



## **REPORT ON MEASURES TO COMBAT DISCRIMINATION** **Directives 2000/43/EC and 2000/78/EC**

### **COUNTRY REPORT 2007**

#### **CYPRUS**

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**State of affairs up to 29 February 2008**

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## INTRODUCTION

### 0.1 The national legal system

*Explain briefly the key aspects of the national legal system that are essential to understanding the legal framework on discrimination. For example, in federal systems, it would be necessary to outline how legal competence for anti-discrimination law is distributed between different levels of government.*

#### The Constitution

The Cypriot constitution sets out a consociational power-sharing system, strictly communally divided between the ‘Greeks’ and the ‘Turks’.<sup>1</sup> At the time of the setting up of the Republic of Cyprus, the three main religious groups existing at the time were asked to decide which of the two communities they would exercise their civic rights and obligations with, all three of which opted to belong to the significantly larger Greek community with whom they are also sharing a common religion.<sup>2</sup> The Constitution provides for a system of separate elections for the ‘Greeks’ and the ‘Turks’; separate majorities are required in both the executive and the legislature; a Greek-Cypriot President and a Turkish-Cypriot Vice-president with separate veto powers and a system of quota participation by the ‘Greeks’ and the ‘Turks’ in all areas of public life. The Constitution contains a general anti-discrimination provision in Article 28 but at the same time Article 6 specifically prohibits discrimination against any person on the ground of belonging to one or the other community.

In July 2006, the Cypriot Constitution (until then the supreme law of the country) was amended to give supremacy to EU laws. The amendment adds a new article to the Constitution providing that nothing therein stated shall nullify laws, acts or measures rendered necessary as a result of Cyprus’ obligations as an EU member state, or to prevent Regulations or Directives or other binding legal measures enacted by the EU or its bodies from having force in Cyprus. This development is significant vis-à-vis the national anti-discrimination legislative framework because, prior to its enactment, the anti-discrimination provision of Article 28 of the Cypriot Constitution was interpreted by the Courts to mean that any positive measures taken in favour of vulnerable groups were violating the Constitution’s equality principle.<sup>3</sup> The new amendment renders the positive measure provisions of EU directives superior to the Constitution and thus unchallengeable on the basis of Article 28.

<sup>1</sup> See article 2(1) and 2(2). In 1960 Turkish-Cypriots constituted 18% of the population and Greek-Cypriots 78%.

<sup>2</sup> The ‘religious groups’, as referred to in the Constitution, consisting of Armenians, Latins, Maronites and ‘others’, constituted 3,2% of the population. For the purposes of the Constitution a “religious group” means a group of persons ordinarily resident in Cyprus professing the same religion and either belonging to the same rite or being subject to the same jurisdiction thereof, the number of whom, on the date of the coming into operation of this Constitution, exceeded one thousand out of which at least five hundred become on such date citizens of the Republic. The Constitution recognises two Communities, the Greeks and the Turks, and three “religious groups” (Maronites, Armenians and Latins). These groups were to exercise the civil duties and enjoy their political rights as either of the two communities and they were obliged to opt for either of the communities. They opted to belong to the Greek community.

<sup>3</sup> See for instance *Charalambos Kittis et al v. Republic of Cyprus through the Commission for Public Service* (8.12.2006, Appeal No. 56/06). The case is discussed in detail in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at [http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf)

This development has not as yet led to the reinstatement of quotas in employment in the public service in favour of persons with disabilities, as the disability movement was hoping, even though the law transposing the disability component of the Employment Equality Directive,<sup>4</sup> which is now deemed to be superior to the Constitution.

This includes provisions legalising “the creation of employment opportunities by introducing schemes for the employment of disabled persons with motivation to the employers...and the creation of posts in the public and semi-public sector to be filled in exclusively by persons with a disability”.<sup>5</sup>

### **The “doctrine of necessity”**

In 1963 the Cypriot President Archbishop Makarios proposed 13 amendments to the Constitution, which by and large removed the consociational element from the Constitution by limiting the communal rights of the Turkish Cypriots. The Turkish-Cypriots withdrew from the administration of the state in protest; since then, the administration of the Republic has been carried out by the Greek-Cypriots. Even though it was never officially proclaimed, in practice Turkish ceased to be used as an official language since 1963, as the relevant provisions in the Constitution requiring the use of both languages in all legislative, executive and administrative acts<sup>6</sup> ceased to be implemented. Instead, Greek is the only language used by the state in official documents, including laws, Ministerial decisions and the official Gazette. In 1964 the Supreme Court ruled that the functioning of the government must continue on the basis of the “doctrine of necessity”.<sup>7</sup> The situation that has emerged gave rise to a number of claims by Turkish Cypriots for discrimination which rose sharply in number following the 2003 partial lifting in the restrictions of movement between north and south of the country. A typical manifestation of this irregular situation which is in place since 1964 is the fact that all Turkish Cypriot properties located in the Greek-Cypriot controlled south of the country (hereinafter “the south”) are placed under the control of the Interior Minister acting as “guardian” or “custodian” of these properties, essentially denying the Turkish Cypriot owners of any rights in relation to their properties, including the right of access, the right to sell or rent, the right to receive compensation when expropriated, until “resolution of the Cyprus problem”. This has resulted in a number of law suits by Turkish Cypriots against the Republic as well as a number of applications by Turkish Cypriots to the ECtHR, although no decision has yet been issued by the ECtHR.

Following the adoption of legislation to transpose the directives, a crucial concern is the possibility of direct discrimination against Turkish-Cypriots on the ground of ethnic origin as well as indirect discrimination on the ground of religion.<sup>8</sup> A key manifestation of these instances of discrimination is the fact that there are hardly any translations in Turkish language to enable Turkish-Cypriots to have access to public services, jobs, opportunities and pursuing their rights.

<sup>4</sup> Law on Persons with Disability N. 127(I)/2000 as amended by Law 57(I)/2004, Law N 72(I)/2007 and Law N102(I)/2007.

<sup>5</sup> Law on Persons with Disabilities 127(I)/2000 as amended, article 5.

<sup>6</sup> Article 3 of the Constitution.

<sup>7</sup> The case was Attorney General of the Republic v Mustafa Ibrahim and Others (1964) CLR 195. See Nedjati 1970, Loizou 2001, Nicolaou 2000.

<sup>8</sup> given that Greek-Cypriots are almost entirely Christians and Turkish-Cypriots entirely Moslem.

The enactment of the new anti-discrimination legislation in May 2004, combined with the partial lifting in the restrictions on movement in April 2003, as a result of which thousands of Turkish-Cypriots are working, seeking employment and access to public services in the south, has resulted in a totally novel situation, which opens up the possibility for on-going discrimination. The reason often offered for the non-use of the Turkish language since 1963 is the ‘doctrine of necessity’, but the legality of suspending Constitutional provisions on the basis of a Supreme Court judgement is questionable. An Equality body decision pursuant to a complaint regarding the non-use of the Turkish language in the official Gazette, recognised that discrimination against Turkish-Cypriots<sup>9</sup> does seem to exist at the level of access to public services but concluded that it cannot interfere on the issue of a Turkish publication of the Gazette, invoking the “doctrine of necessity”.<sup>10</sup> In another case the Supreme Court, in an interim decision, allowed the Turkish-Cypriot litigants to submit their pleadings in Turkish as provided in the Constitution, rejecting the Attorney General’s arguments that Turkish Cypriots should not be allowed to do so.<sup>11</sup>

Pursuant to the decision of the European Court of Human Rights (ECtHR) in the case of Aziz v. The Republic of Cyprus,<sup>12</sup> a law came into force in 2006<sup>13</sup> granting the right to Turkish-Cypriots residing in the south to vote and to stand for election; as a result, in the Parliamentary Elections of 21.05.2006, Turkish Cypriots voted for the first time since 1964. The decision of the ECtHR in the case of Aziz, that the ‘doctrine of necessity’ must be exercised in a manner that does not violate the nucleus of rights or the principle of equality, was not consistently followed either by the Courts in Cyprus or by the equality body, as both have issued decisions upholding the ‘doctrine of necessity’ as legal justification for the suspension of the constitutional rights of the Turkish Cypriots.

### **Ratification of Convention on Cyber crime**

The entry into force on 01.03.2006 of the law ratifying the Additional Protocol to the Convention on Cyber crime concerning the Criminalisation of Acts of Racist or Xenophobic Nature committed through Computer Systems<sup>14</sup> has created new offences in the field of combating discrimination and has for the first time in Cyprus legislated on issues such as the holocaust denial and dissemination of racist material through the internet. There is no case law yet invoking the said law.

<sup>9</sup> Although the decision of the equality body does not explicitly specify which ground(s) of discrimination is/are involved in this case, one would assume that ethnic origin as well as language would be the applicable grounds. Language as a prohibited ground for discrimination is covered by the Cypriot constitution.

<sup>10</sup> File No. A.K.R. 29/2004. This case is discussed in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at [http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf)

<sup>11</sup> Eli Erel & Mustafa Damdelen v. The Republic of Cyprus through the Interior Minister and the Attorney General (30.04.2007) Supreme Court of Cyprus, Case No. 759A/2006.

<sup>12</sup> ECHR/ no. 69949/01 (22.06.2004), reported at <http://www.echr.coe.int/Eng/Press/2004/June/ChamberJudgmentAzizvCyprus220604.htm>. The case is discussed in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at [http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf)

<sup>13</sup> Law on the Exercise of the Right to Elect and Be elected by the Members of the Turkish Community who have their Normal Residence in the Government-Controlled Area (21.01.2006).

<sup>14</sup> The Additional Protocol to the Convention against Cybercrime concerning the Criminalisation of Acts of Racist or Xenophobic Nature committed through Computer Systems (Ratification) Law N. 26(III)/2004.



## 0.2 State of implementation

List below the points where national law is in breach of the Directives. This paragraph should provide a concise summary, which may take the form of a bullet point list. Further explanation of the reasons supporting your analysis can be provided later in the report.

Has the Member State taken advantage of the option to defer implementation of the Employment Equality Directive to 2 December 2006 in relation to age and disability?

Cyprus has enacted four laws which entered into force on the date of its accession to the EU (01.05.2005): the law amending the existing disability law,<sup>15</sup> the law transposing (roughly) the employment directive,<sup>16</sup> the law transposing (roughly) the race directive<sup>17</sup> and the law appointing the Ombudsman as the specialised body (hereinafter “the equality body”) empowered to investigate complaints of discrimination under all three of the aforesaid laws and beyond.<sup>18</sup> The national laws enacted for the purpose of transposing the two Directives are more or less in compliance with the said Directives. However:

- The duty to ensure that discriminatory laws and provision contained in contracts, collective agreements, internal rules of undertakings or rules governing independent occupations and professions and workers and employers’ organizations have been explicitly repealed<sup>19</sup> by way of a general provision in the two main anti-discrimination laws<sup>20</sup> has not been fully complied with. No review of the existing laws was made to ensure compliance with the Directives. Practice suggests that the process of formal repeal of older laws which do not comply with the Directives is somehow ‘triggered off’ only after a complaint is submitted to the equality body. There is no procedure for continuous reviewing of existing legislation for the purpose of assessing compatibility with the anti-discrimination directives.
- The equality body has the right to refer laws, regulations and practices containing discriminatory provisions to the Attorney General, who has an obligation to advise the competent Minister or the Council of Ministers of measures to be taken and prepare the corresponding law.<sup>21</sup> Although some cases of discriminatory laws/regulations/practices have been referred by the equality body to the Attorney General, no change in any discriminatory law/ regulation/ practice has resulted so far. Meanwhile, unless and until the discriminatory law/ regulation/ practice is expressly repealed by law, it continues to remain in force, in contravention of article 16 of the Employment Equality Directive and of article 14 of the Racial Equality Directive.

<sup>15</sup> Law on Persons with Disabilities No. 57(I)2004 (31.03.2004). This law was subsequently amended in 2007 to introduce more favourable provisions for persons with disability and in order to rectify the wrong transposition of the reversal of the burden of proof.

<sup>16</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004). This law was subsequently amended in 2006 in order to rectify the wrong transposition of the reversal of the burden of proof.

<sup>17</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004). This law was subsequently amended in 2006 in order to rectify the wrong transposition of the reversal of the burden of proof.

<sup>18</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law N. 42(1)/ 2004 (19.03.2004).

<sup>19</sup> As required by the Employment Equality Directive, Article 16 and the Racial Equality Directive, Article 14.

<sup>20</sup> Article 16(1) The Equal Treatment in Employment and Occupation Law No. 58 (1)/2004 (31.3.2004) and Article 10(1) The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004).

<sup>21</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law N. 42(1)/ 2004, articles 39(1) and 39(3) respectively.



As a manifestation of the above problem, article 4 of the Termination of Employment Law which entitles employers to dismiss employees over 65 years of age without compensation, was found by the equality body to amount to discrimination on the ground of age, in violation of article 8(1) of the Equal Treatment in Employment and Occupation Law N.58(I)/2004, transposing the Employment Equality Directive (reported under section 3.0 of this report). Although the law was referred to the Attorney General for revision, no new law has emerged repealing the discriminatory provision, which continues to remain in force.

- Certain provisions of the two Directives which require the Member States to take measures other than the enactment of legislation, have not been fully implemented. These measures include the promotion of dialogue with social partners and NGOs<sup>22</sup> and the obligation to bring all anti-discrimination provisions to the attention of the persons concerned.<sup>23</sup> Since the adoption of the legislation, which was rushed through Parliament on the eve of Cyprus' accession to the EU, with the exception of a few seminars not specially targeting vulnerable groups, there has been little initiative or positive action taken by the Government or other public body.<sup>24</sup> A small number of awareness raising publications issued by the Ministry of Labour and the Ministry of Justice were not published in the languages of vulnerable groups nor were they especially disseminated to them.

Since its inception in 2004, the equality body has been greatly understaffed and under funded by the government,<sup>25</sup> which accounts for the fact that it has not made full use of the powers granted to it by the law, such as the power to collect data, to conduct independent surveys concerning racial or ethnic discrimination,<sup>26</sup> to draft codes of conduct intended to combat discrimination on the grounds provided by the Directives and others. Thus, the equality body has not utilised the opportunity to issue a code of conduct on discrimination against homosexuals at the workplace, when an opinion survey it has commissioned in 2006 demonstrated extensive homophobia in Cypriot society.

<sup>22</sup> The Employment Equality Directive, Paragraph 33 of the Preamble; Articles 13 and 14. Also, the Racial Equality Directive Preamble paragraph 23. During the drafting of the various National Action Plans, the trade unions were consulted but were not informed as to which of their proposals were accepted or not, nor were any reasons given; they saw the final National Action Plans published. The only NGO dealing with racism and racial exclusions at the time (KISA) was not consulted in the formation of National Action Plans (for Employment, Social Inclusion, Education).

<sup>23</sup> Employment Equality Directive, Article 12 and Racial Equality Directive Article 10. Although Turkish is one of the two official languages of the Cyprus Republic, none of the new instruments (or indeed any of the old ones or even the Official Gazette) are translated into Turkish, thus rendering it difficult for members of the Turkish-Cypriot community to be informed about and utilise the new procedures available. No alternative means are used to inform disabled people of non-discriminatory measures such as Braille.

<sup>24</sup> With the exception of two seminars little other Government organised activity has taken place. A number of civic initiatives and collaborations of NGOs with government departments have emerged recently, most in the form of EU-funded projects. One such project is the national campaign with the slogan "For Diversity-Against Discrimination." (see <http://www.stop-discrimination.info/index.php?id=5514>)

<sup>25</sup> In his 2006 report (dated 29.03.2006), the Commissioner for Human Rights of the Council of Europe Mr. Alvaro Gil-Robles expresses his regret for the fact that the necessary increase in funding to deal with the extra work-load has not been provided to the ombudswoman and recommends that greater resources be devoted to this office to enable it to deal effectively with its new competencies. Similarly, in its third report on Cyprus dated 16.05.2006, ECRI also stresses the need for resources to be made available to the Ombudswoman to enable her to respond to her tasks.

<sup>26</sup> As provided by the Racial Equality Directive, Article 13. The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Article 44 empowers the specialized body to conduct research and collect statistics, however no such research or statistics have been collected, nor is there any definition of the categories for the collection of such relevant statistics.



Such a code would have been of crucial significance, given the fact that prejudice against homosexuals in Cyprus runs so high that no openly homosexual Cypriot (and only one non-Cypriot who is openly homosexual and living in Cyprus) has ever filed a complaint to the equality body. Cyprus has not taken the option to defer implementation of the provisions of the Employment Equality Directive relating to age and disability to 02.12.2006. The relevant laws came into force on 1<sup>st</sup> May 2004, the date of Cyprus' accession into the EU.

### 0.3 Case-law

Provide a list of any important case-law within the national legal system relating to the application and interpretation of the Directives. This should take the following format:

- a) Name of the court
- b) Date of decision and reference number (or place where the case is reported). If the decision is available electronically, provide the address of the webpage.
- c) Name of the parties
- d) Brief summary of the key points of law (no more than several sentences)

→ Please use this section not only to update, complete or develop last year's report, but also to include information on important and relevant case law concerning the equality grounds of the 2 Directives, even if it does not relate to the legislation transposing them (e.g. if it concerns previous legislation unrelated to the transposition of the Directives)

*Please describe trends and patterns in cases brought by Roma and Travellers, and provide figures – if available.*

Very few cases invoking the laws transposing the anti-discrimination acquis in general have been taken to Court. This is partly a reflection of the lack of awareness of both victims and lawyers regarding the new procedures and rights created with the transposition of the anti-discrimination acquis<sup>27</sup> as well as the high cost<sup>28</sup> and length of time required for litigation render the Courts a less attractive channel for pursuing a complaint.

As a measure, litigation is in practice not available to the large majority of the vulnerable groups in Cyprus due to the cost and length of time involved,<sup>29</sup> least of all to the Roma who are perhaps more marginalised than any other vulnerable group. Information about the new rights and procedures created by the set of laws which came into effect in 2004 transposing the two anti-discrimination Directives has not been disseminated sufficiently in order to encourage at least some recourse to the specialised body by the Roma. Nothing was printed in Turkish, the language spoken by the Roma, with the exception of a short leaflet issued by the Equality body, which however was not disseminated to the Roma settlements.

<sup>27</sup> The Third ECRI report on Cyprus states that awareness of the legal framework against discrimination among the legal community and the general public is still very limited and calls on the Cypriot authorities to take steps to improve awareness of the provisions against racial discrimination among the legal community and the public: ECRI (2006), Third Report on Cyprus, Strasbourg 16.05.2006, pp. 7-8.

<sup>28</sup> The Law on Provision of Legal Aid (2002) N. 165(I)/2002 provides for legal aid only for in cases where the offences involved are punishable with a term of imprisonment exceeding one year. This excludes offences under the new anti-discrimination laws, for which the maximum penalty is six months. A Supreme Court decision found the legal provision restricting legal aid to offences punishable with imprisonment of over one year, to be unconstitutional (Andreas Constantinou v. The Police, Case No. 243/2006, 25.01.2008) but the law has not yet been amended to remove this restriction.

<sup>29</sup> Hence the conspicuous absence of any court decisions in the field of discrimination, based on the laws transposing the two directives.

