The Housing Policy Agency has appointed an Ad Hoc Committee for criteria, which examined all Government non refugee housing programs, in an attempt to achieve uniformity and improvement of criteria and provisions of housing schemes. The housing schemes that are unified are the following ones:

- (i) Scheme for large families;
- (ii) Scheme for Rural Areas;
- (iii) Scheme for Communities along the Buffer Zone Areas;

- (iv) Nicosia Greenline Program;
- (v) Housing Plan for Communities with Population of less than 200 Inhabitants.

311. The study for the provision of incentives for the enhancement of the housing sector in areas which are less populated, as well as the support to special target groups based on their particular needs (people with disabilities) was completed and the proposals have been agreed by the Council of Ministers. The new unified Housing Scheme has been introduced on 1.1.2007.

312. In addition to the programmes mentioned above, housing programmes are provided by the Cyprus Land Development Corporation (C.L.D.C.) and the Housing Finance Corporation (HFC).

Housing programmes provided by the Cyprus Land Development Corporation

313. The Cyprus Land Development Corporation (C.L.D.C.), established in 1980 provides social housing for the needs of low and medium income families. Apart from urban areas, where it provides houses and building sites, it has also interest for rural areas which lack land with suitable infrastructure for residential development. Areas that suffer from proximity to the confrontation line, where private sector does not undertake housing investment, is also within the scope of the C.L.D.C.

314. In addition to the urban housing projects undertaken by the C.L.D.C., 240 building units there are scheduled to start during 2007. Land has also been bought in areas near the buffer zone and a housing project will start soon in order to satisfy demand in these sensitive areas where the private sector is hesitant to invest due to inherent risk.

315. Reasonable low prices, good terms of sale and credit facilities available by the C.L.D.C. continue to assist many families which otherwise would not be able to secure decent accommodation without excessive difficulty.

Housing provided by the Housing Finance Corporation

316. The Housing Finance Corporation (HFC), established in 1980, has a mandate to provide loans to families of low or moderate incomes. HFC regulations require that all loans granted should be used for the purchase, construction, extension or repair of the family's first home. These loans are classified into three categories: (a) loans approved by HFC, (b) loans approved by HFC with Government subsidy and (c) Government loans undertaken by HFC as Trustee of the Government. In addition, the Corporation operates a Monthly Savings Scheme which offers significant tax advantages to depositors. HFC plays a very crucial role in the implementation of the Government's housing policy. More specifically, it offers or manages the Government Loan Schemes especially the Unified Housing Scheme described in part ii above.

317. The Central Agency for Equal Distribution of Burdens operates the Scheme for the restoration of the prewar solvency of the owners whose immovable property is in the areas of Cyprus not controlled by the Government. The Central Agency provides housing loans of up to £75.000 for refugees or up to £50.000 for non-refugees who own property in the Turkish occupied areas, through financial credit institutions, for the acquisition (to purchase or to build) of privately-owned housing units for permanent residence or for the improvement and extension of such residence.

318. The interest rate of the loan advanced by the Central Agency is subsidized by 3.5 units, on the basis of the market rate of interest, with up to 20 years repayment period and 2 years period of grace during which only interest is paid.

319. The provision of a loan is combined with:

(a) The mortgage of occupied or inaccessible immovable property of the owner to the Central Agency or;

(b) The provision of personal guarantees or;

(c) The mortgage of immovable property in the areas controlled by the Government of the Republic of Cyprus if the applicant so wishes.

(e) During the reporting period, have there been any changes in national policies, laws and practices negatively affecting the right to adequate housing? If so, please describe the changes and evaluate their impact.

4. Please give details on any difficulties or shortcomings encountered in the fulfilment of the rights enshrined in article 11 and on the measures taken to remedy these situations (if not already described in the present report).

320. Refer to previous report, para. 299. It should be noted, however, that as from 16/4/2003, there was a partial lifting of restrictions in crossing from Government controlled areas, but displaced persons still cannot exercise their rights to return to and live in their own homes as well as make use of and enjoy their property in the occupied areas, as recognized by the European Court of Human Rights in the case of *Cyprus v. Turkey* (Judgment 10/5/2001).

5. Please indicate the role of international assistance in the full realization of the rights enshrined in article 11.

321. Refer to previous report, para. 300.

Article 12 of the Covenant

1. Please supply information on the physical and mental health of your population, in respect of both the aggregate and the different groups within your society. How has the health situation changed over time with regard to these groups? In case your Government has recently submitted reports on the health situation in your country to the World Health Organization (WHO) you may wish to refer to the relevant parts of these reports rather than repeat the information here.

322. Refer to previous report, para. 301 (a-c). In addition, the Mental Health Policy of the Government, also focuses on updating legislation, policies and practices in accordance with the recommendations of the World Health Organization and the European Union.

323. The results from the implementation of the above-mentioned policy are encouraging and the general impression is that it is a successful endeavour.

324. That is to be evidenced by the following facts:

(a) The number of admissions to the Mental Hospital is decreasing. It has dropped to 367 in 2006 from 563 in 1988;

(b) Refer to previous report, para. 302;

(c) The number of patients on 31.12.88 was 598 and 122 on 31.06.06. It is obvious that the new era of reforms in Mental Health inevitably affected the delivery of mental health care in Cyprus.

325. The enactment of the Treatment of Mental Patients and the Protection of their Rights Law, (L. 77(I)/1997, as amended), providing for the treatment of mental patients and the protection of their rights constitutes a major development. It also provides for the establishment of a Mental Health Commission, which has the following responsibilities:

(i) Monitor the implementation of the Law and introduce any necessary changes;

(ii) Inspect the Psychiatric Centres in order to ascertain that they maintain minimum standards regarding construction, facilities, personnel and satisfaction of the rights of the patients;

(iii) Receive information on all involuntary admissions and grant permission for the continuation or not of hospitalization in certain cases;

(iv) Examine complaints from patients, relatives or other interested people and act accordingly.

326. At present the Government services provide mental health care in all towns in the Government controlled areas of Cyprus. This care is provided through the mental health facilities which have been established locally and they are expanding and improving their role gradually and steadily according to the needs of the local population.

327. Such facilities are:

(a) Psychiatric clinics in the General Hospitals:

Nicosia General Hospital, bed capacity 22 (for 2005)

Limassol General Hospital, bed capacity 24 (for 2005), established 1980.

(b) Out-patient departments:

328. During 2006, nineteen (19) out-patient departments provided mental health care. The total number of out-patient attendances was 50,813.

Athalassa Hospital	840
Larnaka Out-patient Department	7 530
Limassol Out-patient Department	15 169
Paphos Out-patient Department	1 577
Nicosia General Hospital	6 618
Paralimni Out-patient Department	2 006
Polis Chrysochous Out-patient Department	190
Ayios Dometios Out-patient Department	1 087
Aglantzia Out-patient Department	2 003
Athienou Out-patient Department	448
Dali Out-patient Department	591
Evrychou Out-patient Department	120
Kaimakli Out-patient Department	1 867
Kofinou Out-patient Department	744
Latsia Out-patient Department	812
Psychiatric Clinic (NGH) Out-patient Department	2 549
Pedoulas Out-patient Department	36
Strovolos Out-patient Department	6 094
Lakatamia Out-patient Department	572
Total	50 813

Source: Department of Medical Services of the Ministry of Health.

(c) Community psychiatric nursing (C.P.N.), established 1977. The community psychiatric service during 2006 numbered 67 nurses as follows:

Nicosia:	33
Limassol:	11
Larnaca:	17
Paphos:	6

329. Those nurses had the responsibility for the care of 1,620 patients as follows:

Nicosia:	841
Limassol:	320
Larnaca:	321
Paphos:	138

330. Further to the information provided in the previous report, the following Centres have been established:

1. Day Centre Psychiatric Department in Larnaca.
2. Day Centre Psychiatric Department in Nicosia sector B.

3. Community Day Centre in Aglantzia.
4. Latsia Municipal Counselling Centre.
5. Community Centre of Mental Health Services, Old Larnaca Hospital.
6. Vocational Rehabilitation Centre in Nicosia.
7. PERSEAS Drug Prevention Centre in Nicosia.
8. Toxotis Reception Centre of Drug Users (in cooperation with Nicosia Antinarcotic Association).

2. Please indicate whether your country has a national health policy. Please indicate whether a commitment to the WHO primary health-care approach has been adopted as part of the health policy of your country. If so, what measures have been taken to implement primary health care?

331. The present health care system is a mixed system consisting of Government hospitals, primary health-care facilities, other public health functions and the private health care providers, where financing is based on the individual relation of the doctor/patient and the ability of the patient to pay.

332. The Public Health Services (PHS) financed out of general taxation, co-payments and the paid fees, covers 65-70% of the population, free of charge, and 5-10% at reduced fees. Free of charge health care is provided through the PHS to public sector employees irrespectively of income. The remainder of the population is classified into two categories: those entitled to free of charge care (families with four or more children, severely disabled, the poor), and those entitled to care at reduced fees (according to income level and number of family members).

333. In accordance with the Government Medical Institutions and Services General Regulations of 2000 and 2002 medical care is provided to prescribed classes of residents as follows:

- (a) Free of charge:
 - (i) The President of the Republic;
 - (ii) The Members of the Council of Ministers;
 - (iii) The Members of the House of Representatives;
 - (iv) The President and the members of the Public Service Commission and the Public Educational Commission;
 - (v) Active and retired civil servants, members of the educational service, of the police force and the armed forces;
 - (vi) Doctors in training at the Government Hospitals;

- (vii) The dependants of the above categories;
- (viii) Members of families with 4 or more children;
- (ix) Students of the University of Cyprus and certain other state educational institutions;
- (x) War pensioners;
- (xi) Persons in receipt of public assistance;
- (xii) Single persons whose annual income does not exceed £9,000 and members of families whose annual income does not exceed £18,000 increased by £1,000 for each dependant child;
- (xiii) Persons suffering from certain (17) chronic diseases.

Some services (medicines, diagnostic tests) are offered free of charge to other categories of patients (10) as specified in the Regulations.

334. It should also be stated that treatment in emergency cases is free of charge for everyone at public hospitals. Maternal and child health services (vaccinations, screening tests, health education/counselling etc.) are also available to everyone, free, at the point of use.

(b) At reduced fees:

- (i) Single persons whose annual income is between £9,001 and £12,000.
- (ii) Members of families whose annual income is between £18,001 and £22,000 increased by £1,000 for each dependant child.

335. Persons not coming under categories (a) and (b) can make use of the Government medical services against payment of the fees prescribed from time to time. The fees may be reduced for costly in-patient treatment, taking into account the level of their income.

336. Medical care includes: refer to previous report para. 112.

Cost-sharing

337. Persons entitled to free medical care, with the exception of those over 65, pay £1.00 per out-patient visit.

338. Persons entitled to free care by reason of status (state officials, civil servants etc.) pay for each day of in-patient treatment £10,00, £5,00 and £3,00 for stay in 1st class, 2nd class and 3rd class ward, respectively.

339. Persons entitled to medical care at reduced fees pay 50% of the prescribed full fees.

340. The medical care aims at: refer to previous report para. 114.

341. Private health services are financed by patients' out-of-pocket payments or through occupational medical funds. Coverage is not universal and the health care provided benefits are means-tested (except for the above mentioned categories). Individuals who are not entitled to either free care or at reduced fees care, purchase private health services and pay out-of-pocket.

342. There is no gate-keeping system at the moment and thus patients are free to choose the physician of their choice. Public sector physicians are salaried employees, whereas physicians in the private, largely unregulated, sector are paid on a fee-for-service basis.

343. As from Cyprus accession to EU, EEC Regulations 1408/71, 574/72 and 859/03 are enforced and benefits in kind are provided to facilitate mobility of patients and cross-border workers.

344. Under EU regulations, health care can be provided in Cyprus for people from other EU Members States. The health care is provided on the same basis as provided to a Cypriot national and is available at any of the Government Medical Institutions in Cyprus.

345. To obtain health care in Cyprus, European and EEA citizens must initially be in possession of an appropriate E-Form or a European Health Insurance Card (EHIC) from their own Member State.

346. According to the Refugee Law (L. 6(I)/2000, as amended), asylum seekers and recognized refugees are also entitled access to Government Medical Institutions on an equal basis with the Cypriot nationals.

347. The present system of health care has for long been criticized for the fragmentation of services, the lack of co-ordination between the public and private health sector, the lack of equity in its financing and in general its inability to respond to the expectations of the population.

348. Awareness of serious organizational and financing difficulties of the health care system has led to the legislation in 2001 of a National Health Scheme (NHS) with an implementation target for 2008. The main characteristics of the reform are:

- (a) Universal residence based coverage of the population;
- (b) Financing through an insurance scheme based on earnings-related tripartite contributions;
- (c) Freedom of choice of provider between the private and public sector;
- (d) Separation of provision from financing of healthcare;
- (e) Management of the NHS by an independent public law Health Insurance Organisation;
- (f) Introduction of a referral system and obligatory enrolment with a GP to strengthen Primary Health Care;

(g) Patient rights legislation has been enacted by the Parliament and patients participate in decision-making through the Patients Welfare Committees set up at each hospital. Patient choice of doctor and hospital, currently limited to the public sector boundaries, will be addressed by the introduction of the NHS with free choice of GP in either public or private hospital, subject to referral.

349. In 2006, the Health Insurance Organization (HIO) worked on the formulation of strategy and they proceed with the implementation phases of the National Health Scheme (NHS).

350. The Scheme aims to provide high quality health care services in such a way as to secure solidarity, universal coverage, and financial sustainability.

351. Through the NHIS funding health care is expected to be secured through compulsory insurance contribution, comprehensive equitable access to health care will be granted to the entire population and finally, the introduction, of competition principles in the relationship between the public and the private sector is expected to result in an upgrading for the public health services infrastructures and quality.

352. It is expected that the new scheme will be fully operational in 2008.

353. Cyprus has adopted all the principles laid down at Alma-Ata with regard to primary health care and is promoting, through implementation of the various strategies involved, the realization of this goal. For details refer to previous report, para. 311.

3. Please indicate what percentage of your GNP as well as of your national and/or regional budget (s) is spent on health. What percentage of those resources is allocated to primary health care? How does this compare with 5 years ago and 10 years ago?

354. Health expenditure in Cyprus is rising steadily. Total expenditure on health accounted for 5.6% of GDP in 1998 in comparison to 5.7% in 2001 and 6.4% in 2005.

4. Please provide, where available, indicators as defined by the WHO, relating to the following issues:

(a) Infant mortality rate (in addition to the national value, please provide the rate by sex, urban/rural division, and also, if possible, by socio-economic or ethnic group and geographical area. Please include national definitions of urban/rural and other subdivisions).

355. The infant mortality rate for 2005 was 4.6 per 1,000 live births (which is very satisfactory by international standards).

(b) Population access to safe water (please disaggregate urban/rural).

356. One hundred per cent of the population have access to safe water.

(c) Population access to adequate excreta disposal facilities (please disaggregate urban/rural).

357. 99.6% according to the 2001 Census of Population of housing units have flush toilets within or outside the house (urban 99% and rural areas 99.2%); the remaining 0.3% have latrine-type toilets.

(d) Infants immunized against diphtheria, pertussis, tetanus, measles, poliomyelitis and tuberculosis (please disaggregate urban/rural and by sex).

358. Infants are immunized against diphtheria, pertussis, tetanus, measles and poliomyelitis. The result of a survey carried out in 2006 showed that 96.9% of infants had received the third dose of DPT and OPV (diphtheria, pertussis, tetanus and poliomyelitis); 87% of infants were immunized against measles. Tuberculosis is not a health problem any more. Therefore, tuberculosis vaccine is not included in the national immunization schedule.

(e) Life expectancy (please disaggregate urban/rural by socio-economic group and by sex).

359. The life expectancy at birth for the period 2004/05 was 77.0 years for males and 81.7 for females.

(f) Proportion of the population having access to trained personnel for the treatment of common diseases and injuries, with regular supply of 20 essential drugs, within one hour's walk or travel.

360. Refer to previous report, para. 317.

(g) Proportion of pregnant women having access to trained personnel during pregnancy and proportion attended by such personnel for delivery. Please provide figures on the maternity mortality rate, both before and after childbirth.

361. The survey of June 2000 immunization coverage showed that 100% of pregnant women had antenatal care offered by trained personnel. All deliveries take place in private or public clinics and are carried out by obstetricians or midwives under the supervision of obstetricians. In addition a high standard of hygiene ensures the prevention of complications before, during and after delivery. Maternal mortality for 2005 is estimated at 0.1 per 1,000 births.

