

*REPORT TO THE EUROPEAN COMMISSION
ACCORDING TO ARTICLE 17
OF THE RACIAL DIRECTIVE (NO.2000/43/EC)*

1. LEGISLATION

On 31 March 2004 the House of Representatives enacted the following four new pieces of legislation for harmonizing with the European Union Council Directive No. 2000/43 on the implementation of the principle of equal treatment irrespective of racial or ethnic origin:

- ***The Equal Treatment (Racial or Ethnic Origin Law) of 2004 (Law No 59(I)/2004)***

The law prohibits discrimination on any of the above grounds, in both public and private sectors, in matters of social protection, health treatment, social services, training, and access to goods and services. Violation of the provisions of the Law is a criminal offence and the person who has been discriminated against is afforded the right to institute civil proceedings for compensation covering both pecuniary and non-pecuniary damage.

- ***The Equal Treatment in Employment and Occupation Law of 2004 (Law No 58(I)/2004)***

The law prohibits discrimination specifically in the spheres of employment and occupation on any of the above grounds, and also on grounds of religion, belief, sexual orientation, disability and age.

- ***The Commissioner for Administration (Amendment) Law of 2004 (Law No. 36(I)/2004)***

The law expands the jurisdiction of the Commissioner for Administration (Ombudsman) so as to deal with anti-discrimination and equality issues.

- ***The Combating of Racism and Other Discrimination (Commissioner) Law of 2004 (Law No. 42(I)/2004)***

The law vests the Commissioner for Administration – an independent Officer - with special competences, duties, and powers for combating and eliminating discrimination in both public and private sectors, and also for the promotion of equal treatment of all persons regardless of racial or ethnic origin.

Under its provisions, any person or group may lodge a complaint to the Commissioner as to having been subjected to discrimination prohibited by any law (such as by the primary anti-discrimination laws referred to in paras.2 and 3 above).

In addition, the complaint may be one of discrimination, (based on community, race, language, colour, religion, and national or ethnic origin) in the enjoyment of rights and freedoms safeguarded by the Cyprus Constitution, or any of the human rights Conventions ratified by Cyprus. The relevant Conventions are referred to explicitly in the law and are non-exhaustive. The result is, that a complaint can also be lodged as to discrimination in the enjoyment of the rights and liberties, guaranteed by the European Convention for Human Rights (and all its Protocols including Protocol No.12), the International Convention for the Elimination of All Forms of Racial Discrimination, the Framework Convention for the Protection of National Minorities, the Covenant for Civil and Political Rights, and the Convention Against Torture and Inhuman and Degrading Treatment or Punishment.

The discrimination complained of may have been perpetrated by some treatment or conduct, or the application of a provision, term, criterion or practice, which may be specifically prohibited by law as discriminatory (for example under the provisions of primary anti-discrimination legislation) or which may constitute direct or indirect discrimination in the enjoyment of any of the rights and freedoms safeguarded by the Constitution and human rights Conventions as above. The Commissioner can thus supervise the implementation not only of primary anti-discrimination legislation as per ECRI'S suggestion (para.16 of the report), but also of the enjoyment without discrimination of the human rights provisions of the Constitution and Conventions.

The Law covers discriminatory provisions/terms/criteria/practices, which may be found in inter alia contracts of employment, collective agreements, articles of association of legal persons, societies, bodies, and institutions, contracts of legal persons, societies, bodies, and institutions, contracts for the supply goods and services, and terms of membership of organizations, including professional ones.

In case of a finding of discrimination, (following an investigation into the complaint) the Commissioner is empowered to order the person or authority responsible to pay a fine, and/or to address recommendations to them to take specific practical measures, for putting an end to, or not repeating the relevant treatment or conduct or application of the specific provision/term/criterion/practice, not only vis-a-vis the complainant, but also vis-a-vis all persons who are, or may find themselves in a similar situation.

The Commissioner can also carry out investigations ex pro prio motu into incidents of discrimination, and also examine, following requests from persons or groups, whether some treatment or conduct or application of a provision/term/criterion/practice contemplated by them, constitutes discrimination. Among those who can lodge such requests are, NGOs, organizations, associations, committees, societies, trade unions, funds, municipal councils and mayors, and public utility corporations/bodies. In such cases the Commissioner can make suggestions to the person or group as to

alternative treatment/conduct, or abolition/substitution of the provision/term/criterion/practice.