Similarly, there have been no cases ever brought by (or on behalf of)<sup>30</sup> Roma to the Equality body or the Ombudswoman alleging discrimination or indeed raising any other issue concerning the Roma. On the contrary, the Ombudswoman, who acts as Cyprus' specialised body, has received a complaint from residents of an area close to the Roma settlement in Limassol against the authorities for allegedly ignoring the residents' request to relocate the Roma settlement, complaining about the Roma lifestyle with overtly racist language. In response, the Ombudswoman's report found the complainant's allegations, of higher crime rates in the area owing to the presence of the Roma, as unfounded, indicating that the police records did not support this allegation. The Ombudswoman went a step further and stressed the rights of the Roma community; condemned the authorities for lacking the political will to solve their problems and for yielding to the unreasonable reactions of the local communities; and recommended a set of measures for their social integration.<sup>31</sup> In 2003 the Ombudswoman conducted a self-initiated survey into the housing conditions of the Roma and produced a comprehensive report deploring the unacceptable squalor and poverty of the Roma housing. Also, in 2005 the Ombudswoman (in her capacity as Equality body) conducted a self-initiated investigation into an incident whereby the parents' association of a school in Paphos arbitrarily closed down the school between 22.09.2005 and 26.09.2005 demanding from the Education Ministry to suspend attendance to the school of Roma pupils until they receive confirmation that none of them suffers from Hepatitis, following some Hepatitis incidents in a nearby village three months earlier. Although the closure of the school constituted a criminal offence, no action was taken against the parents.

In addition to the lack of awareness of the Roma as regards the channels to complain, the phenomenon of underreporting appears to be prevalent within the Roma community. Whilst the Third ECRI report mentions that "[h]ostility and rejection by the local non-Roma population [towards the Roma] is reported to be high and to have in some cases resulted in physical violence", no single complaint was ever filed, whilst the authorities tend to play down the racist dimension of the incidents reported in the press.<sup>32</sup> In July 2004, a Greek-Cypriot man killed a ten year old Roma boy in an unprovoked cold blooded incident which took place in a public area in Limassol. Even before the conclusion of the inquest, the Cypriot government and all political parties rushed to condemn the incident as an isolated crime committed by a psychopath with a criminal record who was also a drug addict, obviously fearing retaliations and further violence from members of the Turkish Cypriot community. In a press release after the incident, a human rights NGO<sup>33</sup> regretted the interpretation offered by the authorities arguing that psychopathologic conditions or drug abuse do not automatically turn a person into a murderer, nor do they justify the apparent nationalist and racist motives of the murderer. In the court action that followed, the judge also rejected the authorities' position of the perpetrator being a person of diminished responsibility.

<sup>30</sup> Apart from a complaint recently submitted to the Equality body by the Cyprus RAXEN national focal point, complaining of discrimination against the Roma (in general) in education, based on the findings of a research study into Roma education..

<sup>31</sup> Cyprus Ombudswoman's Report on the Gypsies of the Turkish-Cypriot quarter of Limassol, File No. A/P 839/2003, 10.12.2003.

<sup>32</sup> Third ECRI Report on Cyprus, adopted on 16.12.2005, Strasbourg 16.05.2006, Council of Europe, p.25.

<sup>33</sup> KISA Press release 16.07.2004.





Generally speaking, in spite of the scarcity of court decisions in the area of anti-discrimination, since the enactment of the anti-discrimination laws in May 2004, there have been several complaints of discrimination filed with the equality body, although there is a certain confusion between the functions and competences of this body as ombudsman and as equality body and a large section of the public are not aware of the difference, as a result of which they file their complaints to the ombudsman rather than the equality body. A manifestation of this is the fact that whilst there is an abundance of complaints and decisions against state organs, there are very few complaints against companies or individuals in the private sector, reflecting the fact that the new competencies of the ombudsman as equality body with wide powers examining complaints in both the public and the private sector are not widely known to the public.

## **Court decisions**

### **3.1. Turkish Cypriot judge is awarded lost salaries and pension**

- a) Supreme Court of Cyprus
- b) 21.03.2007, Case No. 1473/2005
- c) Ulfet Emin v. The Republic of Cyprus
- d) Brief Summary

A Turkish Cypriot judge who in 1966 was forced by Greek-Cypriot police to abandon his post, applied to the Supreme Court under article 146 of the Constitution to set aside a decision of the Ministry of Finance rejecting his claim for lost salaries and/or pension. The applicant had been removed from his office by Greek Cypriot police at gunpoint and forced back into the Turkish-Cypriot enclave. The Court found the Finance Ministry's decision unjustified and ruled that it should be set aside, because, inter alia, the applicant did not abandon his post out of his own free will but was forced to leave; and because decisions which restrict a person's rights for an indefinite amount of time, as is the case here, must be interpreted restrictively.

The Court's reasoning, that decisions limiting rights for an indefinite period of time must be interpreted restrictively, was not adopted in other court cases concerning Turkish Cypriots' access to their properties in the areas controlled by the Republic, reported below, where most judgments found that these properties would be administered by the "Custodian" (the Interior Minister) until resolution of the Cyprus problem.



### 3.2. Turkish Cypriot is not awarded his property in the Republic-control south of Cyprus

- a) Supreme Court of Cyprus
- b) 15.06.2007, case no.133/2005
- c) Kiamil Ali Riza v. The Republic of Cyprus
- d) Brief summary:

A Turkish-Cypriot claimed his right to his property which, like all other Turkish-Cypriot properties, are deemed by law<sup>34</sup> to have been ‘abandoned’ when Turkish-Cypriots moved to the north between 1963-1974. In 1991 all Turkish Cypriot properties in the south were placed under the control of the ‘Custodian’ who is the Interior Minister. The appellant argued that the Custodian law is unconstitutional and in violation of the equality principle and that the expropriation of his property which the government had carried out was illegal. The Court rejected his claim stating that the lifting of the ban on freedom of movement in 2003 did not mean that the property is ‘no longer abandoned’; that the cessation of ‘the abnormal situation’ can only be decided by the Council of Ministers and that, due to the 1974 war, the state legitimately invoked emergency measures relying on the ‘doctrine of necessity’.

The decision contradicts the principle established by the ECtHR in the case of Aziz<sup>35</sup> where the ECtHR ruled that the doctrine of necessity cannot override fundamental rights. The decision also appears to be reversing the reasoning of the 2004 decision in Arif Mustafa v. The Interior Minister (Case no.125/2004)<sup>36</sup> where it was established that the purpose of the custodian law was to protect the properties in the owner’s absence and not to retaliate against the occupation of Greek-Cypriot properties in the north, which would constitute a violation of Article 6 of the Constitution prohibiting discrimination on the ground of belonging to one of the two communities.

During 2007 there were several court decisions following the line adopted in Kiamil Ali Riza v. The Republic of Cyprus rather than the line of Arif Mustafa v. The Interior Minister. In Zehra Kemal Ahmet and Nuray Kemal Ahmet v. The Republic of Cyprus through the Interior Minister as Custodian of Turkish Cypriot Properties,<sup>37</sup> for instance, the Court rejected the applicant’s claim that she did not fall within the scope of the Custodian law because she did not leave her house out of her own free will. Instead, the Court ruled that the custodian law was inter alia founded on the need to meet the housing needs of Greek Cypriot people displaced as a result of the Turkish invasion of 1974 and that this measure was “absolutely necessary and proportionate to the situation that had to be addressed” meaning the situation created by the Turkish invasion. This reasoning contradicts the judge’s reasoning in Arif Mustafa where it was established that the Custodian law cannot be used to retaliate to the occupation of Greek-Cypriot properties in the north, which would constitute violation of

<sup>34</sup> Law on Turkish Cypriot Properties (Administration and other matters) (Temporary Provisions) of 1991 N.139/91

<sup>35</sup> The case is discussed in detail in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at

[http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf). The full text of the decision is available at <http://www.echr.coe.int/Eng/Press/2004/June/ChamberJudgmentAzizvCyprus220604.htm>

<sup>36</sup> The case is presented in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at

[http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf)

<sup>37</sup> 21.05.2007, Supreme Court Case No. 1011/2004.



Article 6 of the Constitution, prohibiting discrimination on the ground of belonging to one or the other community

### **3.3. Ukranian spouse of Turkish Cypriot wins renewal of her residence permit**

- a) Supreme Court of Cyprus
- b) 20.06.2007, Case No. 709/2006
- c) Tetyana Tomko v. Republic of Cyprus through the Aliens and Immigration Department
- d) Brief Summary

A Ukrainian woman married to a Turkish Cypriot and residing in the Turkish-controlled northern part of Cyprus appealed against a decision of the Immigration Department rejecting her application for renewal of her residency permit, on the grounds that she and her husband were residing in the north rather than in the Republic-controlled south. The applicant claimed that there was no legal basis for the differentiation made by the Immigration Department between residents in the north and residents in the south and claimed that this amounted to discrimination. The Court allowed the appeal based, inter alia, on the principle that differential treatment of persons depending on whether they are residing in the north or in the south is unlawful. Such a reference in the decision would arguably amount to the extension of the non-discrimination principle to include place of residence amongst the prohibited grounds for discrimination. The judge chose to keep his reasoning short and did not expressly extend it to cover issues of discrimination based on the place of residence and/or on the ethnic origin of the spouse, although the decision does mention that differential treatment based on the place of residence (i.e. north or south) is unlawful.<sup>38</sup>

### **3.4. Third country national loses right to unpaid salaries and compensation because he worked without work permit**

- a) Supreme Court of Cyprus
- b) 20.06.2007, Case No. 49/2006
- c) Gary Wayne White v. Athletic Association Kition (AEK) Larnaca et al
- d) Brief Summary

The applicant, a third country national, sued his employer for payment of unpaid salaries and compensation due to him for unlawful dismissal. The employer argued that although the amount claimed by the applicant was indeed due, the applicant was not entitled to it because at the time of rendering the services in question he was working without a work permit. Subsequently, the applicant secured a work permit as well as Cypriot nationality.

<sup>38</sup> Similar cases of spouses of Turkish Cypriots facing difficulties in obtaining residence permits are regularly reported in the press. One such case reported in the Cyprus Mail states that the Cyprus High Commission in London rejected the application of a Turkish national for Cypriot citizenship even though she married a Turkish Cypriot in England and lived with him in England for four years, on the ground that she had visited the Turkish-controlled part of Cyprus: A. Chaglar (2007) "Why the Republic of Cyprus is institutionally racist" in *The Cyprus Mail* (23.09.2007). The Report of the Office of the U.N. High Commissioner for Human Rights on the Question of Human Rights in Cyprus of 09.03.2007, at paragraph 8, also refers to "difficulties for Turkish Cypriots to secure citizenship for a foreign spouse (available at available at: <http://www.unhcr.org/cgi-bin/texis/vtx/refworld/rwmain?docid=462380592>).



The judge found in favour of the employer because the agreement for the applicant's employment without a work permit was deemed illegal and void ab initio; and that the test in order to decide if this contract is enforceable or not is whether the agreement is contrary to public order.

The Court found that the need to protect the state and its citizen is absolute and that the employment of a foreigner without permit is a serious criminal offence which harms the public interest. Therefore the applicant's claim for the payment of salaries and compensation due to him failed. Although not mentioned in the decision, the case under examination is arguably a case of indirect discrimination on the ground of national origin (a protected ground according to Cypriot law as far as the mandate of the equality body is concerned), given the fact that it concerns a practice that is prima facie neutral but results in a disadvantage to foreign workers, who are essentially punished by depriving them of their rights under the contract and by allowing employers to evade their obligations towards the employee. The practice confirmed by this decision, in other words the loss of salaries when there is no valid work permit, is clearly targeting third country nationals, since they are the only ones requiring a work permit in order to be allowed to work.

### **3.5. Different retirement age for employees of different ages does not violate the anti-discrimination Directives**

- a) Supreme Court of Cyprus
- b) 01.06.2007, Case Nos 1795/2006 and 1705/2006 (the two applications were tried together)
- c) Vasos Constantinou v. The Republic of Cyprus through the Public Service Commission; Androula Stavrou v. The Republic of Cyprus through the Public Service Commission
- d) Brief summary

The applicants applied to the court regarding the Pensions Law of 1967 (N.9/67) which fixed the retirement age for all public servants at the age of 60, as amended by Law N.69(1)/2005, article 4A of which fixed retirement age as follows:

- The age of 63 for those who attain the age of 60 on or after 01.07.2008
- The age of 62 for those who attain the age of 60 between 01.01.2007-30.06.2008.
- The age of 61 for those who attain the age of 60 between 01.07.2005-31.12.2006.

Both applicants fell under the latter category and had received notice that they must retire on 1.2.2007 and 1.1.2007 respectively. The applicants argued that the provisions of the aforesaid law create a disadvantage for them based on their age, in violation of article 28 of the Cypriot Constitution and of laws 42(I)/2004 and 58(I)/2004 which transpose the Employment Equality Directive and that they should also be able to retire at 63. The applicants argued that they do not seek to declare the aforesaid law unconstitutional, as that would have the effect of reverting to the law of 1967 before the 2005 amendment; in that case the retirement age would be 60 for everyone. Their application sought to sever only those provisos of the law which differentiate between persons attaining the age of 60 at different periods (set out in bullets above) to the effect that the retirement age of 63 is applicable to all irrespective of age. With reference to the applicability of the EU anti-discrimination acquis, Counsel for the Republic argued that the directly relevant acquis provision is the Employment Equality Directive which expressly excludes from its scope the setting of the age of retirement, leaving it to be regulated by the national governments.



The Court decided that it did not have the power to extend any legislative provision, nor to change it to the extent that it would essentially amount to a new law, as this can only be done by the legislative branch of the state. It therefore rejected the applicants' appeal but made no order as to costs, because the applicants' had brought before them a serious matter of general public interest.

### **3.6.1. The Supreme Court rejects application for referral to ECJ for interpretation of Racial Equality Directive.**

- a) Supreme Court of Cyprus
- b) 17.12.2007, Case No. 303/2006
- c) Perihan Mustafa Korkut or Eyiam Perihan v. Apostolos Georgiou through his attorney Charalambos Zoppos
- d) Brief summary

The appellant was a Turkish Cypriot who owned property, filed an ex tempore application asking for a referral to the ECJ of the question whether article 2 of the Racial Equality Directive could be interpreted in a manner permitting an EU member state to deny the lawful owner of a property the right to sell it. The application was rejected on the ground of abuse of process (the appellant had filed and withdrawn two similar applications in 2005 and 2007 respectively) and also because the Court found that the scope of the Directive did not include the issue at stake, which was access to property. In describing the scope of the Directive, the Court mentioned only 'conditions for access to employment, working conditions, social protection including social security and social advantages'.

Below are some landmark decisions of the equality body / ombudswoman in 2007:

### **3.7. The fixing of age limit in state scholarships is found to be discriminatory**

- a) Equality body
- b) 15.07.2007, Ref. A.K.I. 50/2006.
- c) Brief Summary

Two complaints were submitted to the Equality body (on 13.9.2006 and on 6.3.2007) alleging that the age limits of 25 and 40 set by the State Foundation of Scholarships (SFS) for graduate and postgraduate studies respectively were unlawful. A report to that effect had previously been submitted by the Equality body to the SFS on 5.8.2005 recommending the removal of the age limits, which however had not been complied with. The argument put by SFS to justify the age limits was that the state invests these funds intending the utilisation of knowledge for the maximum possible period of time. The Equality body's investigation however found that the only obligation imposed on some of the receivers of the scholarships was to return to Cyprus to work for at least two years and even that was not strictly adhered to.





The Attorney General, who was asked by SFS to advice on the matter, found that the age limits did not violate the constitutional equality provision (Article 28) and could even comply with the Employment Directive provided it is justified by a legitimate aim. The equality body found that the age limits set by SFS amount to (a) direct discrimination on the ground of age that cannot be justified by the exception provided in the Employment Directive (b) potentially indirect discrimination on the ground of (i) social class, as it affected more adversely persons who for financial reasons are forced to delay their studies or who have to resort to state scholarships as the only means for them to study, as well as on the ground of (ii) sex, because it is women who are more often delaying their education due to increased family and social obligations. In response to SFS' argument about the existence of a legitimate aim (in this case, the alleged utilisation of knowledge for the maximum possible period) the report found that on its own this cannot justify discriminatory treatment and that the SFS should additionally prove that: there was no alternative criterion, less discriminatory, for the attainment of the legitimate aim; the criterion used is effective; and the benefits significantly outweigh the disadvantages caused by the implementation of the criterion in question.

Using the powers granted to it by article 39(1) of the Combating of Racial and other forms of Discrimination (Commissioner) Law N. 42(I)/2004 the equality body has referred the relevant provision to the Attorney General for amendment. Given that previous recommendations of the Equality body to the Attorney General have not resulted in the amendment of the discriminatory law or provision, it will be interesting to see whether a draft law amending the provisions setting the age limits will be prepared this time, particularly as the opinion of the Attorney General on the issue appears to disagree with the Equality body's findings.

### **3.8 Equality body rules that the case of Jean Mistrellides<sup>39</sup> had been mishandled by the police**

- a) Equality body (Anti-Discrimination Authority)<sup>40</sup>
- b) 01.08.2007
- c) Brief Summary

On 20.1.2006 the District Court of Nicosia found Jean Mistrellides (JM), a Cypriot of African descent, guilty of assaulting a group of youth. The youth had systematically been demonstrating aggressively racist and threatening behaviour towards JM for which JM had repeatedly complained to the police who failed to prosecute the youth or offer any protection to JM and his family. In 2003 JM chased the youth away in a manner which caused one of them to lose his balance and fall from his motorbike, sustaining minor injuries; the youth complained to the police who pressed charges against JM but not against the youth. In Court, JM pleaded guilty to the charges and was fined. NGO Symfiliosi filed a complaint to the Equality body against the police for failing to prosecute the youth for their systematic racist behaviour, claiming discrimination in access to police protection on the ground of race/ethnic origin.

<sup>39</sup> Case No. 232/2004, decision issued on 20.1.2006. The case is mentioned in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at [http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf).

<sup>40</sup> The Anti-discrimination authority is one of the two offices comprising the Equality body in Cyprus. It handles mostly complaints deriving from the Racial Equality Directive.



In its decision the equality body noted the police's allegations, that JM never officially filed a complaint to the police and that when the police invited him to do so, he declined stating that he does not trust the police. The report nevertheless found that the police was obliged to examine the case on its own initiative, bearing in mind that victims often fear reprisals and may thus be frightened to file complaints. Moreover, the Report noted that the police failed to protect JM or take measures to prevent the crime and to combat the racial harassment. Special mention is made of the discrepancies in the recording of racial incidents by the police and of the fact that the data kept by the police do not reveal the true extent of the situation in Cyprus regarding racism. The report also deplored the practice of the police to publicise figures about crimes committed by migrants, but never about crimes committed against migrants, which leads to feelings of insecurity, xenophobia and racism amongst the host population. The report calls on the police to consider anew the incident and take all measures necessary to protect the victim and prosecute the racist youth even at this late stage. Finally the Report contains a number of recommendations on how to deal with racial incidents in the future based on the ECRI and EU recommendations. The report's recommendations were not taken up by the police who did not proceed to prosecute the youth. Instead, the police invited JM to visit the police station in order to give a written statement but he declined saying that he does not trust the police. The equality body did not take any further action after that.

### **3.9. Legislative provision permitting the dismissal of employees without compensation after attaining the age of 65 is found discriminatory**

- a) Equality body
- b) 11.04.2007, A.K.I. 13/2005
- c) Brief Summary

On 4.3.2005 a complaint was submitted to the Equality body, alleging that article 4 of the Termination of Employment Law which entitles employers to dismiss employees aged 65 or over without compensation, amounts to discrimination on the ground of age, in violation of article 8(1) of the Equal Treatment in Employment and Occupation Law N.58(I)/2004 (transposing the Employment Equality Directive). The Ministry of Labour argued, instead, that this measure encourages employers to keep employees at work after they attain retirement age and that the protection of the majority of persons of 65 plus is secured through their pension and provident fund benefits. The equality body found that mere invocation of Directive article 6 is not sufficient but the legitimate aim must be sufficiently explained from which the necessity of the differential treatment as the necessary means of achieving this aim must emerge clearly. The decision recognises that there are persons over 65 in Cyprus, no matter how few, who do not receive any pension at all or who receive a reduced amount. The decision was also referred to the Attorney General in order for him to prepare the amending law to rectify this problem. At the time of writing, the law had not been amended and remained in force.