(h) Proportion of infants having access to trained personnel for care. (Please provide breakdowns by urban/rural and socio-economic groups for indicators (f) to (h)).

362. The proportion of infants having access to trained personnel for care is 100%.

5. Can it be discerned from the breakdowns of the indicators employed in paragraph 4, or by other means, that there are any groups in your country whose health situation is

significantly worse than that of the majority of the population? Please define these groups as precisely as possible and give details. Which geographical areas in your country, if any, are worse off with regard to the health of their population?

363. Not applicable.

(a) During the reporting period, have there been any changes in national policies, laws and practices negatively affecting the health situation of these groups or areas? If so, please describe these changes and their impact.

364. Not applicable.

(b) Please indicate what measures are considered necessary by your Government to improve the physical and mental health situation of such vulnerable and disadvantaged groups or in such worse-off areas.

365. Not applicable.

(c) Please explain the policy measures your Government has taken, to the maximum of available resources, to realize such improvement. Indicate time-related goals and benchmarks for measuring your achievements in this regard.

366. Not applicable.

(d) Please describe the effect of these measures on the health situation of the vulnerable and disadvantaged groups or worse-off areas under consideration, and report on the successes, problems and shortcomings of these measures.

367. Not applicable.

(e) Please describe the measures taken by your Government in order to reduce the stillbirth rate and infant mortality and to provide for the healthy development of the child.

368. Refer to previous report, paras. 326-328.

(f) Please list the measures taken by your Government to improve all aspects of environmental and industrial hygiene.

369. Refer to previous report, para. 329.

(g) Please describe the measures taken by your Government to prevent, treat and control epidemic, endemic, occupational and other diseases.

370. Refer to previous report, paras. 331-335.

(h) Please describe the measures taken by your Government to assure to all medical service and medical attention in the event of sickness.

371. Refer to previous report, para. 336.

(i) Please describe the effect of the measures listed in subparagraphs (e) to (h) on the situation of the vulnerable and disadvantaged groups in your society and in any worse-off areas. Report on difficulties and failures as well as on positive results.

372. Not applicable.

6. Please indicate the measures taken by your Government to ensure that the rising costs of health care for the elderly do not lead to infringements of these persons' right to health.

373. The Ministry of Health implements a 10-year action plan for the health care of older persons and the development of health care services for the elderly (2005-2014). During 2005, an implementation committee was set up and four priorities were decided for implementation in phase 1 (2005-2007). These are: (1) staffing of rehabilitation centres with a team of health professionals, (until today only one physiotherapist has been hired) (2) improvement of services provided at hospital level, (3) pilot implementation for the development of primary care for the elderly (training of Health Professionals began since October 2006 and protocols will be developed) and (4) community nursing services (four community nursing services are now operating offering home services). Further development of the services introduced in phase 1 is expected during phase 2 (2008-2010) and phase 3 (2011-2014).

7. Please indicate what measures have been taken in your country to maximize community participation in the planning, organization, operation and control of primary health care.

374. Refer to previous report, para. 338.

8. Please indicate what measures have been taken in your country to provide education concerning prevailing health problems and the measures of preventing and controlling them.

375. Refer to previous report, para. 339.

9. Please indicate the role of international assistance in the full realization of the right enshrined in article 12.

376. Refer to previous report, para. 340.

Article 13 of the Covenant

1. With a view to achieving in your country the full realization of the right of everyone to education.

377. The Ministry of Education and Culture through its corresponding agencies (such as the Division of Primary Education, the Division of Secondary Education and the Division of Vocational Education and Training) offers free and accessible education to all students at

pre primary, primary, secondary and Higher secondary level without prejudice based on the gender, the abilities, the language, the colour, the religion or other belief, the sexual orientation and the racial or ethnic origin, the political beliefs or ethnic background.

378. The above-mentioned compose the framework of the responsibilities of the Government under the Equal Treatment (Racial or Ethnic Origin) Law, 2004 (L. 59(I)/2004, as amended) which was enacted in order to transpose the EU Council Directive 2000/43/EC into national legislation.

379. Education at the Pre-Primary, Primary and Low Secondary Level is mandatory and covers all students in the age range of 4 years and 8 months to 18 years. Citizens of the Republic as well as aliens, whether they have a legal or not status, are obliged to enrol their students in a public or private education according to their wishes and financial status. Failure to do so will result in prosecution of the legal guardian.

380. Students of Low and Higher Secondary Level, 12-18 years of age, who belong to the “religious groups” (Refer to answer to article 15, question 1(d)) can attend private educational institutions, while their tuition fees can be subsidized by the Government according to their financial needs, with a ceiling of 50% of tuition cost.

(a) How does your Government discharge its obligation to provide for primary education that is compulsory and available free to all (if primary education is not compulsory and/or free of charge, see especially article 14)?

381. Pre-Primary Education has become compulsory as from September 1st 2004, for children aged 4 years and 8 months to 5 years and 8 months, and is offered free of any charge in public kindergartens. The Council of Ministers approved the above innovation, while giving a one-year trial period for all agents involved, adapting to the new regulations (Decision No. 59.824 dated 14.4.2004). According to the said legislation, children of the specific age group, are obliged to attend public kindergartens, community or private schools, which are registered and approved by the Ministry of Education and Culture. Younger children aged 3 years to 4 years and 8 months take up vacant places in public kindergartens and pay fees, as set by the Ministry of Finance. The State is responsible to cover all expenses for the introduction of this innovation; while at the same time it will continue to subsidize the functioning of community kindergartens.

382. For more information on primary education refer to previous report, paras. 341-345.

(b) Is secondary education, including technical and vocational secondary education, generally available and accessible to all? To what extent is such secondary education free of charge?

383. As referred in the answer to question 1 above, Higher Secondary Education including Technical Educational and Vocational Education and Training is available and accessible to all. It is offered free of charge in the public sector which covers 85.8% of the pupils, however it is not compulsory for children over the age of 15.

384. The religious groups of Cyprus (Armenians, Maronites, Latins) and the Turkish Cypriot Community can take advantage of the subsidization scheme financed by the Government in order to attend private institutions of their likeness. (Refer to answer to article 15, question 1(d) below).

385. Secondary Technical and Vocational Education (STVE) offers two directions, the Theoretical and the Practical Direction. The duration of studies is three years for each Direction. The first year of studies is common in each branch and direction. Pupils select a specialisation offered in the branch of their choice in the second and third year of their studies.

(c) To what extent is general access to higher education realized in your country? What are the costs of such higher education? Is free education established or being introduced progressively?

386. General and specific measures have been taken to make higher education equally accessible to all, on the basis of capacity.

387. The Government covers the cost of tuition for Cypriot students studying at Public Institutions of Higher Education at both university and non-university level.

388. Financial assistance in the form of scholarships or loans with low interest rate is also offered to a number of students attending universities and other institutions of higher education abroad. The abovementioned scholarship scheme was introduced in 1978-79 and it is handled by an independent board the Cyprus State Scholarship Foundation - (*IKYK*).

389. In 1996, a new scheme of financial assistance was introduced in the form of a grant. Under the provision of the law 77(I)/96 as amended, every family permanently residing in Cyprus (in the areas under the effective control of the Government of the Republic of Cyprus) is entitled to a special grant for every child regularly studying at a recognized higher education institution, for every academic year as follows:

- CY£ 1,000 as a special grant
- Additional 50% of the tuition fees with a ceiling of CY£ 500 if the tuition fees are paid by the family of the student

390. In addition to the above mentioned measures, the Council of Ministers has recently approved the award of financial assistance in the form of a grant, for the purchase of a lap-top computer, for students attaining a position at Public Higher Education Institutions of Cyprus through the Pancyprian Examinations.

391. The following table shows the constant increase of the number of Cypriot and international students studying in Cyprus and of Cypriot students studying abroad. The increase observed is a direct result of all the measures implemented by the Government, and the Ministry of Education and Culture in particular, to expand higher education in our country and facilitate, thus, access to Higher Education for everyone.

Academic year and sex		Students in Cyprus			Cypriot students abroad	Total Cypriot students in Cyprus and abroad	Total students in Cyprus and abroad
		Total	Cypriot students	Foreign students			
2000/01	Total	11 934	9 462	2 472	13 650	23 112	25 584
	Men	5 011	3 512	1 499	6 192	9 704	11 203
	Women	6 923	5 950	973	7 458	13 408	14 381
2001/02	Total	13 894	10 836	3 058	14 882	25 718	28 776
	Men	6 280	4 356	1 924	6 683	11 039	12 963
	Women	7 614	6 480	1 134	8 199	14 679	15 813
2002/03	Total	18 272	12 990	5 282	16 374	29 364	34 646
	Men	9 228	5 142	4 086	7 536	12 678	16 764
	Women	9 044	7 848	1 196	8 838	16 686	17 882
2003/04	Total	20 849	14 170	6 679	17 631	31 801	38 480
	Men	10 859	5 641	5 218	8 210	13 851	19 069
	Women	9 990	8 529	1 461	9 421	17 950	19 411
2004/05	Total	20 078	15 177	4 901	19 400	34 577	39 478
	Men	9 636	6 280	3 356	9 104	15 384	18 740
	Women	10 442	8 897	1 545	10 296	19 193	20 738
2005/06*	Total	20 047	14 709	5 338	20 969	35 678	41 016
	Men	9 958	6 031	3 927	9 841	15 872	19 799
	Women	10 089	8 678	1 411	11 128	19 806	21 217

Source: Statistical Service.

* Provisional.

392. For the financial year 2004 Government spending for higher education reached £27,290,000 for non university level education and £81,375,000 for university level education.

393. The University of Cyprus, is a Government funded institution and currently offers programs of study at the undergraduate and postgraduate levels to more than 5,000 students. Candidate students are granted access at the university via the Pancyprian Examinations.⁸ Candidate students may also be accepted on the basis of G.C.E., G.C.S.E. or other equivalent examinations or on the basis of their success in special examinations set by the University of Cyprus. Greeks of the Diaspora and Cypriots who belong to specific “religious groups” as

⁸ The Pancyprian Examinations, which constitute a merging of the Final Year Exams for graduation from secondary education and the Entrance Examinations, previously used for entrance in higher education institutions, into a single exam, introducing a new system for entrance in higher and tertiary institutions of Cyprus.

determined by the Constitution,⁹ repatriated Cypriots and Cypriots who are permanent residents in other countries can claim on a preferential basis a limited number of positions (3%) based on G.C.S.E., G.C.E. or other equivalent exams.

394. Turkish Cypriots who hold a six-year high school diploma are eligible for admission upon success in special examinations set by the University. A limited number of positions (10%) are granted to special categories of people such as disabled due to acts of war, children of missing persons, persons living in the occupied area of the country. Two per cent of the positions is also granted to handicapped and people with special needs. Students with very serious financial problems may be subsidized by the Student Welfare Fund, which is supported financially by private initiatives. The Immigration Department facilitates the provision of an entry visa and a residence permit for foreign students.

395. Public Institutions of Higher Education are publicly funded institutions, which offer 1 to 3 year courses, leading to the award of short cycle qualifications. These institutions are the Higher Technical Institute, the Cyprus Forestry College, the Higher Hotel Institute of Cyprus, the School of Nursing, the Cyprus Police Academy, the Tourist Guides' School and the Mediterranean Institute of Management which offers a postgraduate program of study, leading to the award of a Postgraduate Diploma in Management. Candidate students are granted access to these institutions via the Pancyprian Examinations. Candidate students may also be accepted on the basis of G.C.E., G.C.S.E. or other equivalent examinations.

396. Twenty-four Private Institutions of Higher Education operate in Cyprus, at present, according to the Institutions of Tertiary Education Law, (L. 67(I)/1996, as amended), that provides for the establishment operation, control and accreditation of these institutions. The basic requirement for entrance to these institutions is the upper secondary school leaving certificate and good knowledge of English which is the language of instruction. During the academic year 2006-2007 over 15,000 students both local and international were enrolled in private institutions of higher education. Students studying at private institutions of higher education pay fees which vary according to the institution and the level of the program of study.

397. Demand for higher education is high, and because of the rather limited supply, the majority of Cypriot students (21,000 for 2005/06) study abroad, with the most popular destinations being Greece, the United Kingdom and the United States of America. The need for expansion of higher education, and especially the expansion and development of university level education, became imperative. Measures taken towards this direction are the following:

- In order to promote life long learning through open and distance learning, the Cyprus Open University Law (L. 234(I)/2002), was enacted, which provides for the establishment and operation of the Open University of Cyprus. The Open University of Cyprus is a state institution of higher education which offers undergraduate and postgraduate courses, as well as training and vocational programs. It offers individuals the opportunity to pursue or complete University education. Likewise, open and distance learning offers, to those who already hold a university degree, the possibility to

⁹ For more information refer to article 15, question 1(d) below.

further their studies at a graduate level or even study different subjects aiming at career progression. The Open University through the provision of training and vocational programs will play an active role as regards to individuals' professional and personal development.

398. The Open University of Cyprus, accepted its first students (162 in total) and began its operation in September 2006 with the following postgraduate courses:

- MA in Management of Health Units
- MA in Education Studies

399. In the academic year 2007-2008 the Open University of Cyprus will introduce two new courses: an undergraduate course in "Hellenic Civilization" and a postgraduate course with specialization in Information Systems. Additional courses are expected to be unapproved gradually so that the university will expand to meet the needs of the wider Community with regards to distance learning.

- (i) The establishment and operation of the Cyprus University of Technology, which is stipulated by the provisions of Law 198(I)/2003 will start its operation in September 2007, and aspires to become a modern and pioneering University capable of offering high level training and research in popular fields, which today offer great economic, technical, and scientific output. It is a state funded institution and students coming from Cyprus and EU countries are exempted from paying tuition. In September 2007, the university will accept 550 students approximately. Candidate students are granted access at the university via the Pancyprian Examinations. Its faculties include Geotechnical Sciences and Environmental Management, Economics and Management, Applied Arts and Communications, Engineering and Technology and Health Sciences;
- (ii) The establishment and operation of Private Universities, either of a profit or non-profit character, is stipulated by the provisions of the Private Universities (Establishment, Operation and Control) Law, 2005 (L. 109(I)/2005). Corporate bodies registered in the Republic of Cyprus and satisfying various prerequisites can submit to the Ministry of Education and Culture applications for the establishment and operation of a private university. Applications can also be submitted by existing Private Institutions of Tertiary Education (PITE), seeking to be upgraded to university status;
- (iii) Since its establishment, the University of Cyprus (Refer to previous report, paras. 349-354) is continuously developing and expanding its programs of study. The University offers various programs of study through six faculties (Faculty of Humanities, Pure and Applied Sciences and Education, Economics and Management, Engineering and Letters). The Faculty of Engineering is newly established and has accepted its first students in September 2005 whereas in September 2006 the University of Cyprus offered a new program of study for students pursuing a Masters in Business Administration (MBA). The Biology Department of the University of Cyprus will operate in September 2007;

- (iv) The Cyprus Government has signed an agreement with the School of Public Health of Harvard University regarding the establishment of an educational and research center on Public Health. This new educational and research institution, “Cyprus International Institute for the Environment and Public Health in Association with Harvard School of Public Health” has accepted its first students in September 2006 in its postgraduate program in Public Health;
- (v) Measures are taken for the establishment of the “Cyprus Institute”, an international educational and research center, which is expected to operate soon. The “Cyprus Institute” is collaborating with renowned research centers abroad and provides the opportunity to its researchers to pursue a postgraduate degree at a Masters level or at a Doctoral level;
- (vi) Universities may arrange special examinations for students with special needs and in addition, within the framework of their regulations, is mandatory for the Universities to offer the necessary infrastructure for persons with disabilities. As mentioned above, a limited number of positions are granted to handicapped candidates or candidates with special needs at the University of Cyprus.

(d) What efforts have you made to establish a system of fundamental education for those persons who have not received or completed the whole period of their primary education?

In case your Government has recently submitted reports relevant to the situation with respect to the right contained in article 13 to the United Nations or a specialized agency, you may wish to refer to the relevant parts of those reports rather than repeat the information here.

400. The Ministry of Education and Culture places great importance to the promotion of the concept of life long education and it has adopted several measures for enhancing adult education and providing the opportunities for access to life long education for all citizens.