Findings and reports made by the Commissioner, when involving discriminatory provisions/terms/criteria/practices found in legislation, must be communicated to the Attorney-General of the Republic, that is, to the Republic's Legal Adviser, who is under the Constitution an independent Officer of the State. As the Republic's Legal Adviser, the Attorney-General is also the Agent of the Government in proceedings to the European Court of Human Rights. His Office, that is the Legal Service of the Republic, is also the Agent's Office, responsible for advising the Government concerning its human rights obligations, and the enforcement of human rights through administrative/legislative measures. This is done in practice by lawyers of the Human Rights Sector of the Office,(see below under para.20) headed by the Attorney-General. Exercise of the above competences and responsibilities requires communication to the Attorney-General's Office under explicit provisions in the Law, of the Commissioner's findings and reports, for advising the state on the adoption of appropriate legislative/administrative measures. In so advising, the lawyers responsible take into account the Republic's international/Convention obligations and the Court's case-law, and prepare at the same time legislation for abolishing/substituting the relevant legislative provision.

The Commissioner also has power to prepare and publish Codes of Practice concerning any activity of a public authority or person in the private sector, obliging them to take practical measures specified in the Code, aimed at inter alia promoting equality of opportunity irrespective of community, racial, national or ethnic origin, religion, language, and colour. The Commissioner has a duty to carry out surveys and statistics, including into activities as above, and to have regular contacts and consultations, and bring together, persons and groups in the public and private sector, of different or conflicting interests, so as to promote understanding, and finding agreements and consensual solutions.

2. STATISTICAL DATA

- According to the information provided by the Ministry of Labour and Social Insurance, Department of Labour, until the drafting of this Report, no cases were reported to the Ministry for breach of the provisions of the Equal Treatment in Employment and Occupational Law of 2004, (Law No. 58(I)/2004), implementing part of the Racial Directive in the sphere of employment.
- According to the information provided by the Cyprus Police, until the drafting of this Report no cases were referred to Justice for breach of the provisions of the Equal Treatment (Ethnic and Racial Origin) Law of 2004, (Law No. 59(I)/2004), implementing the Racial Directive.

3. SUPPORT TO VICTIMS BY NGOs

During the last two years NGOs and Trade Unions with the financial support of the Government were involved in a number of activities and events for the promotion of the principle of the equal treatment among the public at large.

Particularly the ***KISA - (Action of Equality, Support, Antiracism) is a non-governmental organisation (NGO)***, established in 1998, as a result of the concern about incidents of xenophobia, discrimination and racism towards migrants, refugees and asylum seekers in Cyprus. KISA's overall long-term objective is the creation of a multifarious society, where there is equality of all persons, irrespective of nationality or ethnicity, colour or creed, gender or sexual or any other preference, background or characteristic. KISA's activities focus on two general directions and target groups – on the one hand, migrants, refugees and asylum seekers and, on the other, the Cypriot society at large. These activities encompass the following:

- Formulation and operation of a support system in order to provide legal and social services, guidance and advice to migrants, refugees and asylum seekers, in order to enable them to claim their rights and facilitate their integration and full participation in society. To this effect, a Support Centre in Nicosia has been operated since 1999 and a second one in Limassol has been operated since November 2004.
- Sensitisation of the Cypriot society about social exclusion, xenophobia, discrimination and racism, the benefits of a multicultural society and the reform of the immigration and asylum framework in Cyprus (legislation, policies and practices) through the organisation of campaigns, seminars, workshops, cultural events, provision of information, publications, the presentation of the Organisation's positions to the government, the House of Parliament, the mass media, etc.
- Furthermore, KISA organised last March in Cyprus, the European Antiracism Week against Racism. Activities like film screening, the production of a documentary film regarding the rights of migrants, refugees and asylum seekers living in Cyprus, and music performances aimed to sensitise the society towards to the migrants living in Cyprus.
- KISA does not provide specialised services for victims of discrimination and racism. However, whenever a need for action arises, the counselors of the two Support Centres, both the legal, and social advisors under the ERF programme and the counseling for Migrants programme, follow two hierarchical steps. Initially an effort is made to resolve the issue at hand with the directly involved party, through communication and mediation. If no solution is found, the proceedings are furthered

by reporting the incident to the appropriate authorities, to the Authority Against Discrimination and to the Mass Media. Exception to the above - mentioned procedure is that all serious incidents are both mediated and then reported to the appropriate authorities.

