

NEWS REPORT

Date:	16 December 2014
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Title:	Annual Report of the Equality Authority for the year 2013
Country:	Cyprus
<u>Context</u>	
Issue at stake:	The Equality Authority, which is the body within the Equality Body dealing with employment discrimination, has issued its Annual Report for 2013.
Ground of discrimination:	All grounds (including gender)
Source:	Equality Authority, Annual Report 2013.
Field:	Employment and occupation
Legislative provisions:	Law in Equal Treatment in Employment and Occupation N. 58(I)/2004; the Combating of racial and other forms of discrimination (Commissioner) Law 42(I)/2004.

Content

Content of the report: From the outset, the report notes that there is a decreasing trend in the number of employment-related complaints received, which started from 2012 and continued in 2013. The trend is more prominent in the private sector and on the ground of gender. The report attributed this phenomenon to the economic crisis, the rising unemployment and the deregulation of the labour market. To support this conclusion, the report mentioned that whilst the Equality Body is receiving a great number of telephone complaints about discrimination at the work place, very few of these are actually submitted in the form of a formal complaint for investigation. The report further noted that very little use has been made of the right of representatives of employees (professional organisations and trade unions) to file complaints on behalf of its members, which would have helped overcome the problem of underreporting from employees who fear that an individual complaint may jeopardize their jobs.

The statistical data on the number of complaints on all grounds in the field of employment, received since the body's inception are as follows:

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
33	84	68	115	93	103	121	166	106	63

The report lists the successful oral or written mediations made by the Equality Authority during 2013 which led to a settlement at the complainant's satisfaction: a blind teacher who was transferred to another school without arrangements having been made for an escort succeeded in staying in the same school for a further year in order for the necessary arrangements to be made to enable him to carry out his duties at the new school; a group of domestic workers who had been victims of



sexual harassment by their employers were given the documentation that would enable them to change employers; a deaf worker at the airport whose dismissal was found to be discriminatory was reinstated to his position; and the Ministry of Education agreed to accept applications from music teachers who did not hold a certificate of 'very good knowledge of Greek'.

In 2013, 59% of complaints filed were from women, 30% from men and 11% from organisations. The ethnic origin of the complainants was: 52% Greek Cypriots, 28% EU citizens, 14% third country nationals, 2% naturalised Cypriots, 2% Cypriot Armenians and 2% Turkish Cypriots. The grounds complained of were as follows: 35% gender, 30% national origin, 23% disability, 5% ethnic origin, 3% language and 1% "other". Seventy eight % of complaints were directed against the public sector and 22% against the private sector.

Internet link source and additional information: The report is available at [http://www.ombudsman.gov.cy/Ombudsman/Ombudsman.nsf/All/C0E541C911E7857DC2257D8C0030C559/\\$file/Book%20ISOTITAS%202013%20GR%20electr%20edition.pdf?OpenElement](http://www.ombudsman.gov.cy/Ombudsman/Ombudsman.nsf/All/C0E541C911E7857DC2257D8C0030C559/$file/Book%20ISOTITAS%202013%20GR%20electr%20edition.pdf?OpenElement)