### **3.10. Employers' duty to provide reasonable accommodation for employees with disability.**

- a) Equality body
- b) 12.06.2007
- c) Brief Summary

A blind person employed at a state hospital complained to the equality body that his access to the workplace was obstructed/inconvenienced by the fact that he did not have the key to the front door of the hospital<sup>41</sup> and had to use the back door, the way to which was often obstructed by boxes; and the parking lot allocated to him was not protected with a chain, as a result of which it was often occupied by visitors or suppliers. During the Equality body's investigations, the former problem was remedied to the satisfaction of the complainant, as the efforts of the hospital management to supervise the access area to the back door and ensure that no obstacles obstructed clear access to the back door, were successful. But the parking problem persisted. Quoting the 2007 amendments to the disability law which rendered the obligation to provide reasonable accommodation more absolute than in the previous law,<sup>42</sup> the equality body found that the provision of reasonable accommodation is not only necessary for the effective implementation of the prohibition of discrimination, but it is also a specific legal obligation of the employer, adding that the principle of equal treatment does not prevent the more favourable treatment of persons with disability in employment in order to preserve their labour integration.

The report found that the employer responded satisfactorily to the complaint of access to the back door of the hospital (by ensuring that the access to the door remains unobstructed at all times) but not to the issue of the parking lot, where the employer had an obligation either to indicate and suitably adapt an alternative space or to supervise the parking area sufficiently.

Generally, decisions and recommendations by the Equality body are complied with by the authorities at an approximate rate of 60%, as stated by the Equality body.<sup>43</sup> However, there is at least one example where the Council of Ministers, the highest executive body, reversed and refused to comply the Equality body's decision. The said decision had found that a school regulation requiring foreign public to declare upon enrolment the contact details of their parents in order for the migration department to ascertain the legality of their stay in Cyprus was unlawful and asked for its withdrawal. The Council of Ministers retained the regulation alleging sovereign state rights to protect national security.<sup>44</sup>

<sup>41</sup> The complainant had been issued electronic keys to the front door but lost them as a result of his disability. The hospital management stated that there were no more keys to be made available to him because the system was quite old and no new keys could be issued. Instead, they supplied him with keys to the back door.

<sup>42</sup> Law on Persons with Disability N. 127(I)/2000, as amended by Law N. 57(I)/2004 and N. 72(I)/2007.

<sup>43</sup> Hadjivasilis M. 2004, "40% of the Ombudsman's reports in the wastebin". *Phileleftheros*, 28.10.2004.

<sup>44</sup> Council of Ministers decision dated 21.04.2005, No. 61.890.



## 1. GENERAL LEGAL FRAMEWORK

### *Constitutional provisions on protection against discrimination and the promotion of equality*

- a) *Briefly specify the grounds covered (explicitly and implicitly) and the material scope of the relevant provisions. Do they apply to all areas covered by the Directives? Are they broader than the material scope of the Directives?*
- b) *Are constitutional anti-discrimination provisions directly applicable?*
- c) *In particular, where a constitutional equality clause exists, can it (also) be enforced against private actors (as opposed to the State)?*

Article 28(1) of the Cyprus Constitution states: “All persons are equal before the law, the administration and justice, and are entitled to equal protection thereof and treatment thereby.”

Article 28(2) of the Cypriot Constitution guarantees the enjoyment of economic, social and cultural rights by all persons without any discrimination and provides that every person shall enjoy all the rights and liberties provided for in the Constitution without any direct or indirect discrimination against any person on the grounds of: community; race; religion; language; sex; political or other conviction; national or social descent; birth; colour; wealth; social class; or any ground whatsoever, unless the Constitution itself otherwise provides. Therefore this provision has a more far-reaching application than the anti-discrimination Directives. Also there is a Supreme court decision which ruled that all constitutional and other rights that are constitutionally guaranteed are directly and indirectly applicable in the private and public sectors.<sup>45</sup>

Prior to the anti-discrimination laws of 2004 that transposed the *acquis*, the grounds of age, disability or sexual orientation were not expressly prohibited under this provision. The notion of ‘ethnic origin’ was integrated into the notion of ‘race’; the term ‘ethnicity’ was very recently introduced in Cyprus law. Article 28 of the Cyprus Constitution corresponds to Article 14 of the European Convention on Human Rights (ECHR) and hence the whole corpus of the case law of the ECHR is relevant (see Nedjati 1972: 166-167). However, Article 28 is not dependent on any other right granted (Loizou 2001: 173). In any case, the ECHR was integrated into national law in 1962 (by Law N. 38/1962)<sup>46</sup>. All the human rights Articles contained in the Cyprus Constitution under Part II (Articles 6-35) as well as rights conferred by the ECHR must be exercised in a non-discriminatory manner.

Part II of the Constitution sets out the “Fundamental Rights and Liberties”, incorporating verbatim and in some instances expanding upon the rights and liberties safeguarded by the European Convention for the Protection of Human Rights and Fundamental Freedoms.

<sup>45</sup> Yiallourou v. Evgenios Nicolaou (2001), Supreme court case, Appeal No. 9331, 08.05.2001.

<sup>46</sup> In fact there are legal scholars who argue that the ECHR applied in Cyprus before it was actually ratified in 1962 as a ‘saved’ provision from the colonial times (Tornaritis 1983: 1-2).



The Fundamental Rights and Liberties of Part II of the Constitution are expressly guaranteed to “everyone” or to “all persons” or to “every person”, with no distinction or differentiation between citizens and non-citizens of the Republic, or between citizens of the Republic who belong to the Greek or Turkish community and without any distinction or differentiation on the grounds of community or religion or nationality, or on other grounds. However, Article 11 of the Constitution allows for detention of ‘aliens’ with a view to deportation or extradition. Article 13 provides for freedom of movement. Article 14 provides for the right to abode for citizens (i.e. they are not subject to immigration control), but not of non-natives of the Republic who are subject to immigration control, under Cap. 105.<sup>47</sup> Like Article 8 of the ECHR, Article 15 of the Constitution provides for the right to private and family life.

Article 30 of Part II of the Constitution guarantees the right of access to the Courts as one of the fundamental rights and liberties. This is afforded to everyone, non-citizens and citizens alike and irrespective of which community or religious group they belong to, i.e. irrespective of whether s/he is Greek-Cypriot, Turkish-Cypriot, Maronite, Armenian or Latin. No law exists which deprives or limits the right of access to the Courts on any of the grounds contained in Article 28, and even if it did, it would be unconstitutional.

Article 32 states that nothing in Part II of the Constitution “shall preclude the Republic from regulating by law any matter relating to aliens in accordance with International Law”.

Article 109 of the Constitution provides that each religious group has the right to be represented in the Communal Chamber by the elected members of the group, to which it opted to belong under Article 2.3 of the Constitution.<sup>48</sup>

Article 169.3 of the Constitution ensures that all international legal instruments, by virtue of their ratification by Cyprus and publication in the Official Gazette of the Republic, are incorporated into the Republic's national law, and as from the date of their publication take precedence over any other national law. In July 2006, the Cypriot Constitution was amended to give supremacy to EU laws. All the rights provided for by the Constitution, which must be enforced without discrimination, including the principles Equality of Treatment and Non-discrimination (Article 28), are enforceable in the public and the private domain.<sup>49</sup> Administrative acts may also be challenged via judicial review under Article 146 of the Constitution.<sup>50</sup> The procedure of application to the Supreme Court is simple and fast albeit expensive: the legal aid law does not cover administrative proceedings.<sup>51</sup> The Supreme Court has power of annulment and appeal, with the power to declare any administrative act null and void. Once a case has been won at the Supreme Court, the aggrieved person is entitled to seek damages from a district court.

<sup>47</sup> See *Georgiou v. The Republic* (1968) 8 J.S.C. 805, at p. 810.

<sup>48</sup> See footnote 2 above.

<sup>49</sup> In the case of *Yiallourou v. Evgenios Nicolaou*, the court ruled that all rights guaranteed under the constitution are directly applicable in the public and private sphere: Supreme court, Appeal No. 9331, dated 08.05.2001

<sup>50</sup> Nedjati (1970: 96) cites the definition of ‘an administrative act’ provided by the first President of the Supreme Constitutional Court, Pro. E. Forsthoft Textbook on Administrative Law (8<sup>th</sup> Edition, 1961) as “all unilateral, authoritative acts of an authority of public, which have direct effect, with the exception of legislative and judicial acts”.

<sup>51</sup> Law on Provision of Legal Aid (2002) N. 165(I)/2002.





*In addition, Law 13(III) 2002<sup>52</sup>, which incorporates Protocol No. 12 to the Convention for the Protection of Human Rights and Fundamental Freedoms, provides a general prohibition against discrimination: “The enjoyment of any right set forth by law shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.”*

Prior to the transposition of the anti-discrimination Directives, the national framework embodying the principle of equal treatment and the combating of discrimination on the basis of racial/ethnic origin, nationality and religious belief, including sexual orientation and age was based on Constitutional, European and International law. These include treaties ratified by the Cyprus Republic on human rights which cover civil, political, economic, social and cultural rights, as well as rights in the field of protection and respect of minorities and migrant workers. Domestic legislation also prohibits discrimination in various fields such as education, acquisition of property and employment.

The most relevant International and European instruments signed and ratified by the Cyprus Republic are listed in Annex 2 of this Report. However, it ought to be noted here that although Cyprus has ratified the Convention on the Protection of Minorities, it does not recognise any group as a ‘minority’: Turkish Cypriots and Greek Cypriots are ‘communities’; Armenians, Latins and Maronites are ‘religious groups’ and the Roma are considered as part of the Turkish Cypriot community.

<sup>52</sup> This Law entered into force on 1 December 2002.



## 2. THE DEFINITION OF DISCRIMINATION

### 2.1 Grounds of unlawful discrimination

*Which grounds of discrimination are explicitly prohibited in national law? All grounds covered by national law should be listed, including those not covered by the Directives.*

All grounds referred to in the Directives<sup>53</sup> as well as those contained in Protocol 12 to the ECHR<sup>54</sup> are explicitly prohibited grounds for discrimination in national law. The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law<sup>55</sup> appoints the Commissioner for Administration (or *the Ombudsman*), an independent officer, as the national equality body empowered to (i) combat racist and indirectly racist discrimination as well as discrimination forbidden by law and generally discrimination on the grounds of race, community, language, colour, religion, political or other beliefs and national or ethnic origin<sup>56</sup>; (ii) promote equality of the enjoyment of rights and freedoms safeguarded by the Cyprus Constitution (Part II) or by one or more of the Conventions ratified by Cyprus and referred to explicitly in the Law<sup>57</sup> irrespective of race, community, language, colour, religion, political or other beliefs, national or ethnic origin<sup>58</sup> and (iii) promote equality of opportunity irrespective of the grounds listed in the preceding Article (to which the grounds of ‘special needs’<sup>59</sup> and sexual orientation are added) in the areas of employment, access to vocational training, working conditions including pay, membership to trade unions or other associations, social insurance and medical care, education and access to goods and services including housing. Overall, the role of the Equality body is to deal with all grounds provided for by the Directives including race or ethnic origin, religion, sexual orientation, disability and age as well as other grounds provided for in national law.

Prior to the introduction of the Equal Treatment in Employment and Occupation of 2004 N. 58 (1)/2004 (31.3.2004), there were no provisions in Cyprus law on age and sexual orientation discrimination. There is therefore no tradition in discrimination on the basis of these two grounds, although today there are significant developments in the form of court decisions and equality body decisions on the ground of age discrimination, generally regarded by Cypriot society as a less controversial ground than sexual orientation.

<sup>53</sup> Transposed by Laws N. 42(1)/ 2004 (19.03.2004), N.58 (1)/2004, N.59 (1)/2004, N.57 (1)/2004, N.127 (1)/2000.

<sup>54</sup> The Ratification Law of Protocol 12 of the European Convention of Human Rights and Fundamental Freedoms N.13(III)/2002 (19.04.2002).

<sup>55</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004)

<sup>56</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Article 3.(1).(a), Part I.

<sup>57</sup> These Conventions are: Protocol 12 of the European Convention for Human Rights and Fundamental Freedoms; 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.

<sup>58</sup> Cyprus/ The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Article 3(1).(b), Part I.

<sup>59</sup> This is the term for disability used in the Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law, which includes mental disability. In a debate over the correct terminology, the organisations of persons with disabilities considered that in Greek the term ‘special needs’ («ειδικές ανάγκες»), particularly in the case of ‘mental disability’, was more appropriate than the Greek translation of ‘mental disability’ («πνευματικές αναπηρίες»).



The absence of any court or equality body decisions on sexual orientation discrimination<sup>60</sup> shows the reluctance of homosexuals to make their sexual orientation known in a most negative climate.<sup>61</sup> The original framework for Cyprus law existing prior to accession that put into effect the principle of equal treatment and for combating discrimination was widened to cover, beyond the grounds of racial or ethnic origin, religion or belief and disability, the grounds of age and sexual orientation to comply with Article 1 of the Directives. The ground of religion was covered at least nominally: ‘religion’ was referred to in the relevant anti-discrimination clause of the Cypriot Constitution.

<sup>60</sup> However, in the case of *Stavros Marangou v. The Republic of Cyprus through the Public Service Commission* (17.07.2002, Case no. 311/2001) the Applicant applied to the Court seeking the annulment of the decision of the Public Service Commission to reject his job application for a post at the Ministry of Interior because of his failure to serve in the army, pursuant to article 31(b) of the Public Service Law. The applicant argued that article 31(b) of the Public Service Law violated the non-discrimination principle of Article 28 of the Constitution on the grounds of belief, given his particularities and personal convictions deriving from the fact that he is a homosexual. The Republic argued, by way of a preliminary objection, that the Applicant lacked legitimate interest that would enable him to file the present recourse, as his failure to discharge his military obligations meant that he did not possess the required qualifications for the post. The Court sustained the Republic’s preliminary objection and rejected the applicant’s recourse.

<sup>61</sup> On 17.07.2007 an Indian national filed a complaint to the equality body in Cyprus against the immigration authorities for rejecting his application for a visa as a member of the family of an EU citizen permanently residing in Cyprus, with whom he had entered into a civil registered partnership in accordance with U.K. law. Upon the cut off date of this report, the decision was still pending; it is expected however that the equality body will find in favour of the complainant. Although the complaint is for sexual orientation discrimination, an element of racial discrimination may arguably exist in the policy followed by the immigration authorities, since it targets third country nationals. Despite the fact that the policy in question does not distinguish between third country nationals according to their racial/ethnic background, it is nevertheless a practice likely to affect third country nationals of a different ethnic origin more than other third country nationals. This point however was not raised in the particular complaint.



The absence of a comprehensive anti-discrimination legal framework and effective mechanisms for enforcement<sup>62</sup> beyond the public sector, rendered the constitutional references to religion rather weak, although the case of *Yiallourou* set a precedent that constitutional rights are actionable per se not only against the state but also against individuals.<sup>63</sup>

<sup>62</sup> See Second ECRI of the Council of Europe Report on Cyprus (2001): The Report considers that “the establishment of comprehensive civil and administrative anti-discrimination provisions can be a useful tool to help counter discrimination in such vital fields as employment, housing, education etc. Consideration of these issues would also be in line with current developments taking place in the European Union (to which Cyprus is an acceding country) concerning the application of Article 13 of the Amsterdam Treaty” (under the heading “D. Civil and administrative law provisions”, point 5, page 6).

<sup>63</sup> *Yiallourou v. Evgenios Nicolaou* (2001), Supreme Court case, Appeal No. 9331, 08.05.2001. In this case, the Director of the Nicosia Sewerage Board sued the civil engineer of the Board for damages for having tapped his telephone for a whole year, which violated his right to privacy and confidentiality of communication under articles 15 and 17 of the Constitution. No material damage was proved and the District Court awarded general damages. Upon appeal to the Supreme Court, the first instance decision was upheld. This decision opens the way for legal action against the state or private persons for discrimination, on the basis of Article 28 of the Constitution, which covers grounds not included in the laws transposing the Employment Equality Directive and the Racial Equality Directive, such as community, language, national or social descent, birth, colour, wealth or “on any ground whatsoever (Art. 28.2) The resulting remedy from such action, which is just and reasonable compensation for pecuniary and non-pecuniary damage, is additional and of wider ambit than that of the laws transposing the Employment Equality Directive and the Racial Equality Directive. Although the case deals with enforcement of human rights in general and not discrimination in particular, it is important for establishing that constitutional rights such as Article 28 are actionable per se against persons or the state. Given that no case has been decided by Cypriot courts yet on the basis of the laws transposing Directives the Employment Equality Directive and the Racial Equality Directive, and in the absence of jurisprudence, this decision, which preceded the transposition of these Directive, can be used in conjunction with the implementation of the anti-discrimination laws, in order to provide effective and dissuasive remedies.



Freedom of religion or belief is guaranteed by article 18 of the Constitution and other international instruments ratified by the Republic as well protection from discrimination on the ground of religion.<sup>64</sup> Religion or belief is now also covered by the new anti-discrimination legislation of 2004 transposing the acquis. Also, discrimination on the ground of belonging to one of the two communities (the 'Greek' or the 'Turkish' community) is prohibited by article 6 of the Constitution.

With regard to the legal regime governing discrimination on the ground of disability, a law existed in this area prior to the transposition of the employment directive (Law N.127(I)/2000) which was amended in 2004 by Law N.57 (1)/2004 and in 2007 by Laws N. 72(I)/2007 and 102(I)/2007.

### 2.1.1 Definition of the grounds of unlawful discrimination within the Directives

- a) *How does national law on discrimination define the following terms: racial or ethnic origin, religion or belief, disability, age, sexual orientation? Is there a definition of disability on national level and how does it compare with the concept adopted by the European Court of Justice in case C-13/05, Chacón Navas, Paragraph 43, according to which "the concept of 'disability' must be understood as referring to a limitation which results in particular from physical, mental or psychological impairments and which hinders the participation of the person concerned in professional life"?*

The meaning of each of the recognised grounds is not defined in the four anti-discrimination laws of 2004 or in any other law, with the exception of 'disability' which is defined in a number of laws enacted prior to the transposition of the Employment Equality Directive. The reason for not defining all the terms can be traced back to the fact that the laws were rushed through Parliament just before Cyprus' accession to the EU, without a public debate as to the most appropriate means to tackle discrimination or as to the definitions of the terms. The practice adopted was that of replicating the wording of the directives, a practice which is perhaps indicative of the drafters' intention to adopt only what is necessary in order to satisfy the directives.<sup>65</sup> Prior to the introduction of the laws transposing the EU anti-discrimination acquis, the approach taken by the Cypriot legislator was not to define the grounds of discrimination, presumably considering that these are self-explanatory in the ordinary use of the language.

<sup>64</sup> Moreover, religious affairs of the Orthodox Christians and Muslims are vested with the Orthodox church and the Evkav respectively and are under the regulation of the two 'Communal Chambers' (art. 86-111 of the Constitution).

<sup>65</sup> The issue has not arisen in Cypriot law in the past as it became an issue in other jurisdictions where there is jurisprudence defining for example what is an 'ethnic' or 'racial' group.