401. Life long education is offered through evening and afternoon classes in various subjects as follows:

- (a) Evening schools, which enable adults to acquire and/ or complete their secondary general education;
- (b) Evening classes offered at several Technical Schools aim to provide individuals with the opportunity to enrich their knowledge and abilities and compete for employment in a rapidly changing world;
- (c) State Institutes for Further Education, which offer afternoon and evening classes to pupils and adults on foreign languages, accounting computer studies and courses on university entrance examinations. The geographical balance of the state Institutes and a special provision for fees ensure equal opportunities for studies and life long learning;
- (d) Adult Education Centres offer basic programs which aim the all-round development of the personality the economic, social and cultural advancement derived from the interest and needs of the participants.

402. See Appendix A, Table 16 which shows enrolments in adult education centres, 1994-2007.

403. See Appendix A, Table 17 which shows enrolments in adult education centres by subject, 1995-2007.

404. See Appendix A, Table 18 which shows literacy programmes, 1994-2007.

2. What difficulties have you encountered in the realization of the right to education, as spelled out in paragraph 1? What time-related goals and benchmarks has your Government set in this respect?

405. “The general aim of education in Cyprus is the development of free and democratic citizens ... who contribute ... to the promotion of cooperation, mutual understanding, respect and love among individuals and people for the prevalence of freedom, justice and peace”. (Mission Statement of Ministry of Education and Culture indicated by The Report of Educational Reform, by the Seven Academics, 2005).

406. As stated in “Part I - Introduction” to the present report, due to prevailing situation, the Government is deprived of its ability to apply the provisions of the Covenant to persons living in that part of the country which is under occupation by Turkish military forces.

407. During the year 2006, 379 Greek-Cypriots and 128 Cypriot Maronites lived in the occupied area of Cyprus.

408. During the school year 2004-2005 following constant, insistent and enormous efforts of the Government, and pressure exerted by the Committee of Ministers of the Council of Europe in the context of the implementation of the case of *Cyprus v. Turkey* (Judgment 10/5/2001) the Rizokarpaso Gymnasium (in the occupied area) operated again for the first time, after the 1974 Turkish invasion. Furthermore, on April 11th 2005, children between the ages of 3 to 5 years and 8 months were given the opportunity to attend the newly established Nursery School (Kindergarten) that started functioning in one of the classrooms of the Rizokarpaso Primary School. Fifteen children attended classes at the Rizokarpaso Nursery School during the school year 2005-2006, while thirteen pupils attended classes at the Rizokarpaso Primary School, the only Greek School that has been operating from the beginning of the Turkish occupation. Difficulties, such as censorship, non-acceptance of some teachers and attempts for eliminating the work being done at the schools, were faced during the school year 2005-2006. Nevertheless, the education provided by the three schools mentioned above is considered satisfactory, despite the problems and pressure caused by the Turkish occupation authorities. The Ministry of Education and Culture, in cooperation with the Service of Humanitarian Affairs, ensures that all necessary material, including books and paperwork, is sent to these schools while the Educational Service Committee provides the educational staff needed for these schools.

409. In its effort to enhance the achievement of minority students in the Government controlled area, the Ministry of Education and Culture is constantly developing and implementing programs where the emphasis is based on the following:

(a) The provision of extra tutoring, in subjects such as Language Arts, Maths, Science to limited-Greek-proficient (LGP) students;

(b) Instruction in the native language of LGP students. For this purpose the Ministry of Education and Culture initiated the employment of Bilingual Teachers, especially in Elementary Schools;

(c) The provision of free private lessons in Greek to non Greek pupils in the afternoon at the State Funded Institutions for further Education;

(d) Formal instruction in Greek as a second language (GSL) can help students begin learning the language. GSL instruction, whether formal or informal, is an integral part of all bilingual education programs; in order to help students acquire more knowledge books, printed material and manipulatives on the subject are being provided to teachers, students, parents and schools at no charge by the Ministry of Education and Culture;

(e) In schools where the percentage of minority pupils is high, educators have the liberty to adapt the curriculum to their populations' specific needs.

410. The 18th Agios Antonios Primary School in Limassol constitutes an example of the successful implementation of the above mentioned programs. The School is situated between the Greek Cypriot and Turkish Cypriot region of Limassol. The area remained deprived and largely abandoned after the events of July 1974. Some of the area was inhabited by Greek Cypriot refugees, while recently a lot of Turkish Cypriots re-inhabited the area. The school was placed under a specific program by the Ministry of Education and Culture, targeting the improvement of quality in education, promotion of schooling, fighting exclusion and racism and promoting equality. The school received the second award in the Commonwealth Education Good Practice for promoting equal opportunities in education whilst respecting the ethnic and cultural background of students, fostering inclusion and fighting racism.

3. Please provide statistics on literacy, enrolment in fundamental education with information on rural areas, adult and continuing education, drop-out rates at all levels of education as well as graduating rates at all levels (please disaggregate, if possible, according to sex, religion, etc.). Also provide information on measures taken to promote literacy, with data on the scope of the programmes, target population, financing and enrolment, as well as graduation statistics by age group, sex, etc. Please report on the positive results of these measures as well as on difficulties and failures.

411. See Appendix A, Table 19 which shows school enrolment ratios by level of education, 1990-2004.

412. See Appendix A, Table 20 which shows schools, pupils and teaching personnel by level of education, 2004-2007.

413. See Appendix A, Table 21 which shows pupils in secondary education completing grade III and graduates, as a percentage of those enrolled in grade I, three and six years earlier, respectively.

414. See Appendix A, Table 22 which shows number of graduates of school year 2003-2004 by stream, type of school, field of study and sex.

4. Please provide information on the percentage of your budget (or, if necessary, regional budgets) spent on education. Describe your system of schools, your activity in building new schools, the vicinity of schools, particularly in rural areas, as well as the schooling schedules.

415. The Government is the main contributor to the financing of all public education institutions at all levels (pre-primary, primary, secondary and tertiary). The arrangements differ from institution to institution and each follows a different procedure for submitting its budget.

416. In public kindergartens the Government pays the salaries of teachers and assistants and covers the cost of educational material, running expenses and the construction and maintenance of school buildings.

417. See Appendix A, Table 23 which shows public expenditure on education by ministries, 1990-2006.

418. See Appendix A, Table 24 which shows current capital public expenditure by level of education, 2002-2004.

419. Community kindergartens were subsidized by the Government with an amount between four and six thousand pounds a year in the academic year 2004/05. Parents' associations contribute through the payment of fees, which pay the salaries of assistants and cover the running costs of the school.

420. Primary education is financed in full by the Government, either directly or indirectly. The Government pays the salaries of the teachers and all expenses associated with the school buildings, and provides books and other material free of charge. The School Boards, bear the responsibility of all other expenses. The main contributor to the School Boards is the Government, and the amount given is based on enrolment figures, whether the school is in an urban or rural area and the relative ability of the School Board to be self-sustaining. In addition, School Boards may also have other sources of income, deriving from the management of properties and other assets belonging to schools under their responsibility.

421. The methods of financing General Secondary Education are the same as for Primary Education.

422. The financing of Secondary Technical and Vocational Education differs in that the Government undertakes full and direct responsibility for the financing of these types of schools. There are no tuition fees for technical schools and the expenditure, both current and capital, is borne by the Government. The current expenditure of these schools is charged to the Ordinary Budget and the capital expenditure to the Development Budget.

423. The financing of education at the tertiary level may differ from institution to institution and each follows a different procedure for submitting its budget. The state contributes to the budgets of these institutions and provides grants and scholarships.

Year	Budget CY£ M	GDP CY£ M	Public expenditure on education CY£ M	As a % of budget	As a % of GDP
1970	40.6	226.6	6.6	16.3	2.9
1975	79.6	257.0	11.4	14.3	4.4
1980	232.0	760.4	27.5	11.8	3.6
1985	474.3	1 782.2	56.7	12.0	3.8
1990	807.2	2 555.7	111.3	12.4	3.9
1995	1 322.3	4 006.6	193.4	14.6	4.8
2000	2 096.8	5 511.8	309.4	14.8	5.6
2004	3 180.8	7 254.9	499.3	15.7	6.9

Source: EURYDICE (Key Data on Education).

424. Recent data indicate that in 2007 Cyprus spent 7.45% of its GDP on education.

425. During the school year 2005-2006, procedures continued for the construction of eighteen new primary school buildings, seven in Nicosia, five in Larnaca three in Limassol, two in Paphos and one in the Famagusta district.

426. In September 2006, the construction of three of the above primary schools was completed and they functioned regularly.

5. To what extent is equal access to the different levels of education and measures to promote literacy enjoyed in practice? For instance:

(a) What is the ratio of men and women making use of the different levels of education and taking part in these measures?

427. The fact that primary and secondary education is compulsory, is provided free of charge by the Government and primary and secondary schools are established and are functioning in all towns and in rural areas, shows that equal access to different levels of education is safeguarded.

428. The ratio in Primary Education (2004/05) for male participants is 51.3% and for female participants 48.7%. In Lower Secondary Education the male participation rate is 51.3% and the female participation rate 48.7%. That ratio in Upper Secondary Education for males is 50.8% and 49.2% for female participants.

429. Participation rates decline progressively at the end of compulsory education. Overall enrolment decreases by around 15% at the end of compulsory education and by 3% and 1.4% at the end of the 1st and 2nd year of upper secondary education respectively. The ratio of participation varies between men and women. At the end of compulsory education women participation is higher than men by 7% and increases to almost 10% after the completion of

the 1st and 2nd year of upper secondary education. The reason for the decline in the male participation rate at the end of compulsory education is that a number of male pupils after the end of compulsory education follow vocational education and pupils that enrol there are not taken into consideration.

(b) With regard to practical enjoyment of the right to these levels of education and measures to promote literacy, are there any particularly vulnerable and disadvantaged groups? Indicate, for instance, to what extent young girls, children of low-income groups, children in rural areas, children who are physically or mentally disabled, children of immigrants and of migrant workers, children belonging to linguistic, racial, religious or other minorities, and children of indigenous people, enjoy the right to literacy and education spelled out in article 12.

430. The Education and Training of Children with Special Needs Law (L. 113(I)/1999, as amended), is the legislative framework which regulates the detection of children with special educational needs as well as educational resources to meet their needs; and for the ongoing evaluation of the child's progress. A child can be said to have a special educational need if he/she has significantly greater difficulty in learning than the majority of children of a similar age or if a disability prevents or impedes him/her from using the standard educational facilities and resources available in mainstream schools. Special educational services are provided free of charge by the State to those children in need of them between the ages of 3 and 18 years (extension of education up to 21 years can be provided where it is deemed necessary). Pursuant to Law 113(I)/1999, as amended, in each educational area, a District Committee is established which examines the cases of referred children and makes proposals to the directors of the relevant ranks of education regarding placement and educational provision. The District Committee has the duty to efficiently evaluate the needs of any child, considered to have special needs. The evaluation of any child is carried out by a multi-subject team including a psychologist specialist, a teacher of special education, a doctor, a speech pathologist and any other specialist as the case may need. Children, to whom special education and training have been determined, attend ordinary schools, special units or special schools with appropriate infrastructure, adapted to their own needs and to their individual program, which is set up by the joining officials, in cooperation with the teachers and parents of the child. The child's progress is supervised by the same officials.

431. See Appendix A, Table 25 which shows pupils in special education by age and sex, 2004-2005.

432. See Appendix A, Table 26 which shows schools, classes and pupils in special education by district, 2005-2006.

433. See Appendix A, Table 27 which shows pupils by degree of disability and sex, 2004-2005.

434. The establishment of the Permanent Work Group for the Promotion of the Literacy and School Success is a significant innovation in the Cyprus Educational System as combating school failure, inequality and social exclusion is the main axis of the contemporary education innovation in Europe. It operates on the following:

- Implementing surveys on literacy, school failure, reading skills

- Organizing, coordinating and evaluating preventive actions and programs on the above sectors

435. Moreover, the concept of Open School was developed in a joined action by the Ministry of Education and the Local Authorities in an attempt to offer people living in communities the chance to attend atypical education in subjects of their needs, interests and inclinations. According to the philosophy of the Open School, residents of specific areas are able to enroll in programs offered jointly by the Local Authorities in coordination with the voluntary support of educators who live and work in the local area. These classes are being carried out in public schools.

436. Furthermore, children belonging to the various religious groups of Cyprus (e.g. Armenians, Maronites, Latins) and the Turkish-Cypriot Community, are assisted by the Government to attend private schools of their choice. Thus, these children have the right to be educated according to their potential and their parent's wishes and a number of other measures have been adopted for their smooth integration in the educational system. The private schools are subsidized by the Government according to the number of children attending.

437. During the last few years, a growing number of students, coming mainly from the former Soviet Union and other foreign countries have enrolled in Public Schools. About 6.1% of the pupils attending Public Schools do not speak Greek as their mother language. Various support measures are currently being practiced. Bilingual students participate in the classroom along with the native Greek-speaking. A flexible system of intervention exists within the ordinary timetables. Bilingual students attend separate classes for intensive learning of the Greek language and specialized assistance according to their specific needs.

438. Indicatively, the following measures apply:

- Extra teaching time of the Greek language is provided for children who have a language background other than Greek. Additionally, help is provided for individual, cultural, professional and social development and translators are employed to support the communication between schools, teachers and families not using the Greek language at an adequate level
- All pupils who are not Greek Orthodox are excluded from the teaching of the subject of Religious Education, after a written request from their parents or guardians and in classes where there is an adequate number of Turkish-Cypriot children they are taught in their mother language when other pupils have History and Religious Education
- Free breakfast is provided to all Turkish speaking pupils who attend public primary schools around the island
- Free lunch is provided to all Turkish-Cypriot pupils who attend all day public primary schools around the island

- The Adult Education Centers offer free of charge Turkish language and Greek language lessons to Turkish-Cypriot children and their parents
- The Ministry's budget covers repairs and maintenance of Turkish-Cypriot schools in the Government controlled area of Cyprus

(c) What actions is your Government taking or contemplating in order to introduce or guarantee equal access to all levels of education within your country, for instance in the form of anti-discriminatory measures, financial incentives, fellowships, positive or affirmative action? Please describe the effect of such measures.

439. As previously mentioned, free Pre-Primary to Higher Secondary Education is offered to all students falling into the specific age-group. Transportation is provided by the State to students who attend schools outside their community. Since there are no tuition fees, student supplies and transportation costs, refugee,¹⁰ poor and needy students are not faced with such obstacles. In higher education entrance to the public institutions is through competitive entrance examinations on the basis of the results obtained. Candidates with special needs or minority groups may be accepted though a number of places allocated for their groups.

(d) Please describe the language facilities provided to this effect, such as the availability of teaching in the mother tongue of the students.

440. The language of instruction in public primary, secondary and technical and vocational schools is Greek. However, a number of private non-profit and profit-making institutions ranging from missionary boarding schools to vocationally-oriented institutions and foreign language centres offer curriculum programmes in general education, specialized fields and languages. These schools are run by overseas organizations and/or religious denominations and local entrepreneurs. Their courses of study last six to seven years and the basic languages of instruction are English, French, Italian or Arabic.

441. Support measures provided by the Ministry of Education and Culture to students and residents whose native language is other than Greek are described under (b) above.

442. In the Public universities the languages of instruction are the official languages of the Republic of Cyprus i.e. Greek and Turkish. In the other public and private tertiary institutions the Greek and English language is used.

6. Please describe the conditions of teaching staff at all levels in your country, having regard to the Recommendation concerning the Status of Teachers, adopted on 5 October 1966 by the Special Intergovernmental Conference on the Status of Teachers, convened by UNESCO. How do teachers' salaries compare to salaries of (other) civil servants? How has this ratio developed over time? What measures does your country take or contemplate to improve the living conditions of teaching staff?

¹⁰ See Note 5 on page 57.

443. The conditions of service of teachers in Cyprus differ according to the level at which they teach (primary, secondary or tertiary).

444. The Directorate of Primary Education is responsible for overseeing pre-primary and primary educational staff. The different ranks are as follows:

- Education officer (A14)
- Inspector (A12 and A13 + 2 increments)
- Headteacher (A12 + 2)
- Deputy headteacher (A11 + 2)
- Pre-primary and primary school teacher (A8 to A10 and A11)

445. For teachers in pre-primary, primary and secondary schools, once the two-year probationary period is successfully completed, teachers become permanent members of staff and do not have a contract as such. The case is the same for permanent members of the academic staff of public tertiary institutions (university and non-university education).