Also the ***APANEMI (Women's Information and Support Center- NGO)***, provides information and a wide range of support services to women and their families. To this end, it runs a Women's Information and Support Center, with expert multi-faceted provisions, such as a Migrant and Refugee Department, a Domestic Violence Department, a Department for Psychological Support and a National Free Emergency Line, for Women in Crisis. In addition, they provide fully equipped Shelter which complies with the highest level of environmental quality (safety, security, privacy) and expert professional support (counseling, on-going psychological support, advocacy). In combination with developing Projects, it also aims to commence, long-term services, such as Training for improved employability. It also supports with provisions in kind, such as food and clothing.

- Its service users consist of migrant and refugee women, as well as Cypriot women. It responds to their additional needs by providing linguistic support, cultural orientation within its strict framework of equal access to all irrespective of nationality, colour, sexuality, religion and of course, gender and disabilities.
- APANEMI is both organizing and participating in seminars, training workshops, conferences, promoting awareness of human rights (and the rights of Women in particular), to promote combating of racism, xenophobia and intolerance.
- APANEMI is striving to improve access of disadvantaged groups to education (finding schools of children), employment (assisting individual women to obtain work), and the administration of justice (advocating for victims of discrimination within the existing Cypriot legal system).
- APANEMI is partner in the EQUAL Project, aiming to train a variety of vulnerable groups, traditionally discriminated in access to employment to acquire work and sensitise employers' approach to engaging those in paid employment.
- APANEMI also co-ordinates the development of the Cyprus Anti-Discrimination Platform, in which both Greek and Turkish Cypriots NGOs are participating.
- The organization is committed to the terms of its EQUALITY & EQUAL OPPORTUNITY policy and Code of Practice.

Since the commencement of its work and on an average monthly basis, the Free Line receives no less than 250 calls. The Migrant and Refugee Department, advises and supports no less than 100 clients, whilst the

Domestic Violence Department more than 30 and the Department of Psychological Support, responds to no less than 20 cases which necessitate 40 Counseling session. The Shelter gives hospitality and protection to at least 8 women and their families monthly and all cases are dealt by experienced and qualified staff.

Another NGO namely **the Cyprus Family Planning Association (CFPA)** promotes the development of a society where all people can enjoy the basic human right to make free and informed choices in their sexual, emotional and reproductive lives; Defends, protects and advocates for the sexual and reproductive rights of all women, men and young people.

The CFPA runs a number of projects and activities in order to achieve its mission and goals.

- Production and dissemination of information material in Greek, Russian, English and Turkish language.
- Implementation of Sex Education in schools, colleges and other establishments.
- Clinical and counseling services to all, irrelevant to race, sex, age, religion, disability etc.
- Conducting research to evaluate the unmet needs of the marginalized people.
- Realizes projects in co-operation with other European and Mediterranean countries with common agendas. This facilitated by being a member of the International Planned Parenthood Federation, European Network.

4. FUNCTIONING OF THE NON-DISCRIMINATION AUTHORITY

- Since the enactment of the relevant legislation (see p.1 above) and their entry into force on May 1st, 2004, the Commissioner for Administration informed the social partners, the trade unions and the professional organizations for the provisions of the new legislation, while it carried out information contacts and discussions with the NGOs which are activated in the field of combating discriminations on grounds of race or ethnic origin and aim in the promotion of equal treatment.

- Until the drafting of this Report 121 complaints have been submitted to the Cyprus Anti-Discrimination Authority by victims of discrimination behaviour. The investigation of 79 complaints has been completed, while in 31 cases a relevant report has been submitted with recommendations for the taking of specific restorative measures. Furthermore, 2 reports were submitted after the Commissioner for Administration carried out investigations ex proprio motu into incidents of discrimination.