The term ‘disability’ is defined in the Law concerning Persons with Disabilities No. 127(I)/2000 enacted prior to the new anti-discrimination laws of 2004: “Disability”<sup>66</sup> is defined in article 2 of Law N. 127(I)/2000 as “any form of deficiency or disadvantage that may cause bodily, mental or psychological limitation permanently or for an indefinite duration which, considering the background and other personal data of the particular person, substantially reduces or excludes the ability of the person to perform one or more activities or functions that are considered normal or substantial for the quality of life of any person of the same age that does not experience the same deficiency or disadvantage”. No express reference is made in the law protecting persons who have had a disability in the past or who will acquire one in the future.

When comparing the above definition with the concept adopted in the *Chacón Navas* case, it emerges that the ECJ focused equally on the source of the limitation (“physical, mental or psychological impairments”) and on the impact (“which hinders the participation of the person concerned in professional life”). The definition in the Cypriot law first describes the characteristics of this condition in a liberal fashion (“deficiency that *may* cause indefinite or permanent, mental or psychological or bodily limitation”) and then goes on to describe the impact in a rather restrictive mode (substantially reducing or excluding the ability to perform an activity that is “normal” or substantial for the quality of life).

Regarding the definitions of the concepts of ‘direct’ and ‘indirect discrimination’, ‘harassment’ and ‘instruction to discriminate’, all the anti-discrimination laws enacted in 2004 virtually replicate the text of the Directive.

There is no reported case law on the subject. The Ombudsman’s Annual Report for 2005 refers to two cases in which the welfare services discontinued the payment of a benefit to persons with a disability on the ground that the disability could potentially be remedied through an operation and that the disability was not permanent, respectively. In both cases, the Ombudsman found that the complainants’ disabilities did fit the definition of the term as found in the law because the inference that can be drawn from the medical certificates is that the disability in question is of an indefinite duration. The Ombudsman criticised the practice followed by the welfare office in discontinuing benefits on the basis of the impressions of the social worker who visited the person and stated that decisions touching upon medical knowledge cannot be justified exclusively on the basis of subjective judgement.<sup>67</sup> An equality body decision in 2007<sup>68</sup> criticised a scheme of the Ministry of Labour for the provision of care to tetraplegic persons, where tetraplegia is defined as paralysis of the lower limbs resulting from injury to or illness of the bone marrow.

<sup>66</sup> This law uses the term ‘disability’ and not ‘special needs’, as used in the Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law of 2004.

<sup>67</sup> File Nos. A/P 2175/04, A/P 368/05, described in the Ombudsman’s Annual Report for 2005, published in Nicosia in December 2006.

<sup>68</sup> 19.06.2007, File No. A.K.I 58/2007, A.K.I. 59/2007, A.K.I. 60/2007, A.K.I. 61/2007 AND A.K.I. 64/2007.



The decision found the scheme discriminatory as it treated differently tetraplegic persons whose condition resulted from different reasons and excluded for instance persons whose tetraplegia is due to brain injuries, muscular condition or multiple sclerosis. The Ministry accepted that the definition of tetraplegia they used was restrictive but argued that they chose to adopt this description because their budget for this scheme was very limited. Following the equality body's report, the Ministry decided to extend the definition of the term 'tetraplegia' and accept applications from a wider group of people with tetraplegia, in compliance with the relevant recommendation.

The Law concerning Persons with Disabilities<sup>69</sup> as amended in 2004<sup>70</sup> does not expressly prohibit or render the use of pre-employment medical examinations discriminatory. The Law on Public Service (N. 1/1990), which provides for employment opportunities in favour of persons with disabilities in the public sector, defines a "disabled" person as "a person who congenitally or by a subsequent incident suffers full or limited impairment, and the disability originates from a serious deformation or mutilation of the upper part of the lower limbs, or muscle disease, paraplegia, tetraplegia, or loss of sight in both eyes or loss of hearing in both ears or any other serious condition that substantially reduces a person's physical condition confining the person to a limited circle of jobs." This definition follows the restrictive tradition of the Article 2 of Law N.127(I)/2000 and it is arguably more restrictive than the position adopted by the ECJ in the *Chacón Navas* case.

b) *Where national law on discrimination does not define these grounds, how far have equivalent terms been used and interpreted elsewhere in national law (e.g. the interpretation of what is a 'religion'; or a "disability", sometimes defined only in social security legislation)? Is recital 17 of the Employment Equality Directive reflected in the national legislation against discrimination?*

As stated under (a) above, disability is defined in the law transposing the Employment Equality Directive as well as in the Law on Public Service. In addition, in the Law on Social Insurance 1980 as amended from 1982 - 2008 (Law N. 41/80) disability is defined, for the purposes of that law, as "loss of health, strength or the ability to enjoy life" (article 2(1) of the Law). Article 46 of the same law, which regulates entitlement to disability benefit, provides that an employee who suffered a physical injury as a result of an industrial accident which caused the loss of physical or mental ability the extent of which exceeds 10 per cent. The provision is not intended to amount to an exhaustive definition but rather to determine entitlement to disability under the particular provision.

There is no definition in the national law of what constitutes 'religion'; however, the issue has arisen in complaints raised by religious groups<sup>71</sup>, as described further below in this paragraph, although no conclusions were drawn that would amount to or resemble a definition.

<sup>69</sup> Law N. 127(I)/ 2000.

<sup>70</sup> N.57 (1)/2004.

<sup>71</sup> Information supplied to the author by the leaders of the respective communities.



The Maronite community complained about its designation *merely* as a religious group (as provided in the Constitution); they consider themselves also as “a specific ethnic group”. Furthermore, the Latin community<sup>72</sup> of Cyprus is not satisfied with the term “Latin” ascribed to them, as it does not properly reflect their Roman Catholic religious identity (see Opinion on Cyprus by the Advisory Committee on the Framework Convention for the Protection of National Minorities 2001).<sup>73</sup> It is notable that none of these groups have objected to their designation as ‘groups’ rather than as ‘minorities’. The Roma community, notably, is not recognised either as Roma or as a religious group; instead, because of their language and religion, they were deemed to be an integral part of the Turkish-Cypriot community which is regarded as an ethnic community. In line with this policy, a small section of the Roma community who were Christians was deemed to belong to the Greek community. As part of the Turkish-Cypriot community, most of the Roma population of Cyprus are Cypriot passport holders and are entitled to all rights which all other Cypriot citizens have. Therefore differential treatment against Roma (or against Turkish Cypriots) amounts, in accordance with the provisions of Cypriot law, to discrimination on the ground of racial/ethnic origin. Another issue highlighted by international reports which primarily relates to religious freedom, is that of reservist conscientious objectors, many of whom are Jehovah’s Witnesses<sup>74</sup> and who refuse to serve in the army due to their religious belief.

Recital 17 of the Employment Equality Directive is not reflected in the national anti-discrimination legislation.

c) *Are there any restrictions related to the scope of ‘age’ as a protected ground (e.g. a minimum age below which the anti-discrimination law does not apply)?*

Law (N.42 (1)/2004) that empowers the Commissioner to act as the national Equality body does not provide for any such restrictions. The law transposing the employment Directive<sup>75</sup> does not contain any *specific* restrictions related to the scope of ‘age’ as a protected ground, nor does it specify a minimum age below which the anti-discrimination law does not apply; it follows almost verbatim the wording of the Employment Equality Directive. However, the minimum age for entering employment is fifteen (except for children who are fourteen and who are placed in a program combining work and vocational training) so one may perhaps conclude that as far as discrimination in employment is concerned this does not apply to children under fifteen (and under fourteen in the case of vocational training). Law 48(I)/2001 on the ‘Protection of Young Persons at Work’ also allows the employment of children (defined as young persons under fifteen years of age) in cultural, artistic, sports or advertising activities subject to securing a permit from the Labour Minister.

<sup>72</sup> The Latins are one of the three constitutionally recognised “religious groups”. They form a small community of persons of Latin ethnic origin and of Catholic faith.

<sup>73</sup> According to the Framework Convention for the Protection of National Minorities, Art. 4: 1. The Parties undertake to guarantee to persons belonging to national minorities the right of equality before the law and of equal protection of the law. In this respect, any discrimination based on belonging to a national minority shall be prohibited. 2. The parties undertake to adopt, where necessary, adequate measures in order to promote, in all areas of economic, social, political and cultural life, full and effective equality between persons belonging to a national minority and those belonging to the majority. In this respect, they shall take due account of the specific conditions of the persons belonging to national minorities. 3. The measures adopted in accordance with paragraph 2 shall not be considered to be an act of discrimination.

<sup>74</sup> See Amnesty International Press Release 2002, Human Rights Without Frontiers 2003.

<sup>75</sup> Law on Equality of Treatment in Occupation and Employment N..58 (1)/2004.



Article 8 of the law transposing the Employment Equality Directive transposes almost verbatim the exceptions provided in Article 6 of the Directive and there are equality body decisions interpreting this provision. One such decision, reported above under section 3.9, refers to a legislative provision which allows employers to dismiss employees over 65 years old without compensation. In this case the equality body found that this legislative provision cannot be justified under the exception of Directive article 6 (or article 8 of the Cypriot law) because the Labour Ministry failed to prove that this exception was objectively and reasonably justified by a legitimate aim, such as policy in the field of employment or targets regarding the labour market. The decision rejected the Ministry's argument that after the age of 65 the overwhelming majority of employees are secured through their pension rights, because there still remains a class of persons over 65, however small, who have no pension rights or have reduced pension rights, referring to a European Commission report which places Cyprus first among all EU member states in the poverty risk for persons over 65.

Another equality body decision, reported above under section 3.7. regarding the fixing of an age limit in state scholarships, found that the existence of a legitimate aim alone is not sufficient to trigger off the exception of Directive article 6 and that in order for the age criterion to be objectively justified, it must be established that:

- There was no alternative criterion, less discriminatory, for the attainment of the legitimate aim;
- The specific criterion used was effective (i.e. the legitimate aim was attained);
- The benefits derived from the attainment of this aim are significantly more than the disadvantages created as a result of the application of the criterion in question.

The decision found that no evidence was presented to show that the above conditions were met. The commitment required of the persons to whom scholarship is granted (to work in Cyprus after completion of their studies) as a rule does not exceed two years and is not uniformly applied; this means that the "investment" made in the younger persons does not always pay off and when it does it is short-term (two years) and can easily be written off by a person of 45 years of age or more.

*d) Please describe any legal rules (or plans for the adoption of rules) or case-law (and its outcome) in the field of anti-discrimination which deal with situations of multiple discrimination.*

There are no legal rules or decisions on the matter. The Ministry of Justice has advised that there are no plans for the adoption of laws or regulations to deal with multiple discrimination.

### **2.1.2 Assumed and associated discrimination**

*a) Does national law prohibit discrimination based on assumed characteristics? e.g. where a woman is discriminated against because another person assumes that she is a Muslim, even though that turns out to be an incorrect assumption.*

The law does not expressly make provision for assumed and associated discrimination. However the concept of discrimination itself, virtually replicating the directive, defines 'direct discrimination' in the following way: "where one person is treated less favourably than another is, has been or would be treated in a comparable situation".

Assumed or mistaken characteristics may thus be presumed to satisfy the test of discrimination, which is fairly wide. There has been no case in which this matter was considered by a Cypriot court or by the national Equality body.

*b) Does national law or case law prohibit discrimination based on association with persons with particular characteristics (e.g. association with persons of a particular ethnic group)? If so, how?*

There is no express provision to that effect in laws N.58(1)/2004 and N.59(1)/2004 (transposing the Employment Equality Directive and the Racial Equality Directive), nor any case-law, although both the aforesaid laws contain protection against victimisation in line with the said Directives. The spirit of this provision may be extended to cover the above. The Law on the Commissioner for Administration N. 42 (1)/2004 (appointing the Ombudsman as equality body) is much wider in scope, as it covers areas beyond the five grounds prescribed by the two directives. It is possible to infer that association with persons with particular characteristics is firstly, a fundamental human right issue as it relates to the rights of ‘freedom of association’ and as such one cannot be discriminated against in the exercising of this right. Secondly, discrimination on the basis of association with persons with particular characteristics is a direct violation of the principle of equal treatment and *illegal discrimination* within the mandate of the Equality body as this type of discrimination is based on precisely the same grounds by way of association.<sup>76</sup> Moreover, Article 1 (1) of Protocol 12 to the ECHR includes “association with a national minority, property, birth or other issues” as one of the prohibited grounds of discrimination.

## **2.2 Direct discrimination (Article 2(2)(a))**

*a) How is direct discrimination defined in national law?*

The definition of ‘discrimination’ contained in Articles 2 of both Law N. 59(I) /2004 and Law N. 58(I) /2004 virtually replicates the wording of the Directive.<sup>77</sup> The same wording is followed in the Law on Persons with Disability N. 127(I)/2000 as amended by Law 57(I)/2004. Direct discrimination is defined as “unfavourable treatment” when compared to “a person without disability in the same or similar situation” [s.3 (2)(a)], or on the basis of “characteristics which generally belong to persons with such disability” [s.3 (2)(b)], or “alleged characteristics” [s.3 (2)(c)], or in contravention of a code of practice [s.3(2)(d)]. No definition is provided for instructions to discriminate.

Employment Law defines both direct and indirect discrimination, further discussed below under gender discrimination.

<sup>76</sup> The powers go beyond the narrow scope of the two anti-discrimination directives covering all rights and freedoms covered by the constitution, Protocol 12, the European convention of Human rights and Fundamental Freedoms as well as any rights contained in any Treaty ratified by the Republic of Cyprus.

<sup>77</sup> “[L]ess favourable treatment afforded to a person due to [any recognised ground] than the treatment afforded to a person due to [any recognized ground] than another person is, has been or would be afforded in a comparable situation”.





- b) *Does the law permit justification of direct discrimination generally, or in relation to particular grounds? If so, what test must be satisfied to justify direct discrimination? (See also 4.7.1 below).*

The law generally does not permit justification of direct discrimination, save for specific situations in relation to the grounds of: (a) Religion in the cases of “occupational activities within churches and other public or private organisations the ethos of which is based on religion or belief”, where “due to the nature of these activities or framework within which they are exercised, the religion or belief constitutes a genuine, legitimate and justified occupational requirement”, as provided in the Employment Equality Directive.<sup>78</sup> (b) Age: this follows the exact wording provided for by Article 6 of the Employment Equality Directive.<sup>79</sup>

- c) *In relation to age discrimination, if the definition is based on ‘less favourable treatment’ does the law specify how a comparison is to be made?*

There is no specific reference as to how the comparison will be made. The basic test used is the same for all grounds of discrimination, which is contained in the definition of direct discrimination (less favourable treatment than the one which another person in an equivalent situation has been subjected to or would have been subjected to).<sup>80</sup>

An equality body decision, pursuant to a complaint for age discrimination in a job advertisement, found that the employers’ allegation that the particular post requires “high standard of health condition” was a legitimate aim but that the selection of the criterion of age as a means for achieving this aim is neither appropriate nor necessary, nor can it be justified objectively, because a person’s age is not necessarily indicative of his/her health condition.<sup>81</sup> Similarly the argument of the postal services that the age limit for the post of mail distributor is justified on the ground that the post requires good health condition was rejected by the equality body, which stated that perceptions about older people not having good health are based on assumptions and stereotypes which are inaccurate and damaging for the persons affected.<sup>82</sup>

### ➔ 2.2.1 Situation Testing

- a) *Does national law permit the use of ‘situational testing’? If so, how is this defined and what are the procedural conditions for admissibility of such evidence in court. For what discrimination grounds is situation testing permitted? If all grounds are not included, what are the reasons given for this limitation?*
- b) *Is there any reluctance to use situational testing as evidence in court (e.g. ethical or methodology issues)? In this respect, does evolution in other countries influence your national law (European strategic litigation issue)?*
- c) *Outline important case-law within the national legal system on this issue.*
- d) *Outline how situation-testing is used in practice and by whom (e.g. NGOs)*

<sup>78</sup> Law on Equality of Treatment in Occupation and Employment N.58 (1)/2004, Article 7.

<sup>79</sup> Law on Equality of Treatment in Occupation and Employment N.58 (1)/2004, Article 8.

<sup>80</sup> Law on Equal Treatment in Employment and Occupation N.58 (1)/2004, Article 2.

<sup>81</sup> Decision dated 28.06.2007, Ref. A.K.I. 21/2007.

<sup>82</sup> Decision dated 05.12.2007, Ref. A.K.I. 68/2007, A.K.I. 78/2007, A.K.I. 108/2007.



There is no reference in legislation or any case law on the subject for any ground whatsoever. We therefore resort to examining the subject from the perspective of general rules of evidence as developed by case law. Law on Evidence Cap. 9, which codifies the sources of law, defines the hierarchy of law for both criminal and civil procedure as follows: the Constitution, legislation of the Republic since 1960, Common Law and equity and the statutes of the U.K prior to independence.<sup>83</sup> In July 2006, however, the Constitution was amended to give supremacy to EU Regulations, Directives or other binding legal measures enacted by the EU or its bodies.

The admissibility of *situation testing* as a method of proving discrimination in courts will be subjected to the general test of ‘relevance’ and ‘the best evidence rule’. A number of factors need to be considered before coming to any conclusion as to the way in which the courts are likely to treat ‘situation testing’.

If *situation testing* is to be relied upon as a methodology that merely indicates a tendency as to the ‘general’ or ‘systematic’ behaviour of the defendant which is based on *previous* and/ or *similar* occasions, then the court may treat *situation testing* as ‘corroborative evidence’. The test will be the extent to which this methodology ascertains a probative value as to the behaviour of the defendant. General common law principles are defined in a series of criminal law cases.<sup>84</sup> In common law there is authority that considers the existence of previous and subsequent facts relevant as they may be indicative of certain situations<sup>85</sup> or as an indication of *habitual* behaviour.<sup>86</sup> It is up to the party who asserts to prove whether the *particular* behaviour is *systematic* or mere *coincidence* or *circumstantial*, that will determine the relevance to the particular fact at stake. If however, the situation test is to be relied directly as real evidence of discrimination in action against perpetrators, this is a matter that would require legal argument on the basis of authorities in Europe, the UK and the US which would have to prove that the particular test is widely used in Court as direct evidence of discrimination.

The Equality body has not used such test but its officers have indicated that they would be willing to use such test as evidence in their investigations, without specifying any particular ground for which such method could be used.<sup>87</sup> No NGOs, trade union or other civil society organisation has so far made use or referred to *situation testing* in Cyprus.

There is no information about reluctance to use situational testing as evidence in court (such as ethical or methodological issues).

<sup>83</sup> See Cacoyannis, G. (1983) *Η Απόδειξη*, Limassol, Cyprus and Eliades, T. (1994) *Το Δίκαιο της Απόδειξης, Μια Πρακτική Προσέγγιση*, Cyprus.

<sup>84</sup> See *R: V. Hartley* (1941) 1 K.B. 36 and *R V Mitchel* (1952) 36 Cr App. R 79.

<sup>85</sup> *Bereford V St. Albans* (1905) T L R 1.

<sup>86</sup> *Joy V Phillips* (1916) 1 K.B. 849 Mills 2 C.

<sup>87</sup> Interview with Elisa Savvidou, Head of the Equality body at the Ombudsman’s Office, 19.01.2006.



### 2.3 Indirect discrimination (Article 2(2)(b))

- a) *How is indirect discrimination defined in national law? In Laws N.58(I)/2004 (transposing the Employment Directive) and N.59(I)/2004 (transposing the Racial Equality Directive), indirect discrimination is defined, using the same wording as Article 2(b)(i) of the EU directives.*<sup>88</sup>

Disability is dealt with separately in Law N. 127(I)2000 as amended by Law 57(I)2004 which incorporates a definition identical to the other two laws (N.58(I)/2004 and N.59(I)/2004). The disability law contains an additional provision which, although not termed as a definition, offers elements of what would constitute discrimination, without clarifying whether these are to form an exhaustive description.