446. The scales in terms of actual salary per annum for all teachers in primary and secondary education are as follows:

Scale	Basic scale CY£	Top scale CY£	Annual increment CY£
A8	10 503	16 146	513
A9 + 2	13 037	19 327	629
A10 + 2	14 399	21 726	703
A11 + 3	17 372	25 105	703
A12 + 2	19 283	27 392	901
A13 + 2	22 833	30 041	901
A14 + 2	24 470	32 902	1 054

Source: EURYDICE, (Key Data on Education).

447. All teachers also receive a Cost of Living Allowance (COLA), which was 9.75% until 31/12/05. Teachers' gross salary is equivalent to the basic salary multiplied by the COLA.

448. For all teachers at pre-primary, primary and secondary levels, the code of conduct is enshrined in The Public Educational Service Law (L.10/1969, as amended) as follows:

- Part Six, Sections 48-62: The Duties and Responsibilities of educationalists
- Part Seven, Sections 63-75: The Disciplinary Code

449. Secondary education teachers belong to one of three groups, as follows:

(a) University degree holders: This group includes holders of bachelor level degrees in the following fields: Theology, Greek Literature, Mathematics, Physics, Chemistry, Biology, Geography, English, French, German, Art, Economics, Physical Education, Psychology, Computer Science, Music, Home Economics, Technology, Engineering, Counselling. Salary scale A8 to A10/11;

(b) Non-university Diploma holders: Holders of the United Kingdom Higher National Diploma (HND), and graduates of the Higher Hotel Institute Cyprus (HHIC), the Higher Technical Institute (HTI) or the TEI (the equivalent of the HTI in Greece), following at least three years of study. Salary scale A5-7 (A8 on promotion). On 1 June 2001 a law was passed in Greece, which established that graduates of the TEI should be recognized as having a qualification equivalent to that of a university degree. The Education Service Commission adopted the same law on 1 July of the same year and so TEI graduates are placed on the same salary scale as university degree holders;

(c) Apolytirion holders: Graduates of a technical school (and holders of a technical school-leaving certificate, or Apolytirion), or holders of a Secondary General Apolytirion plus a certificate from a two-year programme in the specialization of the classes to be taught as well as five years experience in that specialization. Additional pedagogical courses, as specified by the Ministry of Education and Culture, are also necessary. Salary scale A4.

450. The salary scales are lower for those in technical and vocational education because the schemes of service do not require an undergraduate degree.

451. The scales for deputy headteacher, headteacher, inspector and education officer are as follows:

- Education officer - A14 + 2 increments
- Inspector - A13 + 2
- Headteacher - A13
- Deputy headteacher 'A' - A12 + 2
- Deputy headteacher - A12

University education

452. Academic and other educational staff at the University of Cyprus are placed on salary scales which are approved by the University Council. They receive a Cost of Living Allowance and any other benefits which are approved by the Council.

453. The scales are as follows:

- Specialist educational staff - an hourly rate of pay
- Lecturers - A12 to A13
- Assistant professors - A13 to A14
- Associate professors - A14 to A15
- Professors - A15 to A16

Non-university education

454. Salaries for academic staff of non-university public institutions are determined on the basis of the scales relating to the job. Usually Directors are placed at A15, heads of department at A13, senior lecturers at A12 and lecturers at A8, A10 and A12 combined scales.

455. Previous experience is taken into consideration when placing an individual on a particular salary scale. Benefits for teachers in this sector include a thirteenth month salary and free medical care.

456. Pre-primary and primary school teachers work from 7.30 a.m. to 13.05 p.m. Monday to Friday. The number of teaching periods¹¹ varies according to their length of service and the post held. The table below gives details of this:

Post	Periods per week
Schools with three teachers	21
Schools with four teachers	19
Schools with five teachers	17
Schools with six teachers	15
Schools with 7-9 teachers	13
Schools with 10+ teachers	11
Deputy Headteachers	23
Teachers	
1-14 years experience	29
15-20 years experience	27
21+ years experience	25
Teachers over 50 years old	25

Source: EURYDICE, (Key Data on Education).

457. In schools with only one or two teachers, the teacher is required to work thirty-five periods per week, and is therefore given a special allowance.

¹¹ A teaching period is 45 minutes.

458. The school year for primary and pre-primary teachers begins on the first Monday in September and ends on the penultimate Friday of June. Teachers have the months of July and August as a summer break as well as 2 two-week holidays at Christmas and Easter. Teachers are also not required to work on public holidays.

459. A leave of absence may be granted to teachers in the following situations:

(a) Maternity leave and parental leave according to the general legislation. Refer to answer under article 6 question 5;

(b) Additional unpaid leave for a maximum of twelve days per year for personal or family reasons, subject to the approval of the Director of Primary Education;

(c) For a maximum of forty-two days per year paid sick leave, certified by a medical practitioner;

(d) One year of certified sick leave (with full benefits) and an additional year on half benefit for teachers injured during war;

(e) Educational leave of absence for another degree or postgraduate qualification. If teachers are in receipt of a state scholarship, then a part of the monthly salary is paid. If not, such leave is unpaid.

460. Other types of leave of absence for personal or public interest reasons (without allowances) may be granted at the discretion of the Director of Primary Education.

461. The weekly hours of teaching at the secondary level are as follows:

- Teachers:
 - Zero to seven years and ten months experience - twenty-four periods per week
 - Seven years and eleven months to sixteen years experience - twenty-two periods per week
 - Sixteen to twenty years experience - twenty periods per week. More than twenty years experience - eighteen periods per week
- Deputy headteachers:
 - Zero to five years experience - fourteen periods per week
 - Six to ten years experience - twelve periods per week
 - More than ten years experience - ten periods per week

- Headteachers:
 - Six periods per week, unless a headteacher has a coordinating role in each of the four districts, in which case she/he teaches for four periods a week. Headteachers of technical schools may not be required to teach at all

462. The regulations for holiday and leave of absence are the same as in the primary sector, except that the summer holidays for secondary school teachers last from 1 July to 31 August.

University education

463. The permanent and contractual academic staff of the University of Cyprus does not have set working hours. Instead, the University regulates the courses to be taught and other academic activities according to the needs at the time.

464. The academic staff at the University takes the same holidays as other staff in the public service, including those teaching at public non-university institutions (see below). Sick leave, maternity leave and leave for attending seminars overseas are governed by the regulations proposed by the Senate and approved by the University Council.

465. Academic staff are entitled to paid sabbatical leave of one semester for three years of service, and a year's sabbatical for every six years of service. Those wishing to be considered for sabbatical leave must first submit an application to the relevant department four months before the beginning of the sabbatical. The faculty then submits the application to the Senate for approval. On return from sabbatical, the member of academic staff must submit a report to the Research Committee via the Faculty Dean.

466. It is possible for members of the academic staff to be granted unpaid leave for one year in order to conduct research or work at another university, subject to the recommendation of the Senate and after approval from the University Council.

Non-university education

467. The academic year in public non-university institutions begins on 1 September and ends on 30 June. Each institution decides its own weekly work schedule, which varies from that followed by the Civil Service. The weekly teaching load depends on the teaching position - for staff at higher levels, this may mean teaching only seven periods per week.

468. Permanent members of the academic staff are public servants, and are therefore entitled to all public holidays as well as a holiday period which ranges from four to six weeks, depending on the number of years of service. There may also be additional special arrangements in individual institutions at the discretion of the Director.

469. Leave is granted in accordance with the rules and regulations in effect for public servants.

7. What proportion of schools at all levels in your country is not established and administered by the Government? Have any difficulties been encountered by those wishing to establish or to gain access to those schools?

470. The number of kindergarten and primary schools not established and administered by the Government and the number of private schools in Secondary Education during the period between the school years 1994-2007 are as follows:

Year	Pre-primary (communal and private over 3 years of age)	Primary	Private schools in secondary education
1994-1995	198	22	24
1995-1996	202	22	26
1996-1997	204	23	26
1997-1998	218	22	25
1998-1999	218	22	24
1999-2000	224	20	24
2000-2001	182	23	23
2001-2002	169	26	25
2002-2003	160	27	34
2003-2004	151	28	34
2004-2005	153	28	34
2005-2006	201	27	34
2006-2007	149	25	34

Source: Ministry of Education and Culture.

471. Therefore the percentage of private schools at the pre-primary and primary level of education is 9.9% and at the secondary education 28.3%.

472. The number of private schools in Higher Education during the recent school year is as follows:

Year	Number of private schools in higher education
2000-2001	21
2001-2002	22
2003-2004	23
2004-2005	24
2005-2006	24
2006-2007	24

Source: Department of Higher Education.

The percentage of private institutions of tertiary education is 80%.

473. Individuals and bodies are able to establish and direct educational institutions provided that the relevant procedures set by the Ministry of Education and Culture, the relevant authority for the grant of such permissions, are followed.

474. All citizens and residents of the Republic can exercise their right to choose the educational institution of their preference, freely.

8. During the reporting period, have there been any changes in national policies, laws and practices negatively affecting the right enshrined in article 13? If so, please describe these changes and evaluate their impact.

475. During the reporting period, there have been no difficulties affecting the right of individuals and bodies to establish and direct educational institutions or the right to choose a school.

9. Please indicate the role of international assistance in the full realization of the right enshrined in article 13.

476. The Government of Cyprus in its effort to provide the right of everyone to education has secured through various technical assistance schemes (UNESCO, Commonwealth Fund for Technical Cooperation, Fulbright Programme, Cyprus American Scholarship Programme) expert services and training for educating disadvantaged groups of children, such as the mentally retarded, the hearing impaired and those with learning disabilities (dyslexic). Furthermore, the Government of Cyprus in its effort to improve and upgrade the quality of education offered has secured from the above-mentioned donors assistance in the fields of design and technology, computer-aided instruction, educational technology, etc. Additionally, international assistance from Europe, the Commonwealth countries and the United States of America is given to Cyprus in the form of scholarships for university studies at the undergraduate and graduate level, offering the opportunity to children from low income households to study abroad. This form of assistance was particularly important in the period directly following the Turkish invasion of 1974, when a large number of the population was displaced.

Article 14 of the Covenant

1. If compulsory and free primary education in your country is not currently enjoyed, please provide details on the required plan of action for the progressive implementation, within a reasonable number of years fixed in this plan, of this principle. What particular difficulties have you encountered in the realization of this plan of action? Please indicate the role of international assistance in this respect.

477. Not applicable.

Article 15 of the Covenant

1. Please describe the legislative and other measures adopted by or in your State to realize the right of everyone to take part in the cultural life which he or she considers pertinent, and to manifest his or her own culture. In particular, provide information on the following:

478. The Republic of Cyprus grants a number of scholarships in these fields to citizens of the Republic to study abroad. Furthermore the Government has appointed a committee to submit proposals for the establishment of a public tertiary education school of acting.

479. Two private Schools of Higher Education offer professional education in the fields of arts and acting.

(a) Availability of funds for the promotion of cultural development and popular participation in cultural life, including public support for private initiative;

480. The funds allotted to the Ministry of Education and Culture for the promotion of cultural development during the period 1997-2006 are shown on the following table:

Year	Cyprus pounds	USA dollars
1997	4 365 961	To be calculated at 0.43
1998	4 613 510	
1999	4 612 814	
2000	5 068 927	
2001	7 807 178	
2002	8 123 046	
2003	8 590 072	
2004	9 276 396	
2005	9 361 797	
2006	10 378 860	

Source: Ministry of Education and Culture.

(b) The institutional infrastructure established for the implementation of policies to promote popular participation in culture, such as cultural centres, museums, libraries, theatres and cinemas, and in traditional arts and crafts;

481. In order to ensure the quality of life of people living in rural areas, and to give all citizens of Cyprus access to the island's cultural wealth, the Cultural Services have extended the decentralization project "Athena" to include more areas and a wider range of activities, such as live performances of traditional Cypriot music, shadow and puppet theatre performances, screening of films, theatre performances and lectures. The topics of the lectures are decided upon in collaboration with the local municipalities or communities and have to do mainly with our folk traditions, such as poetry in the Cyprus dialect, folk architecture and traditional folk music. There have also been topics relevant to the European Union, such as our national identity, the environment and contemporary artistic creativity in Cyprus.

482. For more information refer to previous report, para. 390.

483. The Cultural Services of the Ministry of Education and Culture subsidize the operation of community and municipal libraries. Apart from the Cyprus National Library, 54 new community libraries were set up, thus raising the initial number of rural community libraries to 158 (32 of them are in the occupied area).

484. The University of Cyprus Library is equipped with the latest technology and provides for direct access to information via computer databases and CD-Rom discs. At present, the Library has approximately 150,000 volumes and subscribes to over 1,600 periodical titles.

485. The Cultural Services of the Ministry of Education and Culture also contribute to the promotion of theatrical development in a variety of ways. These include:

(a) Promotion of Cypriot artistic potential abroad by financing the participation of the independent theatres in international festivals held in other countries;

(b) Development of theatrical movement on a Pancyprian scale with the organisation of theatrical performances at cultural centers in rural areas within the framework of the decentralization project, "Athena";

(c) Promotion of ancient Greek Drama with the organisation of the International Festival of Ancient Greek Drama on an annual basis, the International Festival "Kypria" and the Festival of Higher Theatre Schools;

(d) Involvement of young people in the process of creation through the organisation of free drama workshops for children in and around Nicosia;

(e) Cooperation with other countries through cultural agreements with other countries and with foreign cultural centers in Cyprus (French Cultural Centre, British Council etc.).

486. Cinematographic production in Cyprus received a boost in 1994 with the establishment of the Cinema Advisory Committee (CAC) based on a Council of Ministers' decision. CAC, is mandated:

(a) To recommend for funding to a competent Ministerial Committee the best proposals submitted by Cypriot producers/directors in the categories of: (a) feature-length films, (b) short films, alternative films, cartoons, documentaries, (c) script-writing, (d) development of production;

(b) To support the promotion and the participation of the Cypriot films to International Film Festivals;

(c) To prepare an appropriate legal framework for the cinema industry in Cyprus.

487. Producers from the European Union may also submit a proposal. The Production Office may be one that is registered in any EU country and which established/registered a permanent office in Cyprus. The producer has to prove that he/she has produced cinema or audiovisual work, apart from the personal productions of its shareholders.

488. In addition to Government grants, Cypriot co-productions are eligible for funding from the Eurimages Fund, a Council of Europe institution financing European film co-productions. To date five feature-length films in which Cyprus was the major co-producer have received funding from Eurimages.

489. Additionally, Cyprus has joined other International Cinema Forums such as the South Eastern Europe (SEE) Cinema Network. SEE Cinema Network aims towards the bilateral and multilateral cooperation of the members from and towards all sides in the sections of production, cultural and financial promotion and preserving the cinema heritage and tradition of each member state by creating a common co-productions fund.

490. The Regulations for the financing programmes are based on the local and international facts, as well as the relevant European financing programmes. The CAC prepared the following Regulations, which are based on the following areas:

- (a) Development;
- (b) Possibility of separate financing of each production stage of the film;
- (c) Supporting the film also in the stage of promotion and the participation in a festival.

491. Financing programmes:

- (a) Support of a Script;
- (b) Development of production programme;
- (c) First feature film;
- (d) Low-budget feature film;
- (e) High-budget feature film;
- (f) Support of promoting a film;
- (g) Participation in a festival;
- (h) Participation in proposals of alternative cinema.

492. Furthermore, the Cultural Services of the Ministry of Education and Culture have been particularly active in organizing festivals and other events related to the cinema. Among other institutions, the Cultural Services established the Cypriot Short Film and Documentary Festival which is held every other year. Additionally, events are held within the framework of cultural agreements with other countries, or in collaboration with the Ministry of Culture of Greece, or in collaboration with cinema societies which are subsidized by the Cultural Services of the Ministry of Education and Culture (Friends of the Cinema Association, Cine Club Studio, Limassol Film Society, Paphos Film Society).

493. In relation to traditional arts and crafts, the aim is to promote and improve many of the traditional folk art skills, by helping artisans to improve their techniques and maintain the quality of their product.

(c) Promotion of cultural identity as a factor of mutual appreciation among individuals, groups, nations and regions;

494. The above issue has become increasingly important for Cyprus as the proportion of non-Cypriots in the population of Cyprus has increased rapidly over the last decade, with the prospect of further increase. The Government considers necessary co-ordinated and sustained efforts to ensure the social integration of migrants living in Cyprus.