- The power of the Authority to order the person or authority responsible to pay a fine and/or to address recommendations for the taking of specific

practical measures proved to be a catalyst towards compliance with the recommendations of the Commissioner.

- In most of the cases, a consultation procedure is followed with all parties involved in the complain, aiming at the removal of the unlawful discriminatory behaviour and the compensation of the victim of discrimination.
- It is important to note that, most of the complaints that the Cyprus Anti-Discrimination Body investigates are lodged by Non-Governmental Organizations (NGOs) with which the Body has a very close cooperation.
- Furthermore, the Office of the Commissioner operates an information service for the public to the victims of discriminatory behaviour in relation to their rights.
- Within the framework of the five year programme of the European Union for the combating of discrimination, the Commissioner received approval by the European Commission for the funding of an action programme for the purpose of undertaking an information campaign for combating discrimination. As a result, in November 2004, the first public seminar entitled “Discriminations in the Field of Employment and Occupation”, took place in Nicosia, with the participation of the professor of the Aristotelion University of Thessaloniki, Mrs. Giota Kravaritou and the representative of the European Commission Mr. Alvaro Oliveira. In March 2005, a second seminar entitled “Racism and Mass Media” took place, with co-organizers the Cyprus Union of Journalists and the Cyprus Association of Publishers, with main speaker the Director of the Greek newspaper Mr. Serafim Fintanides. In April 2005, a third seminar took place in Nicosia, entitled “Respect of Diversity in Modern Society”, with speakers the ex-Minister of the Greek Government Professor Evangelos Venizelos and the Professor of the Athens University Mr. Constantinos Tsoukalas. At the same time, a broad awareness raising campaign in the Mass Media took place on the competences of the new legislating aiming at the information and sensitisation of the public. Within this framework the Commissioner published relevant information sheet in the greek, english and turkish language which is available to all interested parties. Furthermore, the Cyprus Anti-Discrimination Authority is planning the organization of an International Conference in October 2005 and the organization of a series of specialized information seminars with the participation of public servants, representatives of trade unions and social partners and representatives of NGOs.

5. POSITIVE ACTIONS

Employment of Foreign Workers

On the basis of data kept by the Department of Social Insurance the number of foreign workers from third countries (non EU member states) is 43,305.

The Ministry of Labour and Social Insurance, in its efforts to ensure that foreign workers enjoy equal treatment with nationals as regards terms and

conditions of employment, has established certain procedures to be followed in the field.

Some of the main procedures are:

- Written contracts of employment signed by both parties containing all terms and conditions of employment (hours of work, salary and other benefits, holidays, overtime pay, duties etc), on the basis of labour legislation and/or on the basis of collective agreements.
- Appointment of inspectors whose duties include the inspection of the terms and conditions of the foreign workers at the workplace.
- An established procedure for investigating complains by foreign workers, including complains by housemaids, regarding the terms and conditions of their employment. The settlement of complaints is initially assigned to the District Labour Offices and in the case that a solution is not reached then the complaint is assigned for examination to a Committee, which operates under the presidency of the Migration Officer.

6. OTHER INFORMATION

Awareness raising seminars/campaign

- In February and March 2003, two awareness raising Seminars were organized in Cyprus on the two Directives of the EU Council namely the Race Equality and Employment Directives Nos 2000/43 and 2000/78. The one was organised by the House of Representatives and the other by an NGO namely "Movement for Equality, Support and Anti-Racism".
- In June 2003, the Ministry of Justice and Public Order organized another similar Seminar, within the framework of the Community Action Programme Against Discrimination and with the financial support of the European Commission. This Seminar focused mainly on the E.U. legislation and policies to combat discrimination as well as on the implementation of the two Directives. Towards this, three experts from the Commission and E.U. countries were invited and shared their expertise and knowledge in this field. Also during the sessions of the Seminar two editions on Racism were distributed widely to participants, to the public, to pupils of elementary and high schools and to all key actors involved as well as to International and European Organizations on human rights.
- In March 2004, the European Labour Institute of Cyprus in collaboration with the Ministries of Justice and Public Order and Labour and Social Insurance organized another similar awareness Seminar focused on the implementation of the new anti discrimination legislation transposing the two Directives on domestic level and also on the functions and responsibilities of the new independent body established in line with the provisions of Art. 13 of the Race Equality Directive