The wording reads “a person discriminates against another if he treats that person: (a) in a more unfavourable way than what he treats or would treat other persons without disability in the same or in a similar situation; (b) on the basis of characteristics generally belonging to person with such disability or based on a presumed characteristic which generally belongs to a person with such disability or based on a presumed characteristic which is generally attributed to a person with disability; or (c) based on the fact that this person does not satisfy or is not in a position to satisfy a condition, the nature of which is such that a high percentage of persons who do not have such disability satisfy or are in a position to satisfy, when compared to persons who do have such disability and the existence of such a condition is not justified by the circumstances of the case”.<sup>89</sup> This provision appears to be narrower than the Directive’s requirement which extends to any “apparently neutral provision, criterion or practice [that] would put persons having a particular [disability]” at a disadvantage, but since the Directive’s definition is also incorporated no issue of compliance with the Directive arises.

Prior to the introduction of the 2004 laws, indirect discrimination was not defined in the Constitution or in any other the legislation, save for the gender provisions in the recent law on equal treatment between men and women. The relevant case law confirms the constitutional provisions that prohibit ‘direct’ and ‘indirect discrimination’ but no definition is provided in the court judgements.<sup>90</sup>

- b) *What test must be satisfied to justify indirect discrimination? What are the legitimate aims that can be accepted by courts? Do the legitimate aims as accepted by courts have the same value as the general principle of equality, from a human rights perspective as prescribed in domestic law? What is considered as an appropriate and necessary measure to pursue a legitimate aim?*

Although this issue was not directly dealt with by the Courts so far, we may nevertheless assume, on the basis of Cyprus case law on gender discrimination, European court decisions, as well as persuasive authority of UK court decisions, that the ‘but for test’ is likely to apply.

<sup>88</sup> “[A]n apparently neutral provision, criterion or practice which would put persons having a particular race or ethnic origin, religion or belief, disability, age, or sexual orientation at a particular disadvantage compared with other persons unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.”

<sup>89</sup> Article 3(2) of Law on Persons with Disabilities N. 127(I)/2000 as amended by Law N.57(I)2004.

<sup>90</sup> Elia and another V. the Republic, 3 RSCC 1, at p. 6, per Forstshoff.



The test involves asking the question as to how the victim would be treated had s/he not had the special characteristic, such as the particular ethnic origin or disability or religion or age that s/he had.

There is no judicial precedent on what test must be used in order for employers to justify a requirement, criterion or practice which results in discrimination. In the only single case decided by the Courts on age discrimination, the Court did not seize the opportunity to interpret the term “objective aim” and restricted itself to rejecting the appeal on technical grounds (the practice was based on legislation which the Court did not have the power to change).<sup>91</sup>

The equality body has issued a number of reports pursuant to complaints on age discrimination, where the approach is to uphold the general principle of equality and to approach the issue from a human rights perspective.

Following below are examples of how the equality body assessed the allegations of employers as to what amounts to ‘legitimate aim’ and how is the “appropriate and necessary measure” interpreted:

- In the case of the age limit of 60 advertised for a post in the public service, the equality body rejected the allegation that it was intended to assist young people to join the labour market. Instead it used the test whether the nature of the job justified the age limit and whether a similar position in another context would carry an age limit.<sup>92</sup>
- In a report issued by the equality body described in paragraph 2.2.(c) above, the requirement of a “high standard of health condition” was found to be a legitimate aim but the criterion of age as a means for achieving this was not found to be appropriate or necessary.<sup>93</sup>
- In the case of a legislative provision causing persons reaching retirement age to lose their right to compensation for unfair dismissal, the Ministry of Labour argued that the protection of the majority of persons of 65 plus is secured through their pension and provident fund benefits. The equality body found that the legitimate aim had not been clearly explained and that the Ministry failed to prove that the means of achieving it were appropriate and lawful, pointing out that there is a class of pensioners at risk of poverty who absolutely need to work and who are particularly vulnerable to labour law violations.<sup>94</sup>

<sup>91</sup> Vasos Constantinou v. The Republic of Cyprus through the Public Service Commission; Androula Stavrou v. The Republic of Cyprus through the Public Service Commission, Supreme Court of Cyprus, dated 01.06.2007, Case Nos 1795/2006 and 1705/2, discussed under section 3.5 above.

<sup>92</sup> Decision dated 19.10.2004.

<sup>93</sup> Decision dated 28.06.2007, Ref. A.K.I. 21/2007.

<sup>94</sup> Decision dated 11.04.2007, A.K.I. 13/2005, reported under section 3.9 above.

- In another equality body regarding the admission requirements into the state nursing school which effectively excluded persons with disabilities, the nursing school alleged that good visual ability is necessary to enable the nurse to assess whether the patient's colour is a cause for concern; a stuttering nurse has communication problems; height and weight of the person is important for moving or lifting patients or for responding fast to emergencies. The decision accepted the above as 'legitimate aim' but pointed out that the employment positions available to graduates of the nursing school are increasingly expanding and may include positions not requiring excellent vision or hearing or other characteristics, adding that the admission requirements should be solely based on how the applicants' characteristics affect their performance as students and not their future employment performance.
- An equality body decision on the age limit imposed on accessibility to state scholarships is described in section 3.7 above.<sup>95</sup>

c) *Is this compatible with the Directives?*

Yes, Cypriot law complies with Article 2.2(b) of the Directives.

d) *In relation to age discrimination, does the law specify how a comparison is to be made?*

No it does not. Apart from the equality body decisions on complaints for age discrimination, there is no other source of interpretation of how the comparison is to be made.

One such decision relating to the fixing of a maximum age in a public service post, the test used in order to determine whether age discrimination existed or not was whether the nature of the job justified the fixing of a maximum age limit and whether similar positions in other contexts (i.e. of equivalent seniority, in similar fields etc) carry an age limit. The case concerned the age limit of 60 fixed in respect of the appointment of members of the Commission on Educational Service and the test applied was whether the functions performed by the public service committee (where no age limit applies) are substantially different to those of the education committee. As the answer to this question was negative, the report concludes that there was no reasonable justification in permitting an age limit for the latter.<sup>96</sup> Similarly, a decision pursuant to a complaint for age discrimination in the fixing of age limit for the position of temporary postal distributor at the public post office, found the age limit unjustified, inter alia, because the post of permanent postal distributor does not carry any age limit.<sup>97</sup>

e) *Have differences in treatment based on language been perceived as indirect discrimination on the grounds of racial or ethnic origin?*

Yes there are a number of equality body decisions pursuant to complaints regarding language, where it was established that language discrimination is also indirect discrimination on the ground of racial or ethnic origin.

<sup>95</sup> Decision dated 13.06.2007, Ref. A.K.I. 50/2006. .

<sup>96</sup> Decision dated 08.11.2004.

<sup>97</sup> Decision dated 05.12.2007, Ref. A.K.I. 68/2007, A.K.I. 78/2007, A.K.I. 108/2007.





On 01.08.2006 the Equality body decided on a complaint submitted by a EU national regarding a requirement by the semi-governmental Cyprus Tourist Organisation, that in order for permits to operate a tourist office to be granted, a Greek-speaking manager must be hired. The decision criticised the practice of requiring knowledge of the national language, which constitutes discrimination on the ground of language amounting, at the same time, to indirect discrimination on the ground of race/ethnic origin. The decision referred also to Regulation 1612/68/EEC which sets as a target for the EU towards the elimination of all forms of discrimination as a result of nationality in the field of employment, as well as to the law transposing the Employment Equality Directive, which prohibits direct or indirect discrimination on the ground of race or ethnic origin in employment, occupation and self-employment. The decision further instructs that this regulation be abolished, in accordance with the law transposing the Employment Equality Directive which provides that all laws and regulations contravening the said law must be abolished.<sup>98</sup>

In two other cases, the equality body examined complaints from two EU citizens against article 11 of the Estate Agents Law which requires good knowledge of Greek or Turkish as a prerequisite for the acquisition of a practising licence. The decision found that the said provision amounts to discrimination on the ground of language and, by extension, to indirect discrimination on the ground of ethnic origin in the field of access to the profession of the estate agent.<sup>99</sup>

Furthermore, the Equality body examined a complaint by a foreign national whose application to the Registration Council of Building Contractors was not processed because his certificate was in English. During the investigation of the complaint, it emerged that the Council would readily consider applications by Cypriot citizens whose certificates were in English but requested non-Cypriots to have their certificates translated into Greek. The Ombudsman found that the practice of differential treatment of Cypriots and non-Cypriot applicants amounts to unlawful discrimination on the ground of racial/ethnic origin and also that insistence for translation into Greek of documents composed in a language known to the competent body amounts to violation of the principle of bona fides.<sup>100</sup>

In spite of the fact that the requirement of Greek language is treated by the equality body as potentially discriminating, the same treatment is not afforded to the non-use of the Turkish language, which is not deemed to be discriminatory on any ground whatsoever. Although Turkish remains an “official language” according to the Constitution, as noted by the *Report of the Committee of Experts on the application of the European Charter for European or Minority Languages in Cyprus*,<sup>101</sup> “Turkish has basically ceased to function as an official language.” On 31.05.2006 the Equality body examined a complaint that the non-use of the Turkish language in the Official Gazette,<sup>102</sup> in public signs and posts and in public announcements and publications of the government amounted to discrimination in violation of the Constitution and of the anti-discrimination laws.

<sup>98</sup> Cyprus/ Law on Equal Treatment in Employment and Occupation (2004), article 16(1).

<sup>99</sup> Decision dated 23.02.2007, ref. AK70/2005 and AKI 73/2005.

<sup>100</sup> Decision dated 23.02.2007, case AK70/2005 and AKI 73/2005.

<sup>101</sup> Council of Europe, ECRML (2006)3, Strasbourg, 27.09.2006, at para. 39

<sup>102</sup> The Gazette publishes information of vital nature for Turkish-Cypriots, such as the expropriation of their properties in the south, public tenders, vacancies in the public service and others, raising issues of further indirect discrimination.



The equality body found that the obligation to use Turkish in public documents, based on Article 3(1) of the Constitution, was one of the provisions suspended by the ‘doctrine of necessity’.<sup>103</sup> The non-availability of information in the Turkish language was one of the ‘areas of concern’ to which the Third ECRI Report on Cyprus draws the attention of the Cypriot government.<sup>104</sup>

### 2.3.1 Statistical Evidence

- a) *Does national law permit the use of statistical evidence to establish indirect discrimination? If so, what are the conditions for it to be admissible in court.*

There is nothing in the law that prohibits the use of statistical evidence to establish indirect discrimination; in fact it can be inferred that from the wording of the anti-discrimination laws transposing the acquis, which replicates the wording of the EU directives the use of statistics must be permitted. So far no case has been considered at court to examine such an issue.

- b) *Is the use of such evidence commonly used? Is there any reluctance to use statistical data as evidence in court (e.g. ethical or methodology issues)? In this respect, does evolution in other countries influence your national law?*

It is not common for statistical evidence to be used. The equality body has made use of data in only one case so far, which concerned discrimination against female migrant domestic workers whose right to join a trade union was restricted by the standard employment contract they were forced to sign.<sup>105</sup> In the reasoning of this decision, the Equality body also made reference to the low salaries paid to migrant domestic helpers<sup>106</sup> compared to Cypriot workers, pointing out that the number of migrant female domestic workers now in Cyprus is about 18,000.<sup>107</sup> However the data is used in this report in order to *demonstrate the acuteness* of the problem, based on the large size of this group and on the disparity in the salaries of migrants and locals, rather than to *determine* whether an act is or is not discriminatory.

There is no information about reluctance to use statistical data as evidence in court (such as ethical or methodological issues).

- c) *Please illustrate the most important case law in this area*

There is no case law in this area.

<sup>103</sup> The case is mentioned in more detail in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at [http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf).

<sup>104</sup> ECRI (2005) Third Report on Cyprus, European Commission against Racism and Intolerance, Council of Europe, Strasbourg, 16 May 2006, paragraph 82.

<sup>105</sup> Cyprus Ombudsman Report File No. A.K.I 2/2005, dated 4.11.2005. The Minister of Interior has informed us that he has issued the relevant order for the pay increase but is waiting for the relevant Government department to estimate the costs involved for pensioners who employ domestic helpers so that their benefit is increased accordingly. The decision of the Equality body is still not complied with.

<sup>106</sup> Calculated at CYP0.82 per hour, contrasted with CyP4 –CyP 5 per hour for Cypriots carrying out the same work: Cyprus Ombudsman Report File No. A.K.I 2/2005, dated 4.11.2005, page 4.

<sup>107</sup> This figure is based on the data of the Ministry of Interior, according to which the number of migrant female domestic workers in Cyprus in 2003 was 17.955.



- d) *Are there national rules which permit data collection? Please answer in respect to all 5 grounds. The aim of this question is whether or not data collection is allowed for the purposes of litigation and positive action measures. Specifically, are statistical data used to design positive action measures? How are these data collected/ generated?*

There is a general rule prohibiting the collection of such data that derives from article 8 of the ECHR and is also contained in article 15 of Constitution, unless specifically provided under certain circumstances. The Law on Processing of Personal Data N.138(I)/2001, as amended by Law N.37(I)/2003, prohibits the collection and processing of sensitive personal data and lists the circumstances under which this is exceptionally allowed.

Three of these are relevant to this context: (a) Processing is necessary for the satisfaction of lawful interest which is superior to the rights and fundamental freedoms of the subject of the data;<sup>108</sup> (b) Processing concerns exclusively data that the subject of it has published or is necessary for the recognition or the exercise of a right before a court;<sup>109</sup> (c) Processing concerns exclusively statistical, research, scientific or historical reasons, subject to ensuring that measures are taken to protect the subjects of the data.

Although most of the grounds covered by the anti-discrimination Directives are classified in this law as constituting sensitive data and at points this law covers grounds beyond those of the anti-discrimination directives, age is missing from the protected characteristics. ‘Sensitive data’ is defined in the law as data concerning racial or national<sup>110</sup> origin, political belief, religious or philosophical conviction, participation in an organisation, association or trade union, health (which is much wider in scope than ‘disability’), sex-life and sexual orientation, criminal prosecution or criminal conviction.<sup>111</sup>

“Personal data” is defined in the law as any information referring to the subject of data, i.e. a physical person, who is still in life. Aggregate data of a statistical nature, from which the subjects of the data can no longer be detected, are not considered as ‘personal data’.

Under article 6(3) of Law 138(I)/2001, the Council of Ministers may issue regulations following a proposal by the Personal Data Protection Commissioner, on the processing of data in cases other than the ones provided for under the law when there are serious reasons of public interest involved.

In response to an enquiry which the author made to the Cyprus Commissioner for the Protection of Personal Data, the Commissioner informed that: “The collection and keeping by employers of data of their employees in respect of their ethnic or racial origin, disability, religion or belief or sexual orientation (sensitive data) as a rule is prohibited.

<sup>108</sup> Article 5(1)(e) of Law 138(I)/2001.

<sup>109</sup> Article 6(2)(e) of Law 138(I)/2001.

<sup>110</sup> The reference to ‘national’ origin, as opposed to ‘ethnic’ origin, may well be a reflection of the fact that in Greek the two terms have a similar sound and many people tend to use them interchangeably, as the distinction between the two may not be widely known in Cyprus. From the context, one may perhaps conclude that ‘ethnic’ would have been a better word, since personal data on national origin are widely used and processed.

<sup>111</sup> The definition for both terms is found in Article 2 of the Processing of Personal Data Law 138(I)/2001.

It is permitted if this is necessary so that the employer fulfils his/her obligations in the field of employment law and s/he obtains a license for this purpose from the Personal Data Commissioner (Article 6(1) (2) (a) of the Law on processing of Personal Data)".<sup>112</sup> One may conclude that the employee's written authorisation is not necessary in the aforesaid cases. Presumably the same principle would apply outside the employment field. Based on the Commissioner's statement as aforesaid, one may safely assume that the law will be interpreted and applied by the courts in a way compatible with the Data Commissioner's interpretation.

In order to apply the regulation concerning access to the labour market<sup>113</sup>, the Labour Office of the Ministry of Labour maintains records concerning country of origin, ethnic origin and whether they are asylum seekers or not.

With regard to the keeping of data in the non-employment field, it appears that data on ethnic origin is kept at the national level for various purposes. The population census for instance keeps figures on each of the ethnic and religious communities of Cyprus (Greek-Cypriots, Turkish Cypriots, Maronites, Armenians and Latins). The Roma are not classified separately nor identified as such by the educational system, as they are considered to be part of the Turkish Cypriot community. Constitutionally, the Roma do in fact form part of the Turkish-Cypriot community, since they could only belong to one or the other community; however, the same applies to the Maronites, the Latins and the Armenians, who are constitutionally part of the Greek-Cypriot community, and they are nevertheless afforded a separate classification from the Greek-Cypriots. The Ministry of Education also keeps data on school children according to their ethnic (as well as their national) origin; again the Roma are classified as Turkish-Cypriots. In some tables supplied by the Ministry, a group of pupils are classified as 'Turkish-speaking'; this term would include primarily Turkish-Cypriots but to some extent also Roma and Kurdish pupils. However the records which are publicly accessible do not show names of individuals, only numbers per ethnic origin. Schools do keep data on the pupils' religion, which is also noted on the school leaving certificate they receive upon graduation.

In addition to this law, Law regulating Electronic Communication and Postal Services N.112(I)/2004 transposes inter alia Directive 2002/58/EC. On 23.11.2001 the Council of Europe Convention for the Protection of Individuals with regard to Automatic Processing of Personal Data 1981 was transferred into national law through Ratifying Law N. 28(III)/2001. On 4.7.2003 the Additional Protocol of the said Convention was transferred into national law through ratifying Law N. 30(III)/2003.

<sup>112</sup> Law No. 138(I)2001. In reply to a question she replied in writing dated 13.12.2005.

<sup>113</sup> A circular letter sent from the Immigration Office of the Ministry of Interior dated 18.04.2005 sets the order of priority in terms of employment as follows:

- i. First priority: Cyprus nationals, EU nationals and their families, irrespective of nationality. Also, persons of Greek origin who are holders of special identity card of the Republic of Cyprus, but not members of their families who are third country nationals.
- ii. Second Priority: Nationals of acceding countries.
- iii. Third priority: Family members of nationals of acceding countries who are already in Cyprus, irrespective of nationality.
- iv. Fourth priority: Third country nationals already in Cyprus, including asylum seekers.
- v. Fifth priority: Family members of third country nationals already in Cyprus, except asylum seekers.
- vi. Sixth priority: Third country nationals (new arrivals).

In some cases, particularly relating to positive measures in education there is evidence suggesting that statistical data is used in order to design positive action measures. For instance, in order for the Education Ministry to place a school within the “Educational Priority Zone”, an investigation is carried out into poverty levels in the area, concentration of non-native Greek speakers, drop out rate etc.<sup>114</sup> Also, in order to decide whether to open a Turkish speaking school, in compliance with the request of the UN Peace Keeping Force in Cyprus (UNFICYP), the government carried out a survey amongst the Turkish speaking families of the area concerned in order to establish whether they wanted to send their children to such a school.

The survey showed that the parents preferred to send their children to the mainstream Greek school, and thus the government decided not to set up a Turkish school.<sup>115</sup> In the field of disability, where positive measures often take the form of grants, there is no evidence of use of statistical data in order to design positive measures. This was evident from a particular scheme examined by the equality body targeting a certain class of tetraplegic persons, as detailed in the description of this case presented under section 2.1.1(a) above. Other measures which do not involve the granting of monetary benefits, such as the preferential parking provided in the recent amendment to the disability law,<sup>116</sup> appear to be the result of pressure from the disability movement rather than the result of the use of statistical data.