495. Recently the Council of Ministers decided to establish a Committee of Experts, from various Ministries (Interior, Labour & Social Insurance, Education & Culture, Health) under the Chairmanship of the Ministry of Interior to:

(a) Formulate the policy framework in consultation with representatives of migrants and Cypriot NGOs, for the integration of legally residing foreigners in Cyprus; and

(b) Prepare a detailed action plan with specific time frame, for the necessary measures each Ministry and Department would take.

496. This Committee of Experts will also be responsible to draw the Indicators for Integration and to monitor the implementation of an action plan.

497. Migrants living in Cyprus have been facilitated, to set up their own organizations that enable them to meet one another, to voice their interests and to preserve their identity. They participate in civil society as members of a trade union, or of any other organization, sports club or cultural association. They also have access to the public health-care services, to the welfare system etc. provided certain criteria are met. (Refer to article 12 above).

498. Furthermore, a number of EU Council Directives that have a bearing on integration of legally residing migrants in EU Members States have been transposed into national legislation.

499. In the framework of the state cultural policy, a number of measures taken by the Cultural Services of the Ministry of Education and Culture aim at the preservation and promotion of cultural identity. In this respect there are measures regarding a number of issues such as:

(a) Protection of material and non-material culture;

(b) Organisation of archives for the preservation of oral heritage by the Cyprus Research Centre of the Ministry of Education and Culture;

(c) Subsidization of the National Ethnographic Museum and regional museums for the preservation and promotion of cultural heritage;

- (d) Subsidization of folk dance groups and folk music groups for teaching and for performing in Cyprus and other countries;
- (e) Subsidization of folk festivals for the promotion of customs and traditions;
- (f) Support of cultural industries (e.g. Cyprological publications, Cypriot cinematography, production of CD's of music by Cypriot composers, etc.);
- (g) Encouragement of artistic and intellectual creation with the participation of creative artists.

(d) Promotion of awareness and enjoyment of the cultural heritage of national ethnic groups and minorities and of indigenous peoples;

500. National Minorities - The Constitution of Cyprus refers to two "Communities" (Greek and Turkish) and three "Religious Groups" (Maronites, Armenians and Latins). There is no domestic law which purports to give definition to the term "national minority" or which enumerates groups as "national minorities". In the context of the Council of Europe Framework Convention for the Protection of National Minorities, (CETS No. 157) 1 February 1995, the Government accepts to grant the protection of "national minorities" to the Maronites, the Armenians and the Latins.

501. The Cypriot Government pays particular attention to the promotion of the conditions necessary for the Maronites, Armenian and Latins (0.6%, 0.3% and 0.1% of the Cyprus population, respectively), to maintain and develop the essential elements of their identity. The opening of the crossing points on the Green Line has facilitated the freedom of movement of the Maronites. The Maronites maintain frequent contacts with members of their group living in the occupied part of Cyprus. About 500 Maronites from the Government controlled area visit their villages every weekend.

502. In order to facilitate links between Cypriot Maronites living in the Government controlled area and those living in the occupied area, the Government provides the following:

- (a) Free transportation twice a week to all Maronites living in the territory not under the control of the Government in order to visit their children or other family members and in order to seek medical care;
- (b) Free housing in the Government Refugee¹² Housing Estates to the Maronites who live permanently in the territory not under the control of the Government in order to visit their children who attend school in the Government controlled area and in order to seek medical care (upon application);
- (c) Free food supplies once a week;

¹² See Note 5 on page 57.

- (d) Government aid for the repairs of:
- (i) Houses, Maronite churches and cemeteries in the occupied territory;
 - (ii) The transport network (roads) and water supply in Kormakitis.

503. Furthermore, the Government Budget provides funds for tuition subsidies (primary and secondary education), for the purchase of books and for an annual grant to the Maronite, Armenian and Latin Churches as well as for the payment of their priests' salaries. It should also be noted that CYP 500,000 was allocated for the repair and improvement of the houses of enclaved persons in the occupied area according to the State Budget for 2006.

504. All mosques in the Government controlled area are guarded on a 24 hours basis by periodic police patrols. There is a relevant provision in the Budget of the Turkish Cypriot Properties Management Service for the repair, maintenance and cleaning of Turkish Cypriot ancient monuments, mosques and cemeteries. Provision is also made in the Budget of the Department of Antiquities which covers the maintenance and repair of such ancient monuments.

505. The Government has consistently undertaken systematic efforts for the protection of all places of worship, as well as other monuments and cultural sites on the island, including the Muslim monuments, since the Turkish Cypriot community constitutes an inseparable part of the Cyprus population. The Government has and will continue to show the proper respect towards the Muslim places of worship and to facilitate in every way possible the ritual services of the Turkish Cypriots and other Muslims in Cyprus.

506. A significant number of mosques in the Government controlled area, which were left unattended, have been placed, since 1974 under the protection of the Government. Therefore, the Turkish Cypriot Properties Management Service, under the auspices of the Minister of Interior has assumed responsibility for the maintenance of these mosques, which number 101 and undertakes restoration works where necessary.

507. The following table for the years 2000-2006 is indicative of the consistent interest for the preservation of the Muslim places of worship on behalf of the Cyprus Government:

**Expenses provided by the Turkish Cypriot Properties Management Service
of the Cyprus Government for the restoration and maintenance of
Muslim places of worship since 2000**

District	2000 €	2001 €	2002 €	2003 €	2004 €	2005 €	2006 €	Estimation 2007 €
Nicosia	3 433	2 565	17 173	32 585	151 803	158 874	98 767	141 819
Limassol	9 786	6 349	14 040	16 023	131 000	139 131	124 693	221 754
Larnaca	48 373	35 577	81 833	23 811	124 222	126 332	121 431	206 391
Paphos	41 457	30 493	4 719	34 946	181 424	61 462	62 629	164 486
Total	103 020	75 011	117 681	107 307	587 976	485 512	407 255	737 837

Source: Service for the Administration of Turkish Cypriot Properties.

508. The Department of Antiquities of the Ministry of Communications and Works is the competent authority responsible for the declaration of Muslim monuments situated in the area under the control of the Government as Ancient Monuments. These monuments are separated into two categories: (a) the first deals with Ottoman baths, Turkish coffee shops, schools etc. and (b) the second category deals strictly with mosques declared Ancient Monuments, which today number 17 throughout the government controlled areas.

509. These 17 monuments today are in an excellent condition due to an elaborate scientific restoration program conducted in 1995 on behalf of the Department of Antiquities. Within the framework of this program, which is expected to be completed in 2010 all 17 mosques will be fully restored and preserved.

510. The annual expenses for the conservation of the Muslim monuments in the Government controlled areas as estimated by the Department of Antiquities for the period between 2000-2007 is as follows:

Expenses provided by the Department of Antiquities for the conservation of Muslim places of worship declared Ancient Monuments since 2000

Year	Annual expenses
2000	€72 120
2001	€23 180
2002	€40 350
2003	€46 355
2004	€36 910
2005	€145 940
2006	€130 280
2007	€347 680

Source: Antiquity Department.

511. Cyprus is well aware of the significance of these mosques for the Muslim world in general and fully respects the religious rights of the Muslim population in Cyprus. As evident from above, four of these mosques declared Ancient Monuments are normally open to the public for the performance of religious duties, while others are open to public visits.

512. It is worth mentioning that one of the most important holy sites for the Islamic world in general, the mosque of Umm Haram in Larnaca, was completely renovated and restored within the framework of a bicomunal programme of the United Nations Development Programme. Today, this mosque is open for services on a permanent basis. The said mosque has been declared by the Department of Antiquities an Ancient Monument, in the B Listing in the district of Larnaca.

513. The Constitution and laws uphold and safeguard effectively the principle of equality and non-discrimination on the ground of community, race, religion, language, sex, political or other convictions, national or social descent, birth, colour, wealth, social class or any ground whatsoever.

514. The Ministry of Education and Culture is subsidizing the cultural activities of these groups, like book publishing, performances, libraries, etc. Within the framework of subsidization the Cultural Services subsidize, among others, cultural foundations for the implementation of their annual program of activities, thus promoting significant pivots of our national cultural policy. During 2006 various proposals were studied and several foundations were subsidized to organize cultural programs, conferences, symposia, music competitions and other events for the development of activities in Cyprus and abroad.

(e) Role of mass media and communications media in promoting participation in cultural life;

515. During the period under review, the role of the mass media and communication media in promoting participation in cultural life has been strengthened and reinforced mainly because of the operation of private broadcasting corporations and television stations. The ratio of programmes dedicated to culture has increased tremendously during the last few years. A variety of events covered by the various media (TV, radio, press) give the opportunity to all people to get acquainted with their own culture and learn about the culture of other countries.

516. More specifically and in relation to the Cyprus Broadcasting Corporation (CYBC) which is the national radio and television broadcaster the following measures have been taken for promoting cultural life:

(a) 16% of the total television hours (CYBC ONE, CYBC TWO) and 39% of the total radio broadcast hours (First, Second and Third Channels) is devoted to culture and cultural activities;

(b) Cultural events and activities are promoted through programmes, live transmissions, interviews, statements and announcements;

(c) Concerts, lectures, discussions and contests of a purely cultural content are organized and broadcasted and among the programmes are high quality documentaries and feature films, series based on actual events and acclaimed literature, operas, concerts, ballets, theatre performances and cultural programmes;

(d) The functioning as media sponsors, promoting, in particular, cultural events sponsored by the organization;

(e) Particular importance to the transmission is ascribed through programmes, of all those elements constituting culture both separately and collectively and concerning both our country and the international scene.

517. Reflecting the provisions of the Constitution (Refer to answer under (d) above) the Cyprus Broadcasting Corporation Law (Cap 300, as amended) specifies that:

“The Cyprus Broadcasting Corporation shall ensure the provision of public radio and television services with unbiased attention and respect to the interests and sensitivities of the Greek and Turkish Cypriot communities, the religious groups and the various minorities in Cyprus” (Section 19).

518. In addition, Regulations (4 and 5) issued in 2003 under the said Law require that the CyBC, for the purpose of fulfilling its obligations to provide a balanced service (within its public service remit) must provide, inter alia:

- (i) News bulletins in Greek, Turkish, English and sign language for the hard of hearing;
- (ii) Information programmes addressed to the overseas Cypriots, the Turkish Cypriots and the minority religious groups;
- (iii) Programmes on the environment, art and traditional cultural activities of the communities of Cyprus, such as, for example, their activities in music, dance, poetry, pantomime, painting and sculpture.

519. During the last three years the CyBC has significantly upgraded its radio and television programmes addressed to the Turkish Cypriot community as well as to the religious groups in Cyprus, i.e. the Maronites, the Armenians and the Latins. Issues concerning these religious groups are covered in various television news and discussion magazine programmes as well as in certain cultural magazines. Each year, on 6 January (Armenian Christmas Day), the first TV channel, CyBC-1 (RIK-1) carries an hourly festive programme in Armenian. Also CyBC Second Radio Channel carries an international programme which includes information and entertainment programmes in Armenian as well as programmes for the Maronite and Latin communities.

520. Moreover, CyBC is planning to include, in the upcoming fall-winter season schedule (2007-8), a half-hour television programme on its Second Television Channel (CyBC-2) specifically prepared for the island's religious groups (Maronites, Armenians, Latins), and, possibly for the foreigners living in Cyprus.

521. On 21.3.2006, the Council of Ministers approved a proposal for a yearly total subsidy of CYP 30,000 (approx. € 50.000) to be allocated to the three religious groups (Maronites, Armenians and Latins) in order to strengthen their print media, such as newspapers published by the Maronites, the Armenians and the Latins.

522. The Ministry of the Interior has also decided to provide financial assistance to the three religious groups, in order to create and/or strengthen their individual websites. The Press and Information Office of the Republic will be responsible for coordinating the process of developing the three sites.

523. The websites will include information on the cultural heritage of the religious groups (history, religion, civilization), as well as on topics regarding youth and information on activities, hence raising awareness both locally and abroad. The three sites will be in Greek and English, while the Armenian site will also be in Armenian. The Representatives of the three religious groups have undertaken the task of providing the content.

524. The Government has also decided to create a website, consistent with the format of all Government sites, which will include succinct information about the three religious groups and links to their respective websites. This website, which will be in Greek and English, will present the Government's policy on issues pertaining to the religious groups.

525. Furthermore, it must be mentioned, that the mass media demonstrate awareness and sensitivity on issues concerning the linguistic groups of Cyprus. Generally, they reflect occasionally on different issues, instigated either by current events or by anniversaries; otherwise their focus is oriented towards more popular issues.

(f) Preservation and presentation of mankind's cultural heritage;

526. Refer to previous report, paras. 401-406.

527. As far as the protection of ancient monuments and archaeological sites is concerned a significant development during the period covered by this report constituted the inscription of the Neolithic settlement of Choirokoitia to the UNESCO World Heritage List in addition to the already inscribed monuments (Ten painted churches of Troodos, Nea Paphos and Kouklia - Palaipaphos) as monuments of unique significance.

528. The Department of Town Planning and Housing, of the Ministry of Interior, has a mandate to protect and enhance the historic and traditional building and areas in towns and villages all over the Government-controlled part of Cyprus, as well as rural and urban landscapes.

529. Concerning the built heritage, the Department manages the Architectural Heritage Inventory of Cyprus. This consists of over 10,000 index cards describing an equal number of historic and vernacular structures in 80 selected historic and traditional cores all over the Government-controlled part of Cyprus, accompanied by a series of cadastral maps. The inventory is continuously upgraded through an on-going process with the aim of covering all Government-controlled areas, following the specifications of the Granada Convention, ratified by the House of Representatives in 1988.

530. Following the analysis of the Architectural Heritage Inventory, 94 preservation orders have been issued to date, encompassing over 3,500 historic and vernacular structures all over Cyprus. This is also part of a continuing process, in an effort to cover all Government-controlled areas. Furthermore, in order to facilitate the provision of incentives to owners willing to restore their properties in areas not yet covered by group preservation orders, provision has been made to allow the issuing of Preservation Orders for individual buildings upon submission and approval of a relevant application. For a restoration work, as well as any alteration carried out on listed buildings, a special consent is required, in addition to the regular planning and building permits, with well over 2,200 such consents having been granted since the mid-1980's. Restoration work is regularly inspected, while appropriately trained personnel of the department periodically provide on-site guidance during the progress of work.

531. In order to ensure the protection and enhancement of the built heritage through the process of development control, the Department of Town Planning and Housing prepares and publishes guidelines for restorations and interventions in traditional cores. Relevant provisions are already in place in Local Plans and the Policy Statement for the countryside, while the publication of more detailed guidelines for specific traditional cores, such as the central area of Strovolos and the traditional hill town of Lefkara, are currently in force.

532. To encourage proper restoration and revitalization of listed buildings, a package of incentives has been introduced since 1985. Incentives provided through the Streets and Buildings Regulation Law (Cap 96, as amended), are upgraded periodically to accommodate inevitable rises in restoration costs. The package currently includes direct cash grants for up to CY£ 40,000; generous tax deductions, including the exemption of restoration costs and rents obtained thereupon from income tax, the refund of property transfer fees, and the exemption from the property tax; mainly to specified commercial and tourist zones, all over the island, that is the transfer of (a) the remaining permitted plot ratio of listed properties within local plan areas and (b) the gifted plot ratio given to all listed buildings.

533. Concerning the preservation and enhancement of the heritage of natural and manmade landscapes, the Government has signed the European Landscape Convention (CETS No. 176), Florence, 20 October 2000 (ratified by L. 4(III)/2006). The Department of Town Planning and Housing has promoted the inclusion of relevant provisions in Local Plans for urban and peri-urban areas which are periodically revised through a feedback process involving the Planning Commission and Local Authorities. Moreover, the protection of natural areas in the countryside is promoted through the relevant Policy Statement, a legally binding document, in the form of an adapted regional plan, for the control of development and the protection of the environment in villages and rural areas. Along with this document, a series of zoning plans have been published for the majority of rural nature protection areas, as well as areas of protected landscapes, including lakes, rivers and reservoirs, canyons, unique geological formations and mountain peaks, are all delineated on a detailed cadastral inventory which complements the guidelines of the Policy Statement.

534. Along with the recent issuing of the first Preservation Order of the protection of outstanding trees or groups of trees, the Department of Town Planning and Housing is currently committed to the preparation of a detailed appraisal of Cyprus Landscape, a task which will be completed in the next three years.

(g) Legislation protecting the freedom of artistic creation and performance, including the freedom to disseminate the results of such activities, as well as an indication of any restrictions or limits imposed on the freedom;

535. A list of international instruments that make reference to culture and cultural rights to which the Cyprus is a party, compiled by the Office of the Law Commissioner, is attached as Appendix D.