- Participants to the aforementioned Seminars were all stakeholders from all governmental and non-governmental organizations involved in the issue, members of the Parliament and the Judiciary, representatives from independent bodies on Human Rights, social partners, employees and employers associations.
- The Ministry of Justice and Public Order, as the responsible authority for monitoring the implementation of the Community Action Programme Against Discrimination, coordinated the submission of the following awareness raising proposals on seminars to be held in Cyprus this year (2005):
 - (a) The proposal of the Ombudsman's Office so as to organize a Seminar focusing mainly on her office's new competences, remedies, functions and practical implementation of the provisions of the new law on the independent Anti-discrimination Body, and
 - (b) The proposal of the Cyprus Rehabilitation Counseling Association (NGO) to organize a seminar focusing on the rights and obligations of the employees and employers, respectively, as derive from the *acquis communautaire* of the Union in the field of anti-discrimination.

The European Commission approved the above proposals and most of the activities have already been performed.

- Within the framework of the same Community Action Programme, the Cyprus Police organized a “Multicultural Policing Seminar” at the Cyprus Police Academy between 10-14 May 2004, co - financed by the European Commission. A total number of 52 Members of the Cyprus Police, ranked police constables, sergeants and inspectors, participated in the Seminar, representing the Police Headquarters and most Police Divisions, Services, Departments and Units.

The focus of this particular seminar was on education and vocational training of Police Members on multicultural issues, mainly in order to prevent and combat incidents of xenophobia, prejudice and discrimination based on sex, religion, ethnic and cultural origin at the workplace. In particular, emphasis was given on the duty of Police Members to approach and deal with any kind of culture, customs, habits, mentality and cultural diversity, in a positive and constructive manner. In addition, the Multicultural Policing Seminar intended to familiarize Police Members with the values and principles of the different cultures of the ethnic minorities, resident in Cyprus, in order to enhance equal treatment of suspects in the process of arrest, interrogation and detention.

The theme framework of the Multicultural Policing Seminar incorporated plethora contemporary discrimination-related issues,

among which a Presentation of the Equal Treatment Policy of E.U. (E.U. (Council Directives 2000/78, 2000/43 and 76/207/EEC), E.U. Policy on Asylum and Migration, Racism and Stereotypes, NGOs and the Police against Discrimination, etc., all of which were presented by distinguished lecturers from Cyprus and abroad.

- An Information Campaign “For Diversity against Discrimination” was launched by the Minister of Justice and Public Order, on 18th September 2004, which will continue for a period of two years. On 16 and 18 July 2005, the stop-discrimination Truck had a tour in Nicosia and Limassol and various activities were organized by the National Working Group on Anti-Discrimination consisting of representatives from all key actors (Government and NGOs).
- Within the framework of the Action Programme against Racism, an awareness-raising Seminar took place in the Buffer Zone, at Nicosia, between the 11-12 June, 2005, under the title “Capacity Building Civil Society” dealing with Anti-Discrimination issues. Representatives from the Greek Cypriot and Turkish Cypriot NGOs dealing with issues of anti-discrimination and representatives from the Ministries of Justice and Public Order, of the Ministry of Labour and Social Insurance and also from the Office of the Ombudsman participated to this Seminar.(50 participants out of which 15 represent Turkish NGOs).
- The Lyceum of Paliometoho organized a Conference on Racism and Xenophobia on the 22nd of February 2005 at the school premises. About 250 students (among them twenty students whose one parent is a foreigner and twenty students whose one parent is from Greece) with their teachers have participated. Main speakers were Ms Iliana Nicolaou, Ombudsman of the Republic of Cyprus and Mr Giorgos Christophides, former M.P. and Chairman of an N.G.O. for human rights. The speeches of the above persons were followed by discussion. After the speeches, there was a presentation of the results of a survey about Racism and Xenophobia carried out among the school population. There was also a presentation of the interviews given to students by the Chairmen of the Councils of seven villages in the area, in which foreign workers are employed. Following this, there was a three separate workshops dealing with:
 1. Mitra Sen’s film «Just a Little Red Dot».
 2. The publication of the European Commission “What? Me? A Racist?” (the Greek version), and
 3. An interview given by the Bishop of Morphou Mr Neophytos about the experiences of his visits to St.Mamas Church in occupied Morphou and the contacts he had with Turkish Cypriots.