## 2.4 Harassment (Article 2(3))

- a) *How is harassment defined in national law? Include reference to criminal offences of harassment insofar as these could be used to tackle discrimination falling within the scope of the Directives.*

Harassment as a concept was first introduced into Cyprus law very recently with Law N. 205(I)/2002 on the Equal Treatment of Men and Women in Employment and Vocational Training that came into force on 1<sup>st</sup> January 2003. This law introduced “harassment based on sex” as part of the definition of “sexual harassment”. Later, in amending Law N. 40(I)/2006, the two terms are defined separately.

In Laws 58(I) and 59(I), as well as the Law (amendment) Concerning Persons with Disabilities Law 57(I)/2004, harassment is defined as “unwanted conduct related to any of the [recognised] ... grounds ... with the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating or offensive environment”.

<sup>114</sup> This measure, which has been in place for some years now, aims at placing in a special category certain schools where special attention and particular measures are needed to address certain educational needs, such as pupils coming from particularly poverty-stricken areas, high concentration of non-native Greek speakers, high drop out rate etc. Schools classified as falling within EPZ receive extra teaching hours and other measures where needed. The institution of EPZ aims at reducing inequalities for pupils attending schools in disadvantaged areas with an increased proportion of immigrants, combating school failure and illiteracy.

<sup>115</sup> A survey carried out by UNFICYP into the same matter produced the opposite result, i.e. that the parents did want their children to attend a Turkish school. Also the results of the governmental survey were disputed by the Union of Turkish Cypriot teachers K.T.O.S. who subsequently proceeded to sue the government in Court for violating the right of Turkish Cypriot children to education.

<sup>116</sup> Law amending the Law on Persons with Disability N. 102(I)/2007 article 2.





In 1992 a law was introduced amending the Law ratifying the Convention on the Elimination of all Forms of Racial Discrimination of 1967, rendering certain public statements a criminal offence, which bear similarity to the above definition of harassment. The law provides that any person who publicly, either orally or in writing through written text, imaging or any other way, intentionally incites acts which may cause discrimination, hatred or violence against persons or groups of persons for the sole reason of their racial or ethnic origin or their religion, is guilty of a criminal offence.<sup>117</sup>

No case has been adjudicated in Court so far under any of the above laws.<sup>118</sup> However, in circumstances which may be interpreted as falling under the definition of the law ratifying the Convention on the Elimination of all forms of Racial Discrimination, as stated above, and potentially under the definition of harassment provided in Laws 58(I) and 59(I), the then Mayor of Nicosia Mr. Michalakis Zambellas made some public statements regarding the housing situation of migrants in the old part of the city, which formed the subject-matter of complaints submitted to the national Equality body.

In its report, the equality body referred to Article 4 of the International Convention on the Elimination of All Forms of Racial Discrimination 1966 concluding that the ex-Mayor's statements ought to have been avoided, as likely to produce xenophobic perceptions with unpredictable results. The Equality body's report, however, fell short of framing this conduct as harassment and of recommending measures to be taken against the Mayor.<sup>119</sup>

*b) Is harassment prohibited as a form of discrimination?*

Harassment is a prohibited form of discrimination, under Article 3(1)(e) of Law N.127(I)2000 as amended by Law 57(I)2004 (disability), under Article 6(1)(c) of Law 58(I)2004 (transposing the Employment Directive) and under Article 5(2)(c) of Law 59(I)2004 (transposing the Race Directive).

*c) Are there any additional sources on the concept of harassment (e.g. an official Code of Practice)?*

Prior to the introduction of the 2004 laws, there were no provisions for harassment on the grounds of racial or ethnic origin, religion or belief, disability, age or sexual orientation, even though there had been reports of complaints about racial harassment of migrants and of Turkish Cypriots in the south.<sup>120</sup> There were however provisions for sexual harassment. The Law for Equal Treatment of Men and Women in Employment and Occupational Training defines sexual harassment as: "Sexual harassment shall mean any behaviour that is unwanted by the recipient of the behaviour of sexual nature or any other behaviour based on sex, which offends the dignity of women and men during employment or occupational education or during access to employment or occupational education or training which is manifested via words or deeds".

<sup>117</sup> Article 2A(1) of the Law amending the Convention on the Elimination of all Forms of Racial Discrimination (Ratification) Law of 1967, No. 11(III) of 1992.

<sup>118</sup> But there are a number of decisions on the issue of sexual harassment.

<sup>119</sup> Report of the Cyprus Anti-discrimination Body Ref. A.K.R. 81/2005, dated 01.12.2005.

<sup>120</sup> See for instance U.S. State Department (Bureau of Democracy, Human Rights, and Labor) Report, *Cyprus: Country Report on Human Rights Practices 2007*, released on 11.03.2008 <http://www.state.gov/g/drl/rls/hrrpt/2007/100554.htm>



In amending Law N. 40(I)/2006 on the Equal Treatment of Men and Women in Employment and Vocational Training, the terms “harassment” and “sexual harassment” are defined separately.

The only Code of Practice in the area of harassment was issued by the equality body; however this focuses on sexual harassment and does not cover grounds other than gender. There are no other additional sources on the concept of harassment.

## 2.5 Instructions to discriminate (Article 2(4))

*Does national law prohibit instructions to discriminate?*

National law prohibits instructions to discriminate on the grounds of race/ethnic origin, age, religion or belief, sexual orientation and disability.<sup>121</sup> Prior to the introduction of the laws transposing the anti-discrimination acquis, there were no provisions in Cyprus law concerning “instructions to discriminate” as provided by Article 2.4 on any grounds, nor was there any comparable definition of such provisions in relation to gender discrimination in the Gender Equality Law.

## 2.6 Reasonable accommodation duties (Article 2(2)(b)(ii) and Article 5 Employment Equality Directive)

a) *How does national law implement the duty to provide reasonable accommodation for people with disabilities? In particular, specify when the duty applies, the criteria for assessing the extent of the duty and any definition of ‘reasonable’. e.g. ➔ does national law define what would be a “disproportionate burden” for employers or is the availability of financial assistance from the State taken into account in assessing whether there is a disproportionate burden?*

Cypriot law provides for the duty to adopt “reasonable measures” to the extent and where the local economic and other circumstances allow.<sup>122</sup> These measures are not restricted to the working place but cover: (a) basic rights (right to independent living, diagnosis and prevention of disability, personal support with assistive equipment, services etc, accessibility to housing, buildings, streets, the environment, public means of transport, etc, education, information and communication through special means, services for social and economic integration, vocational training, employment in the open market, etc etc);<sup>123</sup> (b). employment including access to, working conditions, training etc etc;<sup>124</sup> (c). supply of goods and services, including the facilitation of accessibility for safe and comfortable use of such services, etc etc;<sup>125</sup> transport;<sup>126</sup> and telecommunications.<sup>127</sup>

<sup>121</sup> Article 6(1)(d) of Law 58(I)2004 (transposing the Employment Directive); Article 5(2)(d) of Law 59(I)2004 (transposing the Race Directive); Article 3(a) of Law 57(I)/2004 for the ground of disability.

<sup>122</sup> Article 9(1) of the Law on Persons with Disabilities N.127(I)2000.

<sup>123</sup> Article 4 of the Law on Persons with Disabilities N.127(I)2000.

<sup>124</sup> Article 5 of the Law on Persons with Disabilities N.127(I)2000.

<sup>125</sup> Article 6 of the Law on Persons with Disabilities N.127(I)2000.

<sup>126</sup> Article 7 of the Law on Persons with Disabilities N.127(I)2000.

<sup>127</sup> Article 8 of the Law on Persons with Disabilities N.127(I)2000.



Specifically with regard to reasonable accommodation at the working place, the law provides that “equal treatment” means, *inter alia*, “the obligation to provide reasonable access and facilities in the working environment, including: (i) the necessary modifications or adjustments of accessibility to existing facilities so as to make them accessible to persons with disabilities; (ii) the reshaping of work by creating working schedules of part-time occupation or modified working hours, with the acquisition of new or the modification of existing equipment, machinery, tools, means and any facilities or services”.<sup>128</sup>

An amendment to the disability law in 2007 added a new article which provides that, in order for the principle of equal treatment of persons with disabilities to be implemented, the employer must take reasonable measures depending on the needs arising in any particular case, so that a person with a disability has access to an employment post, to carry out his/her profession or to be promoted, or to undergo training, so long as these measures do not lead to disproportionate burden for the employer; the burden is not disproportionate when it is sufficiently balanced by measures adopted by the state in favour of persons with a disability (article 5(1A) of the law).<sup>129</sup>

Prior to the 2007 amendments, the law required that the principles established in articles from 4 to 8 of the law, being: the basic rights of persons with disabilities, i.e. independent living, prompt diagnosis, accessibility etc (article 4); the right to equal treatment as derived from the Employment Equality Directive (article 5); the right to equal treatment in the provision of goods and services (article 6); accessibility in public transport (article 7); and access to telecommunications and information (article 8), be exercised with the adoption of reasonable measures, which are defined in article 9(1). According to this, the factors which must be taken into account in order to determine whether a measure is reasonable or not, as follows (article 9(2)): (1) The nature and required cost for the adoption of the measures; (2) the financial sources of the person who has the obligation to adopt the measures; (3) the financial situation and other obligations of the state in those cases where the obligation for the adoption of measures refers to the state; (4) the provision of donations by the state or other sources as a contribution towards the total cost of the said measures; (5) the socio-economic situation of the person with the disability concerned. The law provides that the aforesaid factor (socio-economic situation of the disabled claimant) must not be taken into account as regards the principle of non-discrimination in employment.

It is apparent that the definition of reasonable measure set out in article 9(1) is much wider in the Cypriot law than in the Employment Directive (which provides only for the test of “disproportionate burden on the employer”) and clearly falls short of creating a full-blown mandatory regime.

The 2007 amendment to the law has changed this, to the effect that a new article was added imposing an obligation on the employer to take reasonable measures, subject only to the condition that the measure does not lead to disproportionate burden for the employer, as stated above, which is more in line with the duty set out in the Employment Equality Directive (article 5(1A)).

<sup>128</sup> Article 5(2)(d) of the Law on Persons with Disabilities N.127(I)2000, as amended by Law No. 57(I) of 2004.

<sup>129</sup> Law on Persons with Disabilities N.127(I)2000, as amended by Law No. 72(I) of 2007.



This provision is no longer subject to the restrictive provisions of article 9(1) which require the rights falling under its ambit to be exercised with the adoption of “reasonable measures” so wide in scope that the fall short of creating a mandatory regime. In addition, the rest of the provisions of article 5 (right to equal treatment including the right to reasonable accommodation), as well as article 7 (accessibility to public transport) are also removed from the ambit of article 9(1), to the effect that all rights created by articles 5 and 7 are now absolute and are not subject to the adoption of “reasonable measures” (article 5(1A)).

No case has actually been examined in court so far to assess how courts would determine whether accommodation is ‘reasonable’ or whether it imposes a ‘disproportionate burden’; there are however a number of equality body decisions addressing complaints for the non-provision of reasonable accommodation.

A 2006 decision of the equality body regarding accommodation for dyslectic pupils in exams dealt with the issue from a perspective other than the economic burden resulting for the party providing the accommodation. In the case of the dyslectic student, the considerations posed by the Education ministry were connected to the credibility and prestige of the exam and to avoid giving the dyslectic pupil an unfair advantage over other pupils. The equality body’s decision, based on the practices followed abroad and on international reports on dyslexia, was that in order to give the dyslectic pupil an equal opportunity to compete in the exam, it was necessary to allow him the use of additional means than merely extra time of 30 minutes at the exam.<sup>130</sup>

Another case involved the complaint of a private sector employee suffering from multiple sclerosis who had initially been granted by her employer two afternoons off in order to undergo physiotherapy, which arrangement was subsequently revoked by the employer on the justification that the workload had increased and her services were needed full time. When the complainant expressed her inability to follow the full time schedule required, the employer fired her, claiming that the previous arrangement which allowed her to take two afternoons off was temporary, privileged and discretionary and could thus be revoked at any time. The equality body found that the employer has an obligation in law to adopt all necessary measures which will allow or facilitate the person to continue exercising the duties of his/her position provided there is no disproportionate burden for the employer and that the company’s allegation that the arrangement of taking two afternoons off was ‘discretionary’ could not be accepted. Invoking the ECtHR decision in *Thlimmenos v. Greece*,<sup>131</sup> the decision stressed that there can be no issue of ‘privileged’ treatment of a person with the disability, since the treatment of persons without a disability in relation to persons with a disability cannot be the same, if equality is to be attained.<sup>132</sup> The decision did not address the issue of the actual cost to the employer arising out of the two afternoons off claimed by the complainant and whether this was disproportionate or not, presumably because it did not find that the cost would be disproportionate.

<sup>130</sup> File No. AKI 24/2006, AKI 27/2006, dated 31.10.2006.

<sup>131</sup> Case C-13/05 of 11.07.2006.

<sup>132</sup> Decision dated 04.09.2007, Ref. A.K.I. 65/2007.



Another complaint examined by the equality body concerned a teacher in public education with limited vision who was transferred to different schools at the beginning of every school year without recognising her need to work in a stable and safe environment and without providing her with any reasonable accommodation to assist her to move around the space, read the pupils' files or print the necessary documentation in an enlarged format. The equality body's investigation showed that the only criterion for the transfers and placements of teachers was the needs of the service without reference to the existence or not of any disability; in fact very often the body which was mandated to decide on transfers or placements of teachers was not even aware that the teacher concerned had a disability. The decision concluded that this practice amounts to indirect discrimination on the ground of disability.<sup>133</sup> Again, the decision does not address the issue whether the burden for the employer is disproportionate; clearly because it considers that the reorganisation of the system of transfers and placements of teachers in order to take into consideration the needs of teachers with a disability is not disproportionately onerous for the employer.

*b) Does failure to meet the duty count as discrimination? Is there a justification defence? How does this relate to the prohibition of direct and indirect discrimination?*

Although the law does not expressly provide that failure to meet the duty of reasonable accommodation amounts to discrimination, it is possible that this may be inferred from the wording used. In particular, article 5(1) of the law as amended in 2007<sup>134</sup> states that the principle of equal treatment applies in the field of employment and for this purpose discrimination is prohibited. This provision is followed by the 2007 addition to the law of article 5(1)A which provides for the duty to provide reasonable accommodation so long as the burden on the employer is not disproportionate. The purpose of this duty is stated in article 5(1)A to be the securing or implementation of the principle of equal treatment. Given that the sanctions foreseen by the law cover only actions or omissions amounting to direct or indirect discrimination,<sup>135</sup> it follows that obligations which do not amount to discrimination are not punishable under this law. It is reasonable to infer that, since the duty to provide reasonable accommodation is now clearly worded as a mandatory obligation, then in order for the sanctions to apply, the failure to meet this duty should amount to discrimination. Clearly the position taken by the equality body decisions cited below indicates that the equality body interprets the failure to meet the duty to provide reasonable accommodation as discrimination.

No such case was ever tried by the Courts on this point, so as to have an interpretation of these provisions. However, the decisions of the equality body on this issue consider the failure to meet this duty as discrimination prohibited by law, even before the 2007 change of the law. The complaint concerned a blind person working as a telephonist in the hospital, who was moved to a new hospital and had to cope with a more complicated and sophisticated telephone system, with more telephone lines and with a less favourable working schedule. The Equality body decided that the hospital authorities ought to have transferred to the new post one of the other employees without who did not have a disability and to leave the blind employee at the post where he could cope.

<sup>133</sup><sup>133</sup> Decision dated 12.09.2007, Ref. A.K.I. 9/2007.

<sup>134</sup> Law on Persons with Disabilities N.127(I)2000, as amended by Law No. 72(I) of 2007

<sup>135</sup> Article 5(4) of the Law on Persons with Disability N.127(I)2000, as amended by Law No. 72(I) of 2007





The report calls on the hospital authorities to explain, in a manner satisfactory to the Equality body, why the employee had to be moved to the new hospital, failing which a decision would be issued against them by the equality body.<sup>136</sup>

Also, the Equality body's decision in the case of reasonable accommodation for dyslectic pupils at school exams<sup>137</sup> stated that the accommodation measures do not give the dyslectic student an advantage over other students, as the Education Ministry claimed, but merely serve to place the dyslectic student in an equal position with other students. In support of this, the Equality body cited the ECtHR decision in the case of *Thlimmenos v. Greece* which ruled that equal treatment can also mean the different treatment of unequal persons, from which it follows that in some cases failure to provide such measures, may indeed amount to discrimination.

c) *Has national law implemented the duty to provide reasonable accommodation in respect of any of the other grounds?*

No. There is no such duty for any ground other than disability, nor is reasonable accommodation offered in practice for any of the other grounds.

d) *Does national law require services available to the public, buildings and infrastructure to be designed and built in a disability-accessible way? If so, could and has a failure to comply with such legislation be relied upon in a discrimination case based on the legislation transposing the Employment Equality Directive?*

Article 4(2) of the Law on Persons with Disability 127(I)/2000 establishes a list of rights for persons with disabilities which are, however, implemented with the adoption of 'reasonable measures 'to the extent that local economic and other conditions allow'.<sup>138</sup> The definition of reasonable measure<sup>139</sup> is so wide that it falls short of creating a mandatory regime and once the accused party proves that one of the considerations listed in 9 is in place, then no binding obligation arises to respect the rights listed in article 4(2). Article 4(2)(c) of the law provides for the right to accessibility to housing, buildings, streets and generally the natural environment and to public transport. Moreover, article 4(2)(e) provides for the right to access information and communication with special means where this is necessary for special groups of persons. Also, article 4(2)(f) provides for the right to services of social and economic integration, vocational assessment and guidance, vocational training and occupation in the open labour market.

With regard to the provision of goods and services, article 6(1) establishes the right to equal treatment in the field of provision of goods, services and facilities and then goes on to describe the type of treatment which amounts to discrimination. This includes: a reason referring to a person's disability which is not applicable to another person;<sup>140</sup> and treatment which is not justified.<sup>141</sup>

<sup>136</sup> Decision dated 08.12.2005, Ref. A.K.I. 58/2005.

<sup>137</sup> File No. AKI 24/2006, AKI 27/2006, dated 31.10.2006

<sup>138</sup> Law on Persons with Disability 127(I)/2000, article 9(1).

<sup>139</sup> Law on Persons with Disability 127(I)/2000, article 9(2).

<sup>140</sup> Law on Persons with Disability 127(I)/2000, article 6(1)(a).

<sup>141</sup> Law on Persons with Disability 127(I)/2000, article 6(1)(b).



Article 6(2) lists examples of what does not amount to equal treatment, which include the denial to supply services, the provision of services of a lower standard and the provision of goods and services with substandard preconditions.

This provision also falls under the ambit of article 9(1) in the sense that the obligations created hereby are easily discharged through the adoption of ‘reasonable measures’, the scope of which is so wide that it does not create a mandatory regime.

The right to accessibility to public transport is provided for in article 7(1) of the law, whilst accessibility to telecommunications and information is covered by article 8(1). The latter provision, however, falls again under the ambit of article 9(1) and is therefore subject to the taking of ‘reasonable measures’ and therefore not an absolute right.