(h) Professional education in the field of culture and art;

536. Three private tertiary education institutions offer education in the fields of Acting and Drama, Music Studies and Painting.

(i) Any other measures taken for the conservation, development and diffusion of culture;

537. Refer to previous report, para. 409. In addition during the period under review the Cultural Services of the Ministry of Education and Culture also promote the following activities which aim at the conservation, development and promotion of culture:

(a) Supervising the implementation of the Minimum Percentage of Enrichment of Public Buildings with Works of Art Law (L. 23(I)/1992, as amended), which imposes an obligation to enrich public buildings with works of art;

(b) Organizing annually since 1998 the European Dance Festival and since 2001 the “Dance Platform”;

(c) Providing financial support to the Summer Dance School, in order to encourage participation of children in artistic creation;

(d) Creating cultural infrastructure;

(e) Creating the Main Portal for cultural information.

538. The cultural policy of Cyprus and the measures taken for the implementation of this policy have succeeded in increasing the degree of participation in cultural life and have promoted artistic creation.

539. The Ministry of Education and Culture has initiated a scheme, which provides for a monthly subsidy to persons who have contributed to the promotion of cultural life in Cyprus.

Please report on positive effects as well as on difficulties and failures, particularly concerning indigenous and other disadvantaged and particularly vulnerable groups.

540. The Ministry of Education and Culture demonstrates its commitment in educating all pupils, by integrating them in the Cypriot Educational System and not by assimilating them. The major objective of multicultural education is the democratic school environment; a place for growth and change.

541. The reality is that the human community is culturally diverse. Educators are encouraged not only to analyse and explain stereotypes and prejudices but also to understand and respect the richness of different racial, ethnic, and cultural groups by implementing several programs reflecting the communities of the classroom, the school, and the region where the teaching takes place. A vast array of methods and principles are available to the educators. Instructional strategies and learning opportunities assess their effectiveness. The educators, that run such programs, are trained to use pedagogical techniques that are based on how children learn, develop and support their intellectual, social, and personal development.

2. Please describe the legislative and other measures taken to realize the right of everyone to enjoy the benefits of scientific progress and its applications, including those aimed at the conservation, development and diffusion of science. In particular, provide information on the following:

(a) Measures taken to ensure the application of scientific progress for the benefit of everyone, including measures aimed at the preservation of mankind's natural heritage and at promoting a healthy and pure environment and information on the institutional infrastructures established for their purpose;

542. The Government established the Research Promotion Foundation with the aim to create the necessary mechanism for promoting research activities in Cyprus.

543. The main activities of the Research Promotion Foundation fall into two broad categories: that of the launching of National Programmes/Schemes for the funding of applied research projects and that of the coordination of activities relating to the participation of Cyprus in European Programmes and international organisations in the areas of research and technology.

544. In general, the Research Promotion Foundation's Programmes aim at:

- (a) Encouraging the implementation of projects, mainly on applied research;
- (b) Upgrading the research infrastructure in Cyprus;
- (c) Activating the human research resources of Cyprus;
- (d) Creating networks of collaboration between Cypriot researchers and their European counterparts;
- (e) Creating research culture, especially among the younger population;
- (f) Supporting the understanding, adjustment and participation of Cypriot researchers in European Programmes.

545. Initially, the main aim of the Foundation was to support the research activities of the private sector in Cyprus and thus the co-ordinator had to be an individual or company working in the private sector. Since 2000, this condition was modified and the Foundation's Programmes currently support the activities of both the public and the private sector, in order to increase competitiveness and thus upgrade the quality of proposals and research activities in Cyprus.

546. The Foundation's Programmes are open to institutions and researchers from other countries (not only from the EU member states). These institutions/researchers can participate as partners in projects and can secure funding by the Foundation.

547. The Foundation is governed by a twelve-member board and serves as the national organization for the promotion of scientific and technological research in Cyprus.

548. Furthermore, Cyprus as a member State of the EU has accepted the obligation to transpose and implement the relevant European Environmental legislation. The Ministry of Agriculture, Natural Resources and Environment through the Environment Service is responsible to secure the implementation of the environmental policy of the Government.

549. The laboratory of the Department of Agriculture carries out the following activities with the basic aim of advising farmers accordingly but at the same time having in mind the protection of human health and the environment:

(a) Pesticide residue analyses on various agricultural products in order to be able to advise farmers on the rational use of pesticides;

(b) Pesticide formulation control under the Pest Control Products Laws, which includes the registration, quality control and labeling of all pest control products used in Cyprus.

550. The Public Health Villages Regulations, the Improvement Boards Villages Regulations as well as Municipal Regulations contain, inter alia, provisions which regulate and safeguard the environment for each citizen. Briefly, these provisions concern sanitary conditions, the protection of potable water, refuse disposal, the cleanliness of public and private places, the operation of food premises, the elimination of insects of medical importance. These provisions are implemented by the Ministry of Health in close cooperation with District Officers and Local Authorities.

(b) Measures taken to promote the diffusion of information on scientific progress;

551. It is compulsory for the Research Promotion Foundation to include in its programmes and project's consortium an "end-user", that is an organisation, enterprise, Government department, NGO etc. who would use the research results, in order to ensure the utilisation of the new generated knowledge. In addition, the Foundation organizes events and disseminates information for the wider public on research results, and their importance for the improvement of the quality of life.

552. As regards the latest scientific progress on agricultural practices, the provision of information, technical advice as well as training is carried out by the Department of Agriculture of the Ministry of Agriculture, Natural Resources and the Environment. In order to achieve this, the Department of Agriculture cooperates closely with the Agricultural Research Institute, which is responsible for undertaking agricultural research. Communication through the media, group methods, personal contacts, and lectures at the Agricultural Training Centres are used intensively by the Department of Agriculture. The Agricultural Extension Service of the Department of Agriculture has as a primary objective to advise, inform and train the rural population in new and improved farming techniques and methods. The Agricultural Extension Service consists of the Extension Section at headquarters and the six District Agricultural Offices.

553. At the same time, the Department of Agriculture implements development programmes and projects which aim, inter alia, at the encouragement and promotion of farm technological improvements. In addition, the specialized sections of the Department of Agriculture are in close

cooperation with the District Agricultural Offices in order to ensure the successful implementation of the development programmes and projects. The most important of these programmes and projects which are under implementation are listed below:

- (a) Planning and Installation of Improved Irrigation Systems;
- (b) Encouragement of Forage Cultivation and Hay Making;
- (c) Soil Surveys and Plant Nutrition;
- (d) Improvement and Encouragement of New Plant Varieties;
- (e) Project for the Certification of Plant Propagating Stock;
- (f) New Methods for Pest Control;
- (g) Production of Certified Seeds;
- (h) Encouragement of Horticulture and Floriculture;
- (i) Genetic Improvement of Animal Production;
- (j) Integrated Livestock Development Projects;
- (k) Reuse of treated effluent in Agriculture.

(c) Measures taken to prevent the use of scientific and technical progress for purposes which are contrary to the enjoyment of all human rights, including the rights to life, health, personal freedom, privacy and the like;

554. It is noted that the Research Promotion Foundation funds projects which receive the prior approval of the National Ethics Committee.

(d) Any restrictions which are placed upon the exercise of this right, with details of the legal provisions prescribing such restrictions;

555. Not applicable.

3. Please describe the legislative and other measures taken to realize the right of everyone to benefit from the protection of the moral and material interests resulting from any scientific, literary or artistic work of which he or she is the author. In particular, supply information on the practical measures aimed at the full implementation of this right, including provision of the necessary conditions for scientific, literary and artistic activities, and the protection of intellectual property rights resulting from such activities. What difficulties have affected the degree of realization of this right?

556. The principal laws and regulations concerning the protection of moral and material interests of authors are the following:

- (a) The Copyright Law (L. 59/1976, as amended);

- (b) The Copyright Regulations, 1977 - further amendments;
- (c) Berne Convention for the Protection of Literary and Artistic Works 1886, completed at Paris 1896, revised at Berlin 1908, completed at Berne 1914, revised at Rome 1928, revised at Brussels 1948 and revised at Stockholm 1967 and at Paris 1971 (Berne Union), 14 July 1967 (ratified by L. 86/1979);
- (d) The Patents Law (L. 16(I)/1998, as amended);
- (e) The Patents (Fees and Charges) Regulations, 1999 - further amendments;
- (f) International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961), 26 October 1961 (ratified by L. 37(III)/2004);
- (g) WIPO Performances and Phonograms Treaty (WPPT) Geneva, 20 December 1996 (ratified by L. 14(III)/1999);
- (h) WIPO Copyright Treaty, Geneva, 20 December 1996 (ratified by L. 23(III)/2002);
- (i) Patent Co-operation Treaty, amended in 1979 and modified in 1984 (PCT) Union (ratified by L. 27(III)/1997);
- (j) Convention on the Grant of European Patents (European Patent Convention), Munich, 5 October 1973 (ratified by L. 26(III)/1997);
- (k) Marrakesh Agreement establishing the World Trade Organisation, with Annexes, Protocol and Final Act, Marrakesh, 15 April 1994 (ratified by L. 16(III)/1995);
- (l) Convention on the Protection of Producers of Phonograms Against Unauthorized Duplication of Their Phonograms (Phonograms Convention) Geneva, 29 October 1971 (ratified by L. 21(III)/1992);
- (m) Universal Copyright Convention, with Protocols, as revised at Paris, 24 July 1971 (ratified by L. 151/1990) and the;
- (n) Nairobi Treaty on the Protection of the Olympic Symbol, Nairobi, 26 September 1981 (ratified by L. 9/1985).

557. See [Appendix E](#), which gives a brief description of the copyright law and the patents laws.

558. The Cyprus ISBN Centre started its function in 1983, thus facilitating the identification of the original work and its publication date.

559. The Research Promotion Foundation collaborates with the Department of Registrar and Official Receiver (Ministry of Commerce, Industry and Tourism) which is the competent authority in Cyprus for keeping the register of Patents, Trade Marks and Industrial Designs and provides information to all researchers regarding the protection of Intellectual Property Rights.

4. What steps has your Government taken for the conservation, development and diffusion of science and culture? Please describe in particular:

(a) Measures at the constitutional level, within the national educational system and by means of the communications media;

560. Refer to previous report, para. 422.

(b) All other practical steps taken to promote such conservation, development and diffusion;

561. The Cyprus Research Center (CRC) originally founded in 1962,¹³ since 1965 has functioned as a department of the Ministry of Education and Culture (Law 62/1966). It aims at enabling both Cypriot and overseas scholars to study systematically the history, archaeology, language and folklore of Cyprus. It employs a full-time research staff of one director and six permanent researchers, as well as outside collaborators, who undertake both short - and long - term research projects. The conclusions of the short-term projects are published in the Cyprus Research Center's annual review, the *Epeterida*, while the conclusions of the long-term projects are published in book form in the Center's two series of publications: Texts and Studies in the History of Cyprus and Publications of the Cyprus Research Centre.

562. Its aims and objectives include the following:

(a) The undertaking of research on Cypriot subjects by both Cypriot and overseas researchers on a systematic basis. Research programmes connected with the most fundamental aspects of Cypriot studies, that is on the history, folklore, linguistics, literature, ethnography and sociology of Cyprus are implemented at the C.R.C. within a broader historical and geographical context;

(b) The organization, undertaking and conduct of research in any other branch as required by current national imperatives;

(c) The publication and dissemination of the conclusions of the research conducted;

(d) The promotion of scholarly research in Cyprus and of research cooperation with other countries.

563. The realization of the above objectives is sought by the following means:

(a) By utilizing the existing permanent research staff, the secondary school teachers on secondment and outside scholars;

(b) By the organization and constitution of research archives and of a library specializing in Cypriot studies. At the C.R.C. to-date a Historical Archive, a Folklore Archive, an Oral Tradition Archive and a Veterans' Archive have been constituted;

¹³ By the Greek Communal Chamber Law 9/1964.

- (c) By organizing research missions both within and outside Cyprus;
- (d) By organizing academic conferences in Cyprus, or by the participation of scholars representing the C.R.C. in international conferences abroad;
- (e) Through the promotion of able Cypriot researchers and scholars and through guiding and coordinating their academic research.

564. At the (CRC), Archives have been set up for research purposes as well as for the conservation and the preservation of original Cyprus archive material. This material has been concentrated in an exemplary and scholarly manner by organized missions at home, by purchases or donations and by missions to overseas archives, universities and libraries.

565. The CRC in cooperation with the Library of the University of Cyprus and in the context of a research programme for updating the way the Archives are administered, has completed the setting up of a unified data base and has concentrated the whole of the archive material (Folklore Archive, Oral Tradition Archive, Veteran's Archive) into an electronic library and a digital library.

566. After the ratification of Convention of UNESCO on the Protection of Intangible Cultural Heritage by the Government, the CRC, which is the Authority responsible for implementing the Convention, takes all the necessary measures for carrying out the aims and objectives of the Convention. These are- finding, recording, preserving and promoting the material of the Intangible Cultural Heritage, as well as protecting cultural diversity and promoting international cooperation and exchange of information between UNESCO state members.

567. A library was set up on a systematic basis in the fields of linguistics, Folklore, Ethnography, Literature, History and Culture. This library has books on Cyprus studies (Sources of Cyprus history) on general history (classical, medieval, Byzantine, modern history of Greece, Cyprus and other countries). There are also books on linguistics, folklore, archaeology, literature, philosophy, sociology, religion, dictionaries, periodical publications, annual reviews (Greek and Foreign), reference works, old newspapers, publications on the Turkish occupied towns and villages, and all the publications of the CRC (Annual Reviews and Monographs).

568. The CRC has both short and long-term research programmes which are assigned to its permanent research staff. Long-term research programmes can also be assigned to outside scholars. The conclusions of short-term research programmes are published in the *Epeteris* (Annual Review) of the C.R.C., while those of long-term programmes are published independently in one of the following series: *Texts and Studies in the History of Cyprus* and *Publications of the Cyprus Research Centre*. The publications of the Cyprus Research Centre are brought out in the above series, either in Greek or in the main European languages (English, French, German, Italian and Spanish) and include a broad range of scholarly works, such as the C.R.C. Annual Review, scholarly monographs, translations, publications of documents and historical sources and the publication of academic conference proceedings.

5. Please describe the legal, administrative and judicial system designed to respect and protect the freedom indispensable for scientific research and creative activity, in particular:

(a) Measures designed to promote enjoyment of this freedom, including the creation of all necessary conditions and facilities for scientific research and creative activity;

569. The Research Promoting Foundation (refer to answer to question 2(a) above) since 2003, has accommodated all its funding schemes in a single, well planned, three-year Programme, which aims at facing the emerging needs, including the enhancement of research activities in enterprises, the upgrading of research infrastructures, the support of young researchers and the creation of research culture. This Framework Programme offers a wider range of opportunities to the research community of Cyprus, thus satisfying specific needs and demands (e.g. academics, SMEs, research infrastructure) and at the same time offering the opportunity for better planning of the Foundation's activities.

570. For the period 2003-2006 the Foundation received 2000 proposals and supported 500 research projects and 200 support actions of a total budget amounting to 68 million euro. The Foundation's financial contribution reached 47 million euro (40% for foreign partners).

571. Moreover, the Foundation provides active support and assistance to Cypriot institutions in their efforts to participate successfully in European Programmes and Organisations, such as the European Union's Framework Programme, the Competitiveness and Innovation Programme, COST, EUREKA, JRC, INTAS and the European Science Foundation.

572. Special emphasis has been put on the promotion of the participation of Cypriot scientists in the Framework Programmes of the European Union for Research, Technological Development and Demonstration Activities. Cyprus participated fully in a Framework Programme in 1999 (during the Fifth Framework Programme) and it is currently promoting the Seventh Framework Programme (2007-2013). The Research Promotion Foundation is responsible for the dissemination of information relating to the Framework Programmes and has taken several steps in order to encourage and facilitate the participation of Cypriot researchers in the Programme, such as the setting up, co-ordination and support (in financial terms) of the network of National Contact Points (NCPs) and Representatives of Cyprus in the various Programme Committees, the organisation of information days and the provision of assistance to the researchers preparing proposals.

573. Moreover, the Bilateral Agreements on Research and Development signed by the Government are regarded as the mechanism for promoting the networking of Cypriot researchers with their European and Middle Eastern counterparts. The Foundation is responsible for the implementation of these Agreements.