The results of the workshops were presented in a plenary session of the participants.

- A new proposal was submitted by an NGO dealing with equality issues, (in June 2005) to the European Commission to organize Seminars and other activities focusing on awareness raising of pupils and teachers of secondary schools on anti-discrimination issues including existing national legislation. If approved by the Commission, Euros 100.000 will be financed by the E.U. and Euros 20.000 will come from the funds of the applicant Organization.

Measures/activities taken by the Cyprus Police

i. Action Plan

With the accession of Cyprus to the European Union the role of the Cyprus Police is inevitably becoming more crucial, as the creation of a multi-ethnic environment in Cyprus will inevitably raise discrimination issues, especially in the sector of public administration. Moreover, the role of the Cyprus Police is becoming more delicate as the Police are responsible for preventing and investigating crime and maintaining public order with impartiality towards all groups of people. Thus, Cyprus has undertaken the initiative to implement a series of measures to combat racism, xenophobia and discrimination. Within this framework, and based on experience derived from the Cyprus Police's participation to transnational projects and seminars, in the framework of the "Community Action Programme to Combat Discrimination 2001-2006", the Cyprus Police has developed and adopted an Action Plan, consisting of guidelines towards awareness-raising on discrimination issues and enhancing cooperation with ethnic minority groups residing in Cyprus.

The Action Plan designed, consists of the following measures:

Establishment of National Working Group Against Discrimination, composed by representatives of the various religious communities and members of the Cyprus Police. The aim of this Group is to promote within the Cyprus Police the respect of human rights, fundamental freedoms and the principle of equal treatment of all people, irrespective of racial, ethnic or religious groups resident in Cyprus.

Establishment of an Office for Combating Racism and Discrimination at the Police Headquarters. The staff of the office will have the responsibility for coordinating, monitoring and advising on all aspects of policing in the area of ethnic and cultural diversity, via contact with the investigating officer or contact with the victim.

Appointment of ethnic liaison officers at every Divisional Police Headquarters to liaise with the leaders of ethnic communities and to focus on issues of race/ethnicity. These liaison officers will cooperate closely with the staff of the above office and will handle racially motivated incidents.

Development of specific guidelines on recording racially motivated incidents, as from 1st January 2005. Any incident will be defined as racially motivated if it is perceived to be racially motivated by:

- a) The victim
- b) A member of the Cyprus Police
- c) A person who was present and who witnessed the incident
- d) A person acting on behalf of the victim

Integration of multicultural issues in the training of Police officers:

Police Members' training is seen as one of the most important areas, in which concrete anti-discrimination measures are needed, in order to prevent and combat certain discrimination phenomena during the performance of policing duties. The Cyprus Police has already adopted and applied the Recommendation of the Council of Europe on the "European Code of Police Ethics" and translated into Greek the "Recommendation (2001) 10 adopted by the Committee of Ministers of the Council of Europe on 19 September 2001 and Explanatory Memorandum on the European Code of Police Ethics", via the elaboration of a relevant Police Order which forms a part of the basic training of police recruits. This Recommendation was based, among others, on principles and regulations of E.U. texts, decisions of the European Court of Human Rights, etc. It includes, inter alia, provisions regarding the contact of members of the Police towards the public and vice versa.

In the field of discrimination, much emphasis is given on the building of a positive approach by the Police Members towards all individuals, regardless of their culture and customs, even though they may at first glance appear weird or even alien, counterpoised against the Cypriot mentality and tradition.