The accessibility of persons with disabilities to public buildings is regulated by the Regulations on Streets and Buildings of 1999, which were issued by virtue of Article 19 of the Streets and Buildings law. The regulations apply to public buildings as well as to those buildings where entry to the public is allowed, to commercial centres, to buildings which include shops and/or offices, to educational institutions, clinics, doctors’ offices and generally to any building which the competent authority decides that these Regulations should apply. The Regulations set the minimum necessary specifications for the erection of all the aforesaid buildings in relation to persons who, due to physical weakness or inefficiency, face permanent or temporary difficulty in accessing a building or a street and aim at securing the comfortable access of all persons with disability to the main entrance of such buildings and to the spaces within such buildings. The Regulations provide analytically the construction specifications for ramps to the main entrance, for the pavements, the staircases, the common use corridors, the elevators, the lavatories and other spaces where the public may go in, including the parking areas. However, non-compliance with these Regulations does not give rise to a claim for discrimination under the law transposing the Employment Equality Directive.

*e) Please explain briefly the existing national legislation concerning people with disabilities (beyond the simple prohibition of discrimination). Does national law provide for special rights for people with disabilities?*

The Law on Persons with Disability 127(I)/2000 provides for a long list of rights beyond the minimum standards set by the Employment Equality Directive some of which, however, are subject to the special regime created by article 9(1), which is explained in the previous section. In particular, the law provides for the right to: independent living, for full integration to the community and for equality of participation in economic and social life;<sup>142</sup> prompt diagnosis of the disability, intervention and prevention of its consequences, provision of medical and pharmaceutical care, rehabilitation of functions including the provision and training in the use of added and corrective limbs, as well as psychological and other support of the person and his/her family;<sup>143</sup> personal support with auxiliary equipment and other means and services which assist a person in everyday living and work, with an interpreter or an escort as well as with any other required support where this is deemed necessary;<sup>144</sup>

<sup>142</sup> Law on Persons with Disability 127(I)/2000, article 4(1).

<sup>143</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(a).

<sup>144</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(b).



accessibility to housing, buildings, streets and generally to the natural environment and in public transport and other means of transportation;<sup>145</sup> access to special education according to their needs;<sup>146</sup> access to information and communication with special means where this is deemed necessary;<sup>147</sup> services for social and economic integration, vocational assessment and orientation, vocational training and occupation in the open labour market;<sup>148</sup> a dignified standard of living and where this is necessary through economic benefits and social services;<sup>149</sup> the creation of personal and family life;<sup>150</sup> participation in cultural, athletic, social, religious and other recreational activities.<sup>151</sup>

As stated above, the rights set out in this article are implemented through the taking of “reasonable measures” which are obligatory only if a list of preconditions, listed in article 9(1) of the law, are met. They are not, in other words, absolute rights in the ordinary sense of the word.

Article 6(1) establishes the right to equal treatment in the provision of goods, facilities and services, unless this is “justified”. Article 6(2) defines what does *not* constitute ‘equal treatment’ for the purpose of this provision, and is therefore prohibited, as follows: refusal to provide services; services of a lower standard; provision of goods and services with substandard conditions; the failure to carry out changes in services or facilities which render their use by a person with disability difficult or impossible. Such changes may include the creation of suitable accessibility features for comfortable and safe use of the services or facilities; the use of special means, equipment or persons for the facilitation of communication and information to persons with disability; the use of specialized means, equipment and facilities in places where services are offered, such as schools, hospitals, clinics etc. All the rights created by article 6 are, once more, subject to the ‘reasonable measure’ restriction of article 9(1). Also, the article itself limits its applicability to cases where there are no reasons rendering the implementation of equal treatment ‘unjustified’.

Article 7 provides that all means of public transport must comply with regulations in force regarding the entry into and transport of persons with disability. This provision is not subject to the ‘reasonable measure’ restrictions of article 9(1). It should be added, however, that the public transport network in Cyprus is rather poor and limited and not many persons use it.

Article 7A provides for the issue of a special parking ticket that secures preferential parking for persons with disability.

<sup>145</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(c).

<sup>146</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(d).

<sup>147</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(e).

<sup>148</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(f).

<sup>149</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(g).

<sup>150</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(h).

<sup>151</sup> Law on Persons with Disability 127(I)/2000, article 4(2)(i).



Article 8(1) provides that the competent governmental services must proceed “within a short period of time” to the installation of a special telephone service for persons with a hearing disability so as to enable these persons to communicate in the same manner as persons without such disability. Article 8(2) provides that there must be public telecommunication means accessible to persons with disability including wheelchair users. Article 8(3) provides that television stations must offer sign language interpretation to the news program once a day.

By virtue of a new law that came into force in 2006, the national confederation of organizations of persons with disability KYSOA became a social partner of the state in all matters pertaining to disability. Under the same law, consultation with KYSOA became imperative for all governmental departments dealing with disability and KYSOA became a receiver of an annual state grant for its running expenses.<sup>152</sup>

## 2.7 Sheltered or semi-sheltered accommodation/employment

a) *To what extent does national law make provision for sheltered or semi-sheltered accommodation/employment for workers with disabilities?*

The closest practice to what is known as sheltered employment is the institution of the ‘sheltered workshops’ known as KEAA (Centres for Vocational Rehabilitations for the Disabled), whose role is to provide ‘training’ and ‘quasi-employment’ to persons with a disability. The goods produced at the workshops are bought by governmental agencies<sup>153</sup> and NGOs.

b) *Would such activities be considered to constitute employment under national law?*

There is no employment relationship between each KEAA (Centre for Vocational Rehabilitations for the Disabled) and the individual person with disabilities working there. The persons who work at the Centres are primarily treated as ‘trainees’ and as such they are paid a small amount termed as ‘training allowance’ for participating in the workshops. The amount of the ‘training allowance’ varies according to the marital status of the person (married persons get more). The income derived from these workshops is termed as ‘production allowance’ and depends on the profits of each of the craft workshop.<sup>154</sup> The vast majority of persons occupied at KEAA are already receivers of welfare (disability) benefit.<sup>155</sup>

<sup>152</sup> Law on Consultation Process of State and Other Services on Issues concerning Persons with Disability N. 143(I)/2006, dated 3.11.2006.

<sup>153</sup> Such as the agency of the Department of Public Purchases and Storerooms of the Ministry of Trade and Industry as well as the Cyprus Handicraft Service of the Ministry of Commerce.

<sup>154</sup> According to Mr. Aggelides, an official at the Ministry of Labour, about 90% of the profits are shared amongst the producers of each craft workshop, 23.1.2005.

<sup>155</sup> Information from Mr. Aggelides, Official, Ministry of Labour, 23.1.2005.



### 3. PERSONAL AND MATERIAL SCOPE

#### 3.1 Personal scope

##### 3.1.1 EU and non-EU nationals (Recital 13 and Article 3(2) Racial Equality Directive and Recital 12 and Article 3(2) Employment Equality Directive)

*Are there residence or citizenship/nationality requirements for protection under the relevant national laws transposing the Directives?*

Protocol 12 to the ECHR guarantees “the enjoyment of all rights set forth by law” without discrimination, inter alia, of ‘national or ethnic origin’. Under Law N.42 (1)/2004 which appoints the Ombudsman as the equality body, there are no residence or citizenship/nationality prerequisites in the body’s mandate in order to extend protection under the relevant national laws transposing the Directives. The equality body is empowered to promote equality of the enjoyment of rights and freedoms safeguarded by the Cypriot Constitution (Part II) or by the Conventions ratified by Cyprus and referred to in the Law<sup>156</sup> irrespective of race, community, language, colour, religion, political or other beliefs, national or ethnic origin.<sup>157</sup> The Directives’ exception on difference of treatment based on nationality (article 3(2)) has been incorporated verbatim into the national legislation transposing the Directives. We therefore have a situation where as regards the equality body’s mandate nationality is a protected ground, but as regards the scope of the laws transposing the two Directives, the exception as regards nationality applies. In its decisions, the equality body has made use of its extended mandate and considered nationality discrimination as prohibited by international laws; on some occasions nationality and ethnic origin has been used interchangeably, in the sense that whilst the case at stake was clearly one of nationality discrimination, the decision would also invoke the provisions of the laws transposing the anti-discrimination directives.

Article 32 of the Constitution stipulates that “nothing in this Part<sup>158</sup> contained shall preclude the Republic from regulating by law any matter relating to Aliens in accordance with International law.” This provision, combined with the wide provisions of Cypriot immigration law, is often implemented with a tendency to considerably enlarge the scope of state discretion.

<sup>156</sup> These Conventions are: Protocol 12 of the European Convention for Human Rights and Fundamental Freedoms; 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.

<sup>157</sup> Cyprus/ The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/2004 (19.03.2004), Article 3(1)(b), Part I.

<sup>158</sup> Part II of the constitution contains the human rights and fundamental freedoms.





The wide margin of discretion allows for discrimination to occur and immigration officers in Cyprus have been widely criticised by the Second Report of the European Commission on Racism and Intolerance (ECRI) on this score,<sup>159</sup> by the equality body,<sup>160</sup> by NGOs and by members of parliament.<sup>161</sup> In any case, there is a strong body of opinion by authoritative legal scholars that the correct interpretation of Article 32 does not allow for differential treatment of non-Cypriots when it comes to human rights as this provision (a) merely indirectly incorporates international law within the corpus of Cyprus law<sup>162</sup> and (b) that such differential treatment would most likely amount to a violation of Article 28<sup>163</sup> and other international treaties ratified by the Republic which, under Article 169, prevail over domestic legislation.<sup>164</sup> The provisions regarding the transposition of the anti-discrimination acquis do not refer only to citizens or legally resident persons, but to all persons. In support of this argument there is also Protocol 12 to the ECHR.

Complaints by EU citizens are often filed with the Equality body alleging nationality discrimination, possibly reflecting the fact that these persons are more familiar with this procedure than most third country nationals. On several instances, the Equality body found that discrimination did indeed exist and recommended to the competent authorities to take measures to rectify the situation. Some examples of such decisions concern the failure of the authorities to advise EU citizens of their need to register themselves in the electoral rolls in order to be allowed to vote in municipal elections; the request of the road transport department for EU nationals to present immigration documents evidencing 6 months' stay in Cyprus in order to acquire a Cypriot driving license; the University's rejection of a job application because the applicant was a Greek national; the pre-condition that a manager speaks Greek in order for a permit to operate a tourist business can be granted.

<sup>159</sup> The ECRI report reads as follows: "Concern is also expressed at reports of discriminatory checks on the part of immigration officers of non-whites coming to Cyprus. Again, ECRI feels that further training aimed at preventing the occurrence of discrimination and discriminatory attitudes should be provided to immigration officers."

<sup>160</sup> Also, in her report for the year 2006, presented on 15.11.2007, the Ombudswoman states that the majority of the complaints received annually are directed against the Interior Ministry and most of those are specifically directed against the immigration authority.

<sup>161</sup> An MP recently proposed an amendment to the immigration law aiming at restricting the powers of the Chief Immigration Officer by setting up a three-member committee with the mandate of checking all the Chief Immigration Officer's decisions deriving from the powers granted to him/her by the law. In his supporting statement, the MP stated that the lack of check on the Chief Immigration Officer's decisions has on many occasions led to great human misery, referring to the large number of unjustified deportations and generally to the cruel treatment to which many foreigners, particularly Arabs, were being subjected to by the immigration authorities.

<sup>162</sup> Tornaritis (1982: 212).

<sup>163</sup> Nedgati 1972: 166-167, Tornaritis 1982: 201-205.

<sup>164</sup> Loizou 2001, Nedgati 1972: 166-167; Georgiadis Van der Pol 2002: 22.



### 3.1.2 Natural persons and legal persons (Recital 16 Racial Equality Directive)

*Does national law distinguish between natural persons and legal persons, either for purposes of protection against discrimination or liability for discrimination?*

Both legal and natural persons may apply to the Courts or to the Equality body claiming discrimination. Article 7(1) of Law N.59(I)/2004, Article 9A of Law N.127(I)/2000 as amended by N.57(I)/2004 and Article 11 of Law N. 58(I) provide that any physical or legal person who considers that he/she has been discriminated on the prohibited grounds may apply to the competent courts (i.e. Labour Tribunal, District Court or Supreme Court) depending on the subject matter and the procedure of each the case, or to the Equality body.

In all matters concerning employment, since employees can only be physical persons and not legal persons, it follows that all rights arising under the law for employees are applicable only to natural persons. However, under Article 14 of Law N.58(I)/2004 and Article 9D of Law N.127(I)/2000 as amended, physical persons may be represented by legal persons in proceedings before the Court or before the Equality body claiming discrimination: “employees’ organisations or other organisations” with legal standing or a legitimate interest can, with the consent of their members, act on their behalf. Similarly the Racial Equality Law N.59(I)/2004, Article 12 provides that organisations or other legal personalities, which have as their constitutional aim to combat discrimination on the ground racial or ethnic origin”, and with legal standing or a legitimate interest can, with the consent of their members act on their behalf.

The fines which the Court may impose on physical or legal persons also vary. Natural person may be fined with up to 4,000 Cyprus pounds (6,835 Euros) and/or six months imprisonment or both.<sup>165</sup> If a legal person is found guilty of discrimination, the managing director, chairman, director, secretary or other privileged officer of the legal personality or organisation shall be held guilty for the actions of the legal person and fined with up to 4,000 Cyprus pounds (6,835 Euros) and/or six months imprisonment or both, if it is established that the offence is committed with their consent or collaboration or mere tolerance. In addition, the legal person can be fined up with up to 7,000 Cyprus pounds (11,962 Euros).<sup>166</sup> There is also a provision for ‘gross negligence’ with fines up to 2,000 Cyprus pounds (3,417 Euros) for individuals and 4,000 Cyprus pounds (6,835 Euros) for legal persons.<sup>167</sup>

### 3.1.3 Scope of liability

What is the scope of liability for discrimination (including harassment and instruction to discriminate)? Specifically, can employers or (in the case of racial or ethnic origin) service-providers (e.g. landlords, schools, hospitals) be held liable for the actions of employees? Can they be held liable for actions of third parties (e.g. tenants, clients or customers)? Can the individual harasser or discriminator (e.g. co-worker or client) be held liable? Can trade unions or other trade/professional associations be held liable for actions of their members?

<sup>165</sup> For disability Article 5(4) of the Law N. 127(I)/2000 as amended by Law N.72(I)/2007; for employment N.58(I)/2004, Article 15; for racial discrimination Law N.59(I)/2004, Article 13.

<sup>166</sup> For disability Article 5(5) of the Law N. 127(I)/2000 as amended by Law N.72(I)/2007; for employment N.58(I)/2004, Article 15(1) and 15(2); for racial discrimination Law N.59(I)/2004, Article 13(1) and 13(2).

<sup>167</sup> For disability, Articles 5(4) and 5(5) of the Law N. 127(I)/2000 as amended by Law N.72(I)/2007; for employment N.58(I)/2004, Article 15(3); for racial discrimination Law N.59(I)/2004, Article 13(3).



The scope of liability for discrimination is only defined in the context of the responsibilities of organisations or legal personalities (see 3.1.2 above) and not in the context of employer's liability or service providers' liability etc. Harassment and instruction to discriminate are recognised as forms of prohibited discrimination, following the exact wording of the Directives, for all five grounds covered by the Directives.

Regarding the liability of employer and of service-providers (e.g. landlords, schools, hospitals) the law does not specifically provide a detailed description for the consequences of the actions of employees. There are sanctions for individuals as well as responsible officers working within organisations and legal personalities, who are presumably found guilty taking into account all relevant factors such as the nature, severity, intensity, repetition, knowledge of the discrimination, the injury and vulnerability of the victim etc.

The individual harasser or discriminator (e.g. co-worker or client) can be held liable as there are provisions for sanctions against individuals acting on their own. Individuals who have a position of authority within organisations can be sanctioned (fined and /or imprisoned). Legal personalities or organisations can also be fined.

Trade unions or other trade/professional associations can be held liable for actions of their members to the extent they are considered to have acted as an organisation or legal person, as referred to above.<sup>168</sup>

## 3.2 Material Scope

### 3.2.1 Employment, self-employment and occupation

*Does national legislation apply to all sectors of public and private employment and occupation, including contract work, self-employment, military service, holding statutory office?*

National legislation transposing the two Directives<sup>169</sup> applies to all sectors of public and private employment and occupation,<sup>170</sup> including contract work, self-employment, holding statutory office, with the exception of military service.

<sup>168</sup> Law N.58(I)/2004, Article 4(d) and Law N.127(I)/2000 as amended by Law N.57(I)/2004, Article 5(a)(1)(d).

<sup>169</sup> Law N.58(I)/2004, Article 4(a); Law N.57(I)/2004, Article 5(a)

<sup>170</sup> Following English common law, there is a sharp distinction in terms of employment rights between 'employees' and 'self-employed'/ independent contractors. Employees are subject to direction and control and there is an 'employment relationship' between the employee and the employer, which is one of a contract of employment, with all the rights provided for by the law. The test of 'control, dependence and direction of work' is the one used to distinguish between 'employees' and self-employed'/ independent contractors. Employees are generally supervised and directed by others; they have a place and time of work, receive wages and have a *contract of employment*. A '*contract of employment*' is sharply distinguished from a '*contract for services*' as the latter does not provide for any employment rights guaranteed by labour law. Part-timers are employees and enjoy the same rights as other full-time employees based on the principle of 'proportionality' [Law N. 76(I)/2002 (14/06/2002) which transposed Directive 1997/81).



The scope of Law N. 58(I)/2004 (to a large extent transposing the Employment Equality Directive) covers conditions for access to employment, to self-employment or to occupation, including selection criteria, recruitment conditions and promotion; access to vocational guidance and training, including practical work experience; employment and working conditions, including dismissals and pay; membership in an organisation of workers or employers, or any organisation whose members carry on a particular profession, including the benefits provided for by such organisations. In the case of military service, article 8(4) of the same law provides an exception to the prohibition of age discrimination, where the fixing of an age limit is justified by the nature and the duties of the position.

The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law<sup>171</sup> which sets out the mandate of the equality body, provides that the implementation of Protocol 12 is within such mandate and therefore the equality body is empowered to apply this to military service issues. This law also provides that the equality body is vested with powers to tackle discrimination in the areas of employment, access to vocational training, working conditions including pay, membership of trade unions or other associations, social insurance and medical care, education and access to goods and services including housing, as required by Article 3.1 of the Directives. Such discrimination is unlawful by law.

Both laws N.58(I)/2004 (Article 2) and N.57(I)/2004 (Article 2) define ‘employee’ as ‘any person who works or is trained in full time or part-time occupation, fixed time or permanent employment, continuous or otherwise, irrespective of the place of employment, including home employees but excluding self-employment.

Prior to the enactment of the 2004 laws, the fields of application provided in Cypriot law (Article 28 of Constitution and Article 5 of the International Convention on the Elimination of All Forms of Racial Discrimination - ICERD) which refer to equal treatment irrespective of racial or ethnic origin extended only to some of the areas covered. Article 5 of the ICERD mentions the right to work, but not the conditions for access to employment, to self-employment and to occupation. With regard to 3.1 (b) of the Directive, Article 5 of ICERD provides for the right to training, whereas the Directive focuses on access to all types and to all levels of vocational guidance, (advanced) vocational training and retraining. A comparison between Article 5 of the ICERD and Article 3.1(c) of the Directive reveals that the former does not include employment and working conditions relating to dismissal. Article 5 of the ICERD limits itself to the right to form and join trade unions, whilst Article 3.1(d) of the Directives is broader in the types of organisation that one can be a member of or involved in and further includes the benefits provided by such organisation or association.

<sup>171</sup>Law N.42(1)/ 2004 (19.03.2004).