574. At the same time, measures such as the establishment of a second University in Cyprus, the fast expansion of the tertiary education sector, the increase of research activities undertaken by a number of research institutes, the establishment of the Cyprus Institute in collaboration with MIT

and the Cyprus International Institute in collaboration with Harvard University and the introduction of supporting policies and fiscal and other measures will, contribute substantially towards the goal of further promoting research activities in the country.

(b) Measures taken to guarantee the freedom of exchange of scientific, technical and cultural information, views and experience between scientists, writers, creative workers, artists and other creative individuals and their respective institutions;

575. As mentioned in answer to question 2(a) and 5(a) above, the Research Promotion Foundation promotes and facilitates the exchange of information between researchers. In particular, in each of the Foundation's funded projects a consortium of at least different institutions must collaborate for its implementation. Dissemination of research results is also compulsory and is considered as an eligible expense by the Foundation. The Foundation is responsible for the implementation of Bilateral Agreements or Protocols on Research and Development signed by the Government. These Protocols are regarded as the mechanism for promoting the networking and exchange of knowledge and expertise of Cypriot researchers with their European and Middle Eastern counterparts. So far, the Government of the Republic of Cyprus has signed Protocols of Cooperation on Research and Development with Greece, France, Slovenia, Egypt, Italy and Romania, whereas a number of other Protocols of Cooperation are under consideration.

576. Through a number of European Programmes such as COST and the European Science Foundation administered by the Foundation, the exchange of scientific knowledge is supported.

577. At the CRC (refer to answer to question 4(b) above) a great number of research programs are carried out by external scholars of various nationalities. These projects enrich the subject matter of the Cyprus studies and use various methodological approaches. These contacts promote the academic cooperation and develop the relations between the CRC and other scientific institutions abroad (Research Centers, Academies, Universities).

578. The CRC participates in research competitive programs of Cyprus Research Promotion Foundation. These programs offer the possibility in young scientists to work in a research environment, to acquire experiences on issues of contemporary research practices and management of research plans while at the same time it enriches its own archives. Also the CRC has set up a network of cooperation with Universities abroad (e.g. University of London - History Department of School of Oriental and African Studies, Warwick University - Sociology Department) and carries out research programs with the content of doctoral theses of young researchers.

(c) Measures taken to support learned societies, academies of science, professional associations, unions or workers and other organizations and institutions engaged in scientific research and creative activities.

579. The Research Promotion Foundation organises events in collaboration with Professional Associations (e.g. Chamber of Commerce and Industry, Industrialists and Employers Federation) or disseminates information to specific groups (e.g. SME associations).

What difficulties have affected the degree of realization of this freedom?

580. The following factors are considered as constraints affecting the expansion of research activities in Cyprus:

- The limited number and unsatisfactory distribution of researchers
- The small size of the Cypriot economy and the enterprises which do not favour the development of industrial research
- The lack of research culture, especially among the private sector which result to the inadequate financial contributions of the private sector
- The rather insufficient research infrastructure

6. Please describe the legislative and other measures by which your Government encourages and develops international contacts and cooperation in the scientific and cultural fields, including measures taken for:

(a) The fullest utilization, by all the States concerned, of the facilities afforded by their adherence to regional and international conventions, agreements and other instruments in the scientific and cultural fields;

581. Refer to answer to question 5 above.

582. Special emphasis has been put on the promotion of the participation of Cypriot scientists in the Framework Programmes of the European Union for Research and Technological Development, which is the biggest Research Programme worldwide. Cyprus participated fully in a Framework Programme in 1999 (Fifth Framework Programme) and it is currently participating in the Seventh Framework Programme covering the period 2007-2013. The Research Promotion Foundation is responsible for the dissemination of information relating to the Framework Programmes and has taken several steps in order to encourage the participation of Cypriot researchers in the Programme, such as the setting up, co-ordination and support (financial) of the network of National Contact Points (NCPs) and Representatives of Cyprus in the various Programme Committees, the organisation of information days and the provision of assistance to the researchers preparing proposals.

583. Bilateral Agreements on Research and Development, were signed by the Government and are regarded as the mechanism for promoting the networking of Cypriot researchers with their European and Middle Eastern counterparts. So far, the Government of the Republic of Cyprus has signed Protocols of Cooperation on Research and Development with Greece, France, Slovenia, Egypt, Italy and Romania, whereas the signature of a number of other Protocols of Cooperation is under consideration.

584. International contacts and cooperation in the scientific and cultural fields are effected through bilateral agreements between Cyprus and various countries. These bilateral agreements concern scientific, cultural and educational matters and provide, inter alia, for:

- (a) Scholarships for educational and training courses in the aforementioned fields;
- (b) The organization of art and book exhibitions and of musical events;
- (c) Educational visits and exchanges with other contracting parties.

(b) Participation by scientists, writers, artists and other involved in scientific research or creative activity, in international scientific and cultural conferences, seminars, symposiums, etc.

585. The Research Promotion Foundation has incorporated in its Framework Programme Actions which (a) support the participation of researchers to international Conferences, Seminars and Symposiums and (b) support the organisation of such events in Cyprus.

586. The Government, encourages and subsidizes the participation of scientists, writers, artists and others in international scientific and cultural events. However, better international cooperation is adversely affected by financial limitations and increased travel costs.

What factors and difficulties have affected the development of international cooperation in these fields?

587. No difficulties are encountered in promoting international cooperation in science and research.

7. During the reporting period, have there been any changes in national policies, laws and practices negatively affecting the rights enshrined in article 15? If so, please describe these changes and evaluate their impact.

588. Not applicable.

8. In case your Government has recently submitted reports relevant to the situation with respect to the rights contained in article 15 to the United Nations or a specialized agency, you may wish to refer to the relevant parts of those reports rather than repeat the information here.

589. Not applicable.

9. Please indicate the role of international assistance in the full realization of the rights enshrined in article 15.

590. The Government in its effort to pursue the full realization of the rights enshrined in article 15 has taken full advantage of the assistance offered by the international organizations, in the form of training courses, scholarships, experts advice, etc.

III. RESPONSES TO THE CONCLUDING OBSERVATIONS

591. This Part of the present report deals with responses to the Concluding Observations to the extent that the principal subjects of concern and the suggestions and recommendations of the Committee have not been dealt with in Part II above.

A. “D. Principal subjects of concern”

Paragraph 11 of the concluding observations

592. Refer to Part I - Introduction (last 2 paragraphs).

593. The Government would like to draw the attention of the Committee to the fact that its inability to exercise control over its entire territory derives from the continuing occupation of 34% of its territory by the Turkish armed forces, therefore any reference to “partition of Cyprus” should not be repeated in any of the documents circulated by the Committee. The appropriate term, i.e. continuing occupation of Cyprus, should be used in order to reflect the true situation on the ground.

594. With reference specifically to Paragraph 11 of the Concluding Observations, the Government would like to express its appreciation to the Committee for its expression of concern over the fact that no information is available on the enjoyment of economic, social and cultural rights by the Cypriot population living in the area not controlled by the Government. It should have been added, however, that the reason for this lack of information is the continuing presence of Turkish troops on that part of Cyprus’s territory, which impedes the Government from implementing its obligations derived from the Covenant. Moreover, it should be stressed that as a result of severe restrictions imposed on the Greek Cypriot enclaved persons, the economic, social and cultural rights of that community have been flagrantly violated since the Turkish invasion of 1974 to the point that the number of Greek Cypriots inhabiting that area has been drastically reduced from 20,000 in 1974 to a few hundreds today.

595. As far as the Government controlled area is concerned, as stated in Part II of the present report, the enjoyment of economic, social and cultural rights of Turkish Cypriots is safeguarded, irrespective of whether they choose to reside in the area that is not under Government control.

596. A number of Turkish Cypriots choose to live and work in the Government controlled area of Cyprus. Others, who live in the occupied area, cross freely to the Government controlled area daily to work. The latter’s number has greatly increased since April 2003, as a result of the partial lifting of restrictions on crossing. Refer to Part II, answer under article 11, question 4.

597. Turkish Cypriots are in no way denied their right to work in the Government controlled area; on the contrary, they enjoy equal rights in the field of employment: They may register as unemployed persons seeking employment at any District Labour Office by presenting their identity card, where they are assisted to find suitable employment, according to their qualifications and experience. Their terms and conditions of employment are exactly the same as for all other Cypriots and all the provisions of labour legislation and collective agreements apply in their case too.

598. In addition, recent measures taken by the Government, since April 2003, in order to assist Turkish Cypriots to secure employment in the Government controlled area include the following:

(a) In order to provide Turkish Cypriots with full and accurate information and guidance for employment, a direct telephone contact with an Officer who speaks the Turkish language was made possible, for interested Turkish Cypriots at the Nicosia District Labour Office;

(b) An information leaflet in the Turkish language was prepared and distributed to interested Turkish Cypriots. It refers to the services offered by the District Labour Offices, the personal data/certificates to be presented by them for registration purposes, the training opportunities offered, as well as the sectors of the economy where higher needs for personnel are presented;

(c) The Public Employment Services collaborate closely with the Human Resource Development Authority in order to identify training needs of Turkish Cypriots. In case such needs are found to exist, the Human Resource Development Authority promotes the planning and the implementation of the necessary training programmes.

Paragraph 12 of the concluding observations

599. The progress achieved in the elimination of discrimination between men and women is set out in Part II of the present report. More precisely:

600. As far as employment is concerned, all inequalities in law, on the basis of sex, have been eliminated, within the framework of harmonization with the European Union acquis. Existing legislation has been amended and new legislation has been introduced. It is important to note the enactment of the Equal Treatment of Men and Women in Employment and Vocational Training Law (L. 205(I)/2002, as amended). Refer to Part II, answer under article 7, question 2(c).

601. The Social Insurance legislation does not contain any discriminatory provisions on the basis of sex regarding:

- (a) Coverage and conditions of access to the scheme;
- (b) Payment of contributions;
- (c) Contribution conditions, the calculation, the duration and the retention of benefits;
- (d) Pensionable age.

602. However, the Social Insurance legislation does not provide for:

(a) Payment of widow's pension to the widower, unless he is incapable of self-support;
and

(b) Payment of increases for dependent spouse to a married female beneficiary entitled to a pension except, in the case that husband is incapable of self-support.

603. Moreover, within the framework of promoting further the equality of men and women in employment, the following measures are/have been taken:

(a) The improvement of maternity protection through legislation (18 weeks of maternity leave, prohibition of discrimination during a protected period, nursing breaks, seniority rights, coverage of foster mothers, etc.), provisions for the safety and health of pregnant women, new mothers and women who are breast feeding. Refer to Part II, answer under article 10, question 5(a);

(b) The denunciation, in 2002, of the [Night Work (Women) Convention (Revised) (ILO No. 89), 9 July 1948] PM and Protocol, 26 June 1990] PM, as well as the repeal of the relevant law. These instruments made a direct discrimination on the basis of sex and were contrary to the European acquis;

(c) The enactment of the following new anti-discrimination legislation such as:

- (i) The Equal Pay between Men and Women for the Same Work or for Work of Equal Value Law (L. 177(I)/2002, as amended);
- (ii) The Part-Time Employees (Elimination of Unfavourable Treatment) Law (L. 76(I)/2002, as amended);
- (iii) The Parental Leave and Leave on Grounds of Force Majeure Law (L. 69(I)/2002, as amended).

604. Refer to Part II, answer under article 7.

(a) The continuous improvements of the facilities for the care of children and old people;

(b) The ratification by Cyprus of various international instruments which guarantee equal rights between men and women in employment and the protection of women at work.

605. In practice, women's status and position in economic life, in Cyprus, improved significantly. Women benefited most from the increase of employment during the last decade, narrowing the gap between male and female employment rates. In particular, women's share in the net employment creation during the period 1992-2002 was almost 69%, while the employment rate of women aged 15-64, in 2002, reached the level of 59.0% from 49.6% in 1992, thus decreasing the gap between male and female employment rates to 19.8 percentage points (from 30.6 in 1992). Refer also to Part II, answer under article 6, question 2(a).

606. As regards the level of education of the employed women, this has been rising in recent years. In particular, the proportion of employed women with tertiary education rose to 31.6% in 2001, from 27.4% in 1992.

607. Moreover, women now hold high-ranking positions, such as Ministers, the Law Commissioner, the Auditor-General, the Ombudsman, the Commissioner for Personal Data, the post of Permanent Secretary of a Ministry. A number of women are members of the House of Representatives. There is a woman member of the Supreme Court and a number of District Judges are women.

608. The basic long term objective of the Government's policy, aiming to promote "care sharing" by men and women alike and thus help women overcome the double burden of work and family duties, continues to be the change of the social perceptions of men and women, as well as the change in their perception of their "right" place in society. Efforts towards achieving this objective continue to be made, aiming in particular towards breaking down the concept that jobs and family responsibilities can be classified according to sex, by imparting this view to boys and girls at young age, to their parents and to the public in general, through suitable guidance and education.

609. As regard the transmission of nationality to children refer to Part II answer under article 10, question 7 (Citizenship).

610. The issue of conferment of the displaced person's status from the mother to the child has been the subject of long and in depth consideration by the Government. Constitutional, legal, policy and socioeconomic issues were examined and the competent Minister had consultations with the groups affected. In July 2007, the Council of Ministers, taking all factors into consideration, decided to approve the granting of a certificate of a displaced person by reason of descent to any person whose father or mother is deemed to be displaced. Such certificate will not automatically be related to electoral rights or to financial benefits granted by the Government. A law amending the Civil Registry Law (L. 141(I)/2002, as amended), to that effect was enacted on 12/7/2007. The issue of criteria for financial benefits will be the subject of future consideration.

Paragraph 13 of the concluding observations

611. Regarding the protection of domestic workers, particularly in the field of employment significant progress has been achieved. The matter is regulated by a Decision of the Council of Ministers (No. 51.243, dated 16/2/2000).

612. The Ministry of Interior issues the contracts of domestic workers, which are signed by both the employee and the employer. Through these contracts employees are informed in detail about their salary, working hours and other conditions of employment such as annual leave, public holidays, medical insurance, etc.

613. Any violation of the terms and conditions of employment gives the right to the foreign worker to file a written complaint through the District Immigration Department which investigates the allegations. A copy of this written complaint is also submitted to the District Labour Offices (DLO) for examination.

614. The dispute is examined at the DLO and if the dispute does not reach a settlement at the DLO, there is further examination by the Labour Dispute Committee, consisting of the Director of the Civil Registry and Migration Department and representatives from the Ministry of Labour and Social Insurance and the Ministry of Justice and Public Order, which issues the final decision on the case. The decision is communicated in writing to both parties.

615. In case the employer is found to be responsible for the violation of the terms and conditions of employment, the foreign domestic worker is allowed to seek new employment within a specified period.

616. When the complaints relate to an allegation of a criminal offence, e.g. inhuman treatment or violence, the Migration Department, in cooperation with the Immigration Department is responsible for the investigation.

617. Refer also to Part II, answer under article 7, question 3 (a) for the comment on domestic workers.

Paragraph 14 of the concluding observations

618. The adjustment of minimum wage until 2003 was calculated on the basis of the increase in the consumer price index and the average wage increases provided by the major sectoral and enterprise level collective agreements. As from 2004 onwards the Minimum Wage is determined on the basis of a Council of Ministers decision, which provides that the Minimum Wage must be 50% of the national median wage by 2008. The minimum wage will also apply to private security guards and caretakers in private hospitals and nursing homes for the elderly.

Paragraph 15 of the concluding observations

619. During the period under review Cyprus has demonstrated political commitment in the fight against violence in the family. Relevant legislative measures and actions were taken by different authorities which indicate the efforts made, to comply with its international obligations including the Covenant.

620. For information on the legislative measures, refer to Part II, answer under article 10, question 7 and see Appendix C.

Preventive and suppressive measures in the fight against family violence

Social welfare services:

621. The role of Family Counselors, as specified in the Violence in the Family (Prevention and Protection of Victims) Law (L. 119(I)/2000, as amended) is undertaken by the Department's Welfare Officers and is considered extremely important for the guidance and support of family members experiencing family violence. Family Counselors (trained Welfare Officers) were appointed in 2001 with competence to:

- (a) Receive complaints of violence and carry out investigations;
- (b) Advise, counsel, and mediate any problems in the family that are likely to lead to, or have led to, the use of violence;
- (c) Make arrangements for an immediate medical examination of the complainant;
- (d) Take all necessary steps for the commencement of criminal proceedings against the perpetrator;

(e) Carry out investigations into the accommodation/financial affairs of the family and the perpetrator, if an inhibition order is being considered;

(f) Carry out any other function assigned.