Consequently, the Police's main objective in this regard is to upgrade and enhance not only basic Police Academy training or recruits, but also vocational training sergeants and senior ranking Police officers, via course, seminars and train-the-trainer workshops offered not only by the police trainers, but also University Professors on Sociology and Social Psychology. In addition, the Cyprus Police Academy is in the process of developing training materials based on editions prepared in other European Union countries in this field.

ii. Other activities

• Participation to Transnational Project

The Cyprus Police has participated to the Transnational Project "Multicultural Education for Police Services in Europe: an exchange of learned lessons, good practice and tools", organized by the UNESCO Center of Catalonia and approved by the European Commission, in the framework of the "Community Action Programme to Combat Discrimination, 2001 – 2006", with a view to the promotion of non-discrimination on grounds of ethnic origin, religion and belief within and by the Police. Our contribution to the above Project has initiated the adoption of a series of measures. As a result specific guidelines have been given for the integration of the "Guide for Religions Non-Discrimination for Police Forces" prepared by the Catalan delegation to

the Transfer Project as well as the Italian Project “The Police Service for Multicultural Society-A Handbook for the Italian State Police” to the training programmes of the Cyprus Police Academy.

- **Dissemination of Information Material on Human Rights Issues:**

During the last years, the Police Human Rights Office translated in Greek and published more than 5,000 leaflets and texts including the Declaration 690 (1979) of the General Assembly of the Council of Europe and C.P.T. (The Committee for the Prevention of Torture), which were distributed to all police officers and to the public.

In addition, other issues of the Council of Europe, which are in accordance with the European Union standards regarding Human Rights, have been translated, published and distributed to all Police members. These include, among others, the following:

- i. “Discussion Tools – Police and Human Rights Training Manual”,
- ii. “A Pamphlet for the Police Human Rights and their Protection under International Law”
- iii. “Policing in a Democratic Society – Is your Police Service a Human Rights Champion? (distributing soon)

National Action Plans for Employment Social Inclusion and Racism

Other measures/Policies

- Following the United Nation’s World Conference Against Racism (WCAR), held in Durban of South Africa, in September 2001, the Ministry of Justice and Public Order in collaboration with the Law Commissioner and President of the National Organization for the Protection of Human Rights, the Attorney-General of the Republic, the Commissioner for Administration and all other Key Actors (Ministries/Governmental Departments and NGO’s) prepared, in 2002, a National Report on the implementation of the conclusions of the European and World Conferences against Racism. In Chapter IV of the Report, a National Action Plan Against Racism (NAPAR) was drawn up, where planned activities and/or measures (legislative or administrative) for the period 2002-2003 were included. Next to each, activity/measure the responsible authority for its implementation was designated, as well as the timetable, for its adoption.
- On 27 February 2002, the Council of Ministers adopted the Report together with the NAPAR and appointed a Ministerial Committee to closely monitor the Action Plan, with a view to assessing its impact and effectiveness.

- Also an ad-hoc Committee consisting of representatives from the Law Office, the Law Commissioner, the Commissioner for Administration and all interested parties (Governmental and non-governmental) was appointed to assist the work of the Ministerial Committee, on progress made towards implementation of the various measures/activities included in the Plan.

The development of the NAPAR was a significant opportunity to both build upon and enhance existing policies and strategies to combat racism in Cyprus and to identify new priorities, aspirations and areas of work that could be drawn together into the overall, cohesive plan.

All measures (mainly legislative) included in the Plan (2002-2003) have been adopted.

- A National Plan for Employment, for the period 2004-2006 was prepared by the Ministry of Labour and Social Insurance within the framework of the Employment Guidelines adopted by the European Council and the Broad Economic Policy Guidelines (BEPGs). Within the policies and measures included in the Cyprus NAP is the promotion of and combating discrimination against people at a disadvantage in the labour market. Furthermore, the Ministry of Labour and Social Insurance has adopted in July 2004 a National Action Plan for Social Inclusion for the period 2004 – 2006, which incorporates all policies for the successful harmonization of Cyprus with the General European targets, mainly the Lisbon Strategy.
- Within the national policies for people with disabilities for the period 2004-2006, the Service for the Welfare of the Disabled has introduced three new Schemes co financed by the European Social Fund. These aim:
 - To strengthen infrastructures aiming to facilitate social inclusion and professional rehabilitation of adults with visual disabilities.
 - To provide 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 work place or by subsidizing part of the labour cost, and
 - To provide incentives for the employment of persons with disability of any kind and degree by subsidizing employers and subsidize the social insurance contributions.

MINISTRY OF JUSTICE
AND PUBLIC ORDER

18 July 2005

CL/CL/discrimination-report to the European Commission/2005