622. Family counselors may seek the protection of the police and the assistance of any government officer in carrying out their duties. In carrying out investigations, family counselors have the same powers as investigating police officers. The family counselor may take advice from a multidisciplinary group when an act of violence against a person under 18 is reported.

Advisory Committee on Family Violence:

623. The Advisory Committee on Family Violence, has been established by Law 119(I)/2000, as amended, for the prevention and combating of violence in the family, with competence to:

(a) Monitor the problem of violence in the family in Cyprus;

(b) Inform and educate the public and professionals using the media, conferences, seminars and reeducation programmes;

(c) Promote research;

(d) Promote services necessary to deal with all aspects of violence in the family;

(e) Monitor the effectiveness of related services and the application and enforcement of the relevant legislation.

624. The Committee members have knowledge and experience in matters relating to violence in the family and are selected from public and private sectors. Public sector appointees are selected by the Ministry of Health, Ministry of Justice and Public Order, Social Welfare Services, Legal Service and Police. Private sector appointees are selected by associations/organisations involved in combating family violence.

Manual of interdepartmental procedures:

625. A manual of interdepartmental procedures concerning family violence was drafted by the Advisory Committee and submitted to the Government. The manual was approved on 16/5/2002, by the Council of Ministers, for immediate implementation. This manual provides a framework on how professionals should work together and focuses on interdepartmental cooperation. It is addressed to those who work in the Social Welfare Services, the Police Force, the Health Services, the Education Services, the Law Office of the Republic and the relevant NGOs.

Mandatory reporting:

626. The reporting of family violence cases is compulsory by law only for cases involving minors and incapacitated persons (see [Appendix C](#)). However, the Attorney-General gave instructions in June 1998 to all relevant Government Departments to report all family violence referrals/cases to his Office, the Law Office of the Republic (mandatory reporting).

627. In the past five years there is a steady increase in the reporting of cases relating to domestic violence (including physical, sexual and emotional violence), the data below is relevant:

- Year 2002 538 cases
- Year 2003 623 cases
- Year 2004 505 cases
- Year 2005 940 cases
- Year 2006 1 020 cases

(Data provided from Police Statistics)

628. Domestic violence cases are handled by Law Officers who, in close cooperation with the Social Welfare Services, decide whether it is in the best interest of the victim to take the case to Court (i.e. to prosecute the perpetrator).

629. From the statistical information shown above, it is clear that a rapidly increasing number of cases is reported each year. These cases are firstly reported to the Police and from there are forwarded to the Attorney General. The increase in the number of cases is attributed to the fact that a trust has been established with the victims and that cases are treated with absolute confidentiality and prosecution, if decided, is handled with strict observance to the provisions of the law relating to protection of witnesses and victims. Furthermore, the Attorney-General has, already, decided the establishment of an electronic data bank at the Law Office of the Republic for Family Violence Reporting so that processing will be facilitated.

Measures taken by the Police (preventive and suppressive):

630. Members of the Police undergo specific training on the subject of family violence so that they can deal with such cases, to understand and respond to them appropriately and adequately. Given the fact that most complaints are filed by women, special-training emphasis is given to women Police Officers to whom most cases are referred. The major objective of the training programmes is to increase the participants' awareness and capabilities to assist mainly women and children victims of domestic violence and/or rape, and to advance their knowledge and skills in handling such cases.

631. Since May 2002, a large amount of the work carried out by the Police in the area of violence against women and especially family violence is specified in the Manual of Inter-Departmental Directions for Handling Cases of Family Violence (see above). In line with the said guidelines, since December 2002 the Police established and is operating a Central Bureau for Handling Issues of Prevention and Combating of Violence in the Family and of Child Abuse, which is situated at the Cyprus Police Headquarters. The personnel of this Bureau include a staff lawyer, a staff psychologist and other trained police officers. Furthermore, a 24 hour helpline for victims is operating at the Police Headquarters.

632. Moreover, specially designed premises, where necessary and possible, as well as special rooms have been established and furnished, to be used for hosting and handling victims of family violence, at all Divisional Police Headquarters. Several of these rooms are being renovated to accommodate specialized statement videotaping equipment, which has been installed. The police began to videotape statements of victims of domestic violence. The same procedures can be applied to cases of other witnesses who are considered in need of protection under the Protection of Witnesses Law, 2001 (L. 95(I)/2001). (See Appendix C).

633. As regards training, the investment of Police in the field of family violence is continued and intensified. Training at the level of cadet, sergeant and inspector continues and specialized week-long seminars are organized annually for officers who investigate cases of family violence. Professionals from European countries and the United States are occasionally involved in this training and members of the Police attend family violence training programmes delivered in the UK or in the United States.

634. A series of three specialized 5-day family violence training programmes are scheduled every year at the Cyprus Police Academy, so that all shifts of Crime Investigation Departments and more shifts of Police Stations are staffed with specially trained personnel to deal with domestic violence cases. An additional training on the subject of interviewing techniques with the assistance of videotaping equipment is being reviewed and it will take place in 2007. Aiming at better interdepartmental cooperation with the department of Welfare, meetings of family counselors and police officers, are regularly scheduled and are taking place throughout the year.

635. It is worth mentioning that the Police has started its own Campaign against Family Violence which was initiated in the year 2006 and will conclude in May 2008. This campaign has been initiated as a preventive and suppressive measure in combating family violence. The Ministry of Justice and Public Order, is subsidizing this campaign, and it has already allocated a fund that is used for this purpose. Actions included in this campaign are in line with suggestions and actions of the Council of Europe.

636. This Campaign includes, amongst others, the following actions:

- (a) Sensitisation of the public via the media;
 - Members of the Police participate in different television and radio programs in order to provide information to the public. Also special articles are written and published in daily newspapers, and in cooperation with other relevant authorities of the Republic
- (b) Reproduction of information leaflets;
 - Information leaflets under the title “Family Violence and Information for Victims”, have been reproduced and circulated in different places, such as Police Stations, Welfare Offices, Hospitals, Doctors, etc.
- (c) Translation of informational leaflets;
 - Informational leaflets have been translated in the English and Turkish language

- (d) Productions of posters that are posted at different places in the Republic;
- (e) Promotional gifts that are distributed to the public;
- (f) Re-examination of the Police Manual for dealing with cases of family violence and distribution of the new manual to all police stations and districts;
- (g) Publication of a research study carried out by the Police, as regards family violence (tendencies, volume, etc.);
- (h) Evaluation of practices used by through a research study;
- (i) Organization of training programs for Police Officers, and other workers from related authorities;
- (j) Organization of informational programs that are targeted towards social groups, such as parents, family associations etc.;
- (k) Operation of a special post at the Cyprus Expo, where information was provided to the general public as regards family violence;
- (l) Participation of Police Officers at numerous CEPOL (European College of Police Officers) courses;
- (m) etc.

Non-governmental organizations:

637. Non-Governmental Organizations (NGOs) play a very significant role in presenting the problem of domestic violence in the society. This is done through their sensitization programmes and public campaigns. The Government supports and subsidises their programmes and activities. One important initiative in this field was the organization of an International Conference on Violence in the Family that was subsidized by the National Machinery for Women's Rights (N.M.W.R.) and took place in November 2000. A shelter for battered women and a special fund for legal aid to victims of family violence have been set up. Both are run by an NGO and are subsidized by the Government.

National Action Plan on the Prevention and Combating of Domestic Violence

638. The Advisory Committee on Family Violence is in the final stages of drafting the first National Action Plan on the Prevention and Combating of Domestic Violence, which will cover the period 2007-2013. It is anticipated that the Action Plan will be submitted to the Minister of Labour and Social Insurance by the end of September 2004. The Plan, once approved by the Council of Ministers, will be the government policy framework for dealing with this problem in a comprehensive, holistic and systematic way.

639. The Plan identifies the following six priority areas:

- (i) Monitoring the Problem;
- (ii) Prevention;
- (iii) Awareness Raising/Training of Professionals;
- (iv) Enforcement of Legislation;
- (v) Protection of Victims;
- (vi) Coordination/Evaluation of the Implementation of the Plan.

640. Under each priority area, specific measures/programmes are foreseen identifying the responsible actors of the public and private sector, which will undertake the implementation.

641. The Government subsidizes NGOs working in this field through the Social Welfare Services as well as the National Machinery for Women's Rights and this is something which will be continued and reflected in the new Action Plan on the Prevention and Combating of Domestic Violence.

Paragraph 16 of the concluding observations

642. Refer to Part II, answer under article 12, question 1.

643. Furthermore, it is pointed out that:

- The Mental Health Services of Cyprus and particularly the Mental Hospital and the psychiatric units of Nicosia and Limassol General Hospital are under the periodic supervision of the European Committee under the European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment, (CETS No. 126) - C.P.T. All the suggestions of C.P.T. Committee have been adopted and implemented.
- The Mental Health Services of Cyprus are also supervised by the Mental Health Tribunal Committee (established by the Treatment of Mental Patients and the Protection of their Rights Law (L. 77(I)/1997, as amended), which is informed about every admission in the Mental Hospital. The committee visits periodically and unexpectedly any service or institution and issues relevant recommendations which are always implemented.
- It is the permanent policy of the Mental Health Services to give emphasis on the development of therapeutic and rehabilitative program in the community (Community Mental Health Centers, Day Centers, Vocational Rehabilitation Units, etc.) and the reduction of the admission and the hospital days of the patient, especially the chronic one.

- In the last 10 years the allocation of the budget of the total services (80% for inpatients) and (20% for out patients) has been significantly changed to 40% for inpatients and 60% for out patients facilities and services.
- A parallel reduction has been achieved in the residual number of patients in the mental hospital (from 584 in 1990 to 122 by the end of 2006).

Paragraph 17 of the concluding observations

644. During the period under review bills concerning economic, social and cultural rights that were pending in the past, have been enacted, and various measures were taken to ensure enjoyment of such rights. Refer under Part II of the present report.

B. “E. Suggestions and Recommendations”

Paragraph 18 of the concluding observations

645. The National Institution for the Protection of Human Rights has been very active during the period under consideration, particularly in the areas of personal detention, refugees, asylum seekers, violence in the family, gender equality issues and rights of the child. The National Institution had submitted reports with its recommendations to the Council of Ministers and has appeared regularly before the Standing Committee of Human Rights of the House of Representatives, expressing views on issues pertaining to respect of human rights. At the international level the National Institution, though not yet accredited, for the reason that it has not formally promulgated by law and that its independence is not thus guaranteed, has links with the UNHCR and the Office of the Council of Europe Commissioner of Human Rights and takes part at meetings with European groups of National Institutions and/or meetings, seminars and round tables organized either by the UNHCR or the Council of Europe. A law drafted by the Law Commissioner intending to re-established as a national institution in full compliance with the “Paris Principles” and safeguarding its total independence is at a very advance stage and it is expected to be submitted before the House of Representatives by the end of the year.

Paragraph 19 of the concluding observations

(a) During the period under review, promotion of public awareness to eradicate social prejudices concerning gender roles has been at the top of the agenda of the National Machinery for Women’s Rights. It has organized a series of seminars, campaigns involving the local media, as well as training programmes for Government officials on various gender issues, such as, gender mainstreaming, participation of women in politics, violence against women etc. Moreover, it prepares and disseminates information and translates important documents in Greek, as for example, the Beijing Platform for Action and the UNESCO Document for Human Rights of Women, which are distributed free of charge.

646. Women’s Organizations play a vital role in this respect. They organize enlightening events and campaigns, prepare and disseminate information material, especially on new laws, enacted in the framework of harmonization with the *acquis communautaire*, thus contributing to the education of women on their rights and to the education of the general public.

647. Furthermore, institutions of tertiary education have a substantial contribution in this field, sensitizing young people on gender equality issues. This is done through research, introduction of special subjects in their curriculum, organization of lectures and seminars.

648. Developments in terms of the mushrooming effect of new privately run radio and TV stations, in all major cities of Cyprus in the 1990s, led to the opening up of a number of new platforms for women, who are now invited by the media more frequently to present their views on issues of equality and other related current issues.

649. See Appendix F, which gives detailed information on Seminars/Trainings and Publications.

(b) Refer to answer in relation to paragraph 12 above.

(c) Refer to Part II, answer under article 10, question 5.

(d) Refer to answer in relation to paragraph 12 above.

(e) Refer to Part II, answer under article 10, question 7, (Citizenship).

Paragraph 20 of the concluding observations

(a) During the period under review, a series of measures were taken to improve understanding of the nature and scope of the problems faced by domestic workers with a view to implementing fully existing laws, particularly, those relating to combating racism, promoting equality and acceptance of cultural diversity. See Appendix G, which gives detailed information on the measures taken.

(b) Refer to Part II, answer under article 6, question 5. (Rights and Protection of Aliens).

Paragraph 21 of the concluding observations

650. Refer to Part II, answer under article 6, question 5. (Rights and Protection of Aliens).

Paragraph 22 of the concluding observations

651. Refer to answer under paragraph 14 above.

Paragraph 23 of the concluding observations

652. Refer to answer under paragraph 15 above.

Paragraph 24 of the concluding observations

653. Refer to Part II, answer under article 12 and answer under paragraph 16 above.

654. Furthermore, regarding the policy of Mental Health Services the following are pointed out:

- The purpose is to increase the quality of life of the patient of the Mental Hospital and upgrade the therapeutic and rehabilitative programs offered. The management has planned the national Mental Health Center to substitute the existing Mental Hospital,

which is expected to be completed and function within the next five years. The Center will include units for intensive care, day care and psychosocial rehabilitation units and units for research and training. The structure of the Center will follow international and European standards and will be decided on the basis of architectural competition

- A special committee has been recently established to prepare regulations and guidelines for the Mental Hospital in order to promote quality assurance of the hospital and the quality of life of the patients
- In the end of 2006 a Strategic Development Action Plan 2007-2013 has been prepared and submitted to the Ministry of Health, which includes several actions and projects in the direction of expanding the community Mental Health Services in all districts, in order to increase the accessibility of the services to the patients

Paragraph 25 of the concluding observations

655. The Prevention of the Use and Dissemination of Drugs and Other Addictive Substances (Establishment of the Anti-Drugs Council and Fund) Law was first enacted in 2000 and subsequently amended (Law 128(I) of 2000, as amended). The Law provides for the national policy to be declared by the National Committee presided over by the President of the Republic, and for the establishment of the Cyprus Anti-Drugs Council (CAC), which is the supreme coordinating and control of anti-drug actions mechanism and is presided by the Minister of Health. The CAC is responsible for the strategic planning of the national policy, the drafting of the National Drug Strategy and Action Plans for Drug Demand Reduction and Supply Reduction covering the period 2004-2008 and monitoring its implementation. On the basis of the Law, the Cyprus Monitoring Centre for Drugs and Drug Addiction was established to implement the work programme of the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA).

656. Towards the end of 2007, the CAC will carry out an evaluation by external experts on the implementation of the National Strategy. Meanwhile, an evaluation of the governmental treatment programs is already underway through an EU “twinning light” program between the Ministry of Health and experts of the University of Hamburg, while the CAC will provide for an evaluation of the NGO treatment programs early in 2008.

657. See [Appendix H](#) which shows a report on the Drug Situation in Cyprus.

658. See [Appendix I](#) which shows the Therapeutic Continuum of Drug Addiction.

Paragraph 26 of the concluding observations

- (a) Refer to Part II, answer under article 10, question 4.
- (b) Refer to Part II, answer under article 6, question 5. (Rights and Protection of Aliens).
- (c) Refer to Part II, answer under article 10, question 7. (Citizenship).
- (d) Refer to Part II, answer under article 8, question 3.

(e) The National Health Law 2001 was first enacted in 2001 and subsequently amended (L. 89(I)/2001, as amended), for the introduction and operation of a National Health System (NHS). The proposed system will be universal regarding population coverage and will be financed by contributions from the state, the employers, the employees, the self-employed, the pensioners and persons with non-employment income. The NHS will be administered by the Health Insurance Organization, a public corporation, which will buy health services from the Government and the private medical institutions and services. Discussions and consultations between the Ministry of Health, the Health Insurance Organization and the stakeholders have been taking place since, with a view to ensuring the setting up of a fair and functional NHS, which it is expected to be in operation during the second semester of 2008.