The scope of the anti-discrimination laws in Cyprus appears to cover all the areas listed in the directives, however the grounds of sexual orientation and age are novel and the social environment is rather hostile, particularly to issues that involve the rights of homosexuals. Until a few years ago, homosexuality was a criminal offence in Cyprus.

### **3.2.2 Conditions for access to employment, to self-employment or to occupation, including selection criteria, recruitment conditions and promotion, whatever the branch of activity and at all levels of the professional hierarchy (Article 3(1)(a))**

Despite the formal adoption of the four main laws on anti-discrimination, there are no provisions for the facilitation or improvement of conditions for access as required by Article 3(1) (a) of the Employment Equality Directive. There is no tradition of anti-discrimination and there are no specialist lawyers on the subject, nor are there any special mechanisms in the various Government departments created for the implementation of the above provisions. Save for a few initiatives on coordination and information by the Ministry of Justice, there are no measures to monitor and collect data on such matters.

*Is the public sector dealt with differently to the private sector?*

The laws on discrimination apply equally to the public and private sector. However, in the public sector there are some measures in place in favour of persons with disabilities which are not found in the private sector.

There are, at the same time, projects applying only to employment in the private sector. The Ministry of Labour is currently compiling two schemes, under co-funding from the European Social Fund and from the Cyprus government, for the promotion of integration of persons with disabilities in the labour market in the private sector: a scheme for payment of social insurance for employers in the private sector and for persons with disabilities employed by them; and a scheme for providing incentives to employers to employ persons with serious disability in the private sector. Under the same funding line, the Ministry of Labour is also promoting a scheme for the vocational training of certain persons with disability by NGOs.

### **3.2.3 Employment and working conditions, including pay and dismissals (Article 3(1)(c))**

*a) Note that this can include contractual conditions of employment as well as the conditions in which work is, or is expected to be, carried out.*

Article 4(c) of Law N.58(I)/2004 (transposing the Employment Equality Directive) and Article 5(1) of Law N.127(I)/2000 as amended by Law 57(I)/2004 prohibit discrimination in all fields including “working conditions, terms of employment, pay and dismissals”, but nothing more is specified. Given the strong participation of the social partners in collective bargaining and the shaping of collective agreements, the Cypriot tripartite system is expected to deal with such matters in the long term future,<sup>172</sup> although in practice it has yet to happen. In the case of gender the process has just begun, so it is expected that the other five grounds will follow at some point in the future.

<sup>172</sup> See Sparsis, M. (1998) Tripartism and Industrial Relations (The Cyprus Experience), Nicosia, Cyprus.





As far as discrimination in employment is concerned, equality is likely to feature stronger in the Labour Tribunals. There is, for some time now, a general provision that renders dismissal on grounds such as “race, colour, family condition, religion, political opinion, national origin or social descent” unfair and therefore actionable, under the Law on Termination of Employment N.24/1967 as amended. Nevertheless, few cases actually go to court for unfair dismissal as the system is slow, lawyers’ fees can be high and the amount of compensation in damages is not particularly motivating for victims.

*b) In respect of occupational pensions, how does national law ensure the prohibition of discrimination on all the grounds covered by the Employment Equality Directive?*

The Law on Pensions of 1997-2001, as amended, which regulates the payment of pensions to public employees contains no protection against discrimination. In the private sector, pension schemes are regulated by collective agreements or private employment contracts, whose conditions are difficult to monitor. In the private sector, benefits may also be paid to employees upon retirement from the company’s Provident Funds. Such payment is regulated by the conditions of the Fund itself and by the law on Provident Funds, which provides that the charters of such funds may not contain provisions which amount to gender discrimination.<sup>173</sup>

Although this law was amended in 2005,<sup>174</sup> no provision was added rendering provisions which discriminate on other grounds unlawful. However, in the event that the charter of a provident fund contains provisions leading to discrimination on any of the five grounds of the Employment Equality Directive, it may be possible to declare them discriminatory and therefore unlawful on the basis of article 4(c) of Law 58(I)/2004 (transposing article 3.1(c) of the Employment Equality Directive on conditions of employment), subject of course to the exception in article 6(2) of the Directive (transposed by article 8(3) of Law 58(I)/2004).

Another law<sup>175</sup> provides for the payment of special war-related pensions to Greek-Cypriots only (the term in this case including Maronites, Armenians and Latins but not Turkish Cypriots), thus introducing discrimination on the ground of ethnic origin against Turkish-Cypriots, who have also been adversely affected by inter-communal violence and by the 1974 war. In addition, it is generally known that in practice, many undertakings exclude from their pension schemes or their provident funds the migrant workers employed there on a temporary work permit, but there is no mechanism to monitor this phenomenon, whilst the migrants themselves are reluctant to take up such a case for fear of victimisation.

Some professions like doctors and lawyers have their own pension schemes which are based on members’ contributions and are managed by a council, which also decides on the terms of the pension scheme. In the case of lawyers, the Law on Advocates provides for a pension scheme created for the benefit of persons registered in the Registry of advocates, which is based on contributions.

<sup>173</sup> Law Regulating the Setting-up, Operation and Registration of Provident Funds (1981-2005) N.44/81, article 8A.

<sup>174</sup> Law N.75(I)/2005.

<sup>175</sup> Law on Relief of Sufferers N. 114/1988

The law, however, excludes from registration in the Registry lawyers from third countries (i.e. outside the EU but including member states of the European Economic Area and Switzerland),<sup>176</sup> which consequently deprives them from the right to participate in the pension scheme.

### **3.2.4 Access to all types and to all levels of vocational guidance, vocational training, advanced vocational training and retraining, including practical work experience (Article 3(1)(b))**

Note that there is an overlap between ‘vocational training’ and ‘education’. For example, university courses have been treated as vocational training in the past by the Court of Justice. Other courses, especially those taken after leaving school, may fall into this category. Does the national Anti-discrimination law apply to vocational training outside the employment relationship, such as that provided by technical schools or universities, or such as adult life long learning course?

The laws transposing the Employment Equality Directive<sup>177</sup> are in compliance with Article 3(1)(b) of the Directive. The scope of Law 58(I)/2004 which transposes the Employment Equality Directive includes “training” without specifying whether or not this must be part of an employment relationship or not. In the absence of a provision restricting the scope to training within employment, it may safely be assumed that the law does appear to apply to vocational training outside the employment relationship, such as that provided by technical schools or universities or other educational establishments, including life long learning courses.

There is also an equality body decision of 2006 establishing that the anti-discrimination laws apply to access to training even if this does not take place within an employment relationship. The case concerned a trainee air traffic controller who suffered vision impairment as a result of which he would probably never be able to work as an air traffic controller.

The equality body ruled that he should continue his training nevertheless, because denying him access to training on the ground of his disability would amount to discrimination prohibited by law.<sup>178</sup> Other equality body decisions found unlawful discrimination to exist in the fixing of an age limit for applying for state scholarships<sup>179</sup> and in the exclusion of persons with disability from admission to the state nursing school.<sup>180</sup>

<sup>176</sup> The Advocates Law, Cap. 2, article 4.

<sup>177</sup> Law N.58(I)/2004, s.4(b) and Law N.57(I)/2004, s.5(1)(b)].

<sup>178</sup> File no. AKI28/2006, dated 20.09.2006.

<sup>179</sup> The case is discussed earlier in this report, in section 3.7.

<sup>180</sup> The case is referred to in the Cyprus Country Report of the European Network of Legal Experts in the non-discrimination field (state of affairs up to 08.01.2007) available at [http://ec.europa.eu/employment\\_social/fundamental\\_rights/pdf/legnet/cyrep07\\_en.pdf](http://ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/cyrep07_en.pdf).



### **3.2.5 Membership of, and involvement in, an organisation of workers or employers, or any organisation whose members carry on a particular profession, including the benefits provided for by such organisations (Article 3(1)(d))**

The wording of Article 3(1) (d) is repeated verbatim in the national law [Law N.58 (I)/2004, s.4 (d) and Law N.57 (I)/2004, s.5 (a) (1) (d)]. On 4.11.2005 the Equality body issued a decision with regard to a provision in the standard employment contract issued by the Ministry of Labour for the employment of migrant domestic workers, which prohibits their involvement in trade unions. The decision found the said provision discriminatory and asked for its deletion from the contract. The new standard contracts issued by the authorities no longer contain that provision.

*In relation to paragraphs 3.2.6 – 3.2.10 you should focus on how discrimination based on racial or ethnic origin is covered by national law, but you should also mention if the law extends to other grounds.*

### **3.2.6 Social protection, including social security and healthcare (Article 3(1)(e) Racial Equality Directive)**

*In relation to religion or belief, age, disability and sexual orientation, does national law seek to rely on the exception in Article 3(3), Employment Equality Directive?*

Article 3(a) of Law 58(I)/2004 (transposing to a large extent the Employment Equality Directive), as well as the Law on Persons with Disability (N.127(I)/2000 as amended by N.57(I)/2004) seek to rely on the exception in Article 3(3) of the Employment Equality Directive. However, there are legal instruments which provide for social security and healthcare discrimination beyond the ground of race and ethnic origin. Firstly, the Public Assistance Law N.8/1991 provides for minimum standard for all living persons in Cyprus irrespective of ethnic, racial or national origin.

Secondly, Protocol 12 extends the fields of application to all the grounds listed (in the enjoyment of any right granted under national law, against public authorities in the exercise of any power granted by national law, where the public authority has exercised discretionary powers, including both acts or omissions of public authorities). Protocol 12 is enforced by the expanded powers granted to the Equality body<sup>181</sup> which prohibit discrimination for all grounds under the Protocol and covers “social protection, social security and medical care,” without any of the exceptions allowed for above.

There is an equality body decision which found that the exclusion of non-Cypriot EU citizens from a scheme of granting heating allowance amounted to discrimination on the basis of race or ethnic background and of national background under Protocol 12 to the ECHR.<sup>182</sup> Also, the denial of access to EU citizens to the electoral register for the purpose of voting at local elections was held to be discriminatory on the basis of race or ethnic origin.<sup>183</sup>

<sup>181</sup> Law N.42(I)/2004, Article 6(2)(e).

<sup>182</sup> Files AKP 22/2004, AKP 42/2004, AKP 43/2004, AKP 44/2004, AKP 49/2004, AKP 58/2004.

<sup>183</sup> Files AKP 75/2005 and AKP 78/2005.



The Equality body also found that the refusal of public assistance to an asylum-seeker because of his nationality amounted to indirect discrimination on the ground of race or ethnic origin in the area of social protection and social welfare.<sup>184</sup> The refusal of the health authorities to subsidise an under-fertile Pontian Greek citizen to do in-vitro fertilisation (IVF) was also held to be discriminatory.<sup>185</sup> As far as health is concerned, the equality body has ruled that the refusal to issue a health card (which entitles free treatment at hospital) to asylum-seekers due to the fact that they did not have their ‘pink slip’ (residence permit) was discriminatory on the basis of ethnic origin;<sup>186</sup> as a result, and in compliance with the said decision, the Ministry of Health issued a circular to hospitals to issue health cards to asylum seekers even in the absence of pink slips, where there is an emergency.<sup>187</sup>

### 3.2.7 Social advantages (Article 3(1)(f) Racial Equality Directive)

This covers a broad category of benefits that may be provided by either public or private actors granted to people because of their employment or residence status, for example, e.g. reduced rate train travel for large families, child birth grants, funeral grants and discounts on access to municipal leisure facilities. It may be difficult to give an exhaustive analysis of whether this category is fully covered in national law, but you should indicate whether national law explicitly addresses the category of ‘social advantages’ or if discrimination in this area is likely to be unlawful.

There is an issue regarding the very term ‘social advantage’. The term is translated by the official translation unit of the European Commission in Luxembourg as ‘social provisions’ and finds its way in the national legislation in this form.

However, the term is not referred to in Law 42(I)/2004, but in the Equal Treatment (Racial or Ethnic Origin) Law 59(I)/2004, s.4(c) and the Law concerning Persons with Disabilities (Law 127(I)/ 2000), s.6. The equality body’s mandate covers all areas within the scope of Article 3 of the Racial Equality Directive save for ‘social advantage’. In any case, to the extent that ‘social advantage’ is *state provided*, the Ombudsman (which is also the national equality body) is empowered to deal with it, as part of its mandate to investigate allegations for maladministration in the public sector.

National legislation explicitly refers to the category of ‘social advantages’ but does not provide any definition or list, which makes it even more difficult to monitor. Some groups do have such benefits (pensioners, other vulnerable groups), but given the relative underdevelopment of public utilities and poor public transport system, this is not a major issue in Cyprus.

<sup>184</sup> Files AKI 131/2005 and AKI 8/2005.

<sup>185</sup> File AKP 54/2004,

<sup>186</sup> The three cases were the following: A Palestinian granted subsidiary protection, whose wife was refused medical care even though she was at the very last stage of her pregnancy because she did not have in her possession the temporary residence permit (File No A/P 1339/05). The second complaint came from an Indian asylum seeker whose wife was also in the last month of her pregnancy (File No A/P 1363/05). The third case involved a Kurdish couple from Syria with two underage children who applied for asylum. The wife was also in her last stage of pregnancy but was refused access to medical care because she did not have a health card (File No A/P 1487/05).

<sup>187</sup> N. File YY11.23.03, 12 December 2005.



There are cases where persons become entitled to a type of benefit as a result of his/her employment status. One example is the case of sheltered workshops described in Article 2.7 of this Report, where persons with disabilities working in these workshops receive higher payment if they are married than if they are single. A number of benefits are available to certain<sup>188</sup> persons with disabilities, such as the exemption from fees for medical services in public medical institutions. By a decision of the Council of Ministers<sup>189</sup> a scheme of public assistance was created for the housing of single persons or families having a low income with special criteria for persons with disability. Also, persons with disability are exempted from certain charges concerning telecommunications and telephone services.<sup>190</sup>

Following a recent comprehensive tax reform, there are no longer tax discounts applying to persons on the basis of their marital status or otherwise. There are only state benefits granted to parents for children, whether conceived inside or outside marriage and whether adopted or not. The child benefits are available to all parents irrespective of whether they are married or not.

Other than the above benefits, which may be regarded as positive measures, discrimination on the ground of race and ethnic origin in the provision of social advantage is prohibited, as per s.4(c) of Law 59(I)/2004. In the case of the Roma population of Cyprus, since most, if not all of them<sup>191</sup>, are deemed to be part of the Turkish community of Cyprus and thus Cypriot citizens, they are entitled to all benefits that Cypriot citizens have and any differential treatment afforded to them would amount to discrimination on the ground of race/ethnic origin, as is the case with discrimination against Turkish-Cypriots. Although there has been no case to test this, it is certain that Roma people residing in the Turkish controlled north of Cyprus will not be entitled to any state benefit.

Despite the Supreme Court decision in *Tetyana Tomko v. Republic of Cyprus*<sup>192</sup> which established that differential treatment based on the place of residence (i.e. north or south of Cyprus) is unlawful, the approach followed both by the Courts<sup>193</sup> and the equality body is that persons residing in the north of Cyprus are not entitled to state benefits, even if they work in the south and pay their social insurance contributions to the state.<sup>194</sup>

<sup>188</sup> These are the war disabled, the pupils of the School for the Blind, the pupils of the School for the Deaf, the students of the Centre of Training and Vocational Rehabilitation of Persons with disabilities and persons who receive public assistance under the provisions of the Public Assistance Law.

<sup>189</sup> No. 53.863 of 19.06.2001.

<sup>190</sup> Regulations 311/2001, 382/2002, 473/2002, 525/2002 and a number of decisions of the Cyprus Telecommunications Authority.

<sup>191</sup> Generally speaking, the Roma of Cyprus are seen as indistinguishable from the Turkish Cypriots because of their religion (Muslim) and their language (Turkish), although one cannot exclude the possibility that today amongst the Roma population of Cyprus there may be persons who came from other countries, in which case they are not entitled to Cypriot citizenship.

<sup>192</sup> Recorded above in section 3.3 of this report.

<sup>193</sup> *Mehmed and Meral Birinci v. The Republic of Cyprus* (2006), No. 911/2004, 14.02.2006.

<sup>194</sup> Decision dated 19.04.2006, File No. A.K.R. 27/2005, where the equality body found that the Finance Ministry's rejection of the complainant's application for a child benefit was justified and that no discrimination existed, because it was not possible for the authorities to carry out the checks necessary to verify whether the information supplied by the applicant is true or not, adding that those Turkish-Cypriots residing in the areas under the control of the government are not subjected to discriminatory treatment in the field of state benefits.





### 3.2.8 Education (Article 3(1)(g) Racial Equality Directive)

*This covers all aspects of education, including all types of schools. Please also consider cases and/ or patterns of segregation and discrimination in schools, affecting notably the Roma community. If these cases and/ or patterns exist, please refer also to relevant legal/political discussions that may exist in your country on the issue.*

The Third ECRI Report on Cyprus refers to ‘reports of de facto school segregation of Pontian Greek children’ (para. 85), whilst some studies on racism and education record stereotypes and discrimination against migrant children,<sup>195</sup> Turkish-Cypriots and Roma amongst the pupil population. Also, in spite of the fact that Cyprus has ratified the *International Convention on the Elimination of All Forms of Racial Discrimination* (ICERD) since 1966,<sup>196</sup> which obliges states to “prevent, prohibit and eradicate all practices of racial segregation”, as expressed in General Comment 19 of ICERD, there is still segregation of the Roma in the Republic controlled south. In part this appears to be an unintended consequence of policy, and in part reflecting discriminatory attitudes, the ‘cultural capital’ and socio-economic and family conditions of the Roma in Cyprus.

The Roma children continue to be treated as pupils with special language requirements, in spite of the fact that Cyprus has ratified a number of international conventions on human rights<sup>197</sup> as well as on specific rights in the fields of education.<sup>198</sup> Over the past years Cyprus has ratified treaties in the field of education and thus adopted certain measures as a result;<sup>199</sup> also it adopted the European Social Charter (Revised)<sup>200</sup> and other international instruments<sup>201</sup>.

<sup>195</sup> Trimikliniotis, N. (2001) “The Educational Problems of the Pontians in Cyprus: Preliminary Research and Report on Primary Education”, Report on behalf of the Cyprus Association of Sociologists submitted to the Ministry of Education 2001; Trimikliniotis, N. (2004) “Mapping Discriminatory Landscapes: Ethnic Discrimination in a divided Education System”, in: *The Cyprus Review*, Vol. 16, N. 1, Spring 2004, Research and Development Centre – Intercollege, Cyprus and University of Indianapolis, USA; Trimikliniotis, N. (2004) “Institutional Discrimination” Workpackage 4, *The European Dilemma: Institutional Patterns and the Politics of ‘Racial’ Discrimination*, Research Project Xenophob, EU Fifth Framework Program 2002-2005, [http://www.multietn.uu.se/the\\_european\\_dilemma/](http://www.multietn.uu.se/the_european_dilemma/); Trimikliniotis, N. (2003) “Discriminated Voices - Cyprus Report”, Work Package 2, *The European Dilemma: Institutional Patterns and the Politics of ‘Racial’ Discrimination*, Research Project Xenophob, EU Fifth Framework Program 2002-2005, [http://www.multietn.uu.se/the\\_european\\_dilemma/](http://www.multietn.uu.se/the_european_dilemma/); Spyrou, S. (2004) *Educational Needs of Turkish-speaking Children in Limassol*, UNOPS, February-March 2004, Nicosia; Harakis C. (ed.) (2005) *Antikoinoniki Symperifora ton Neon tis Kyprou- Ratsistikes taseis*, Athens: Sakoula.

<sup>196</sup> The International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) of March 7 1966, was ratified and incorporated as Law 12/67, as amended by Laws 11/92, 6(III)/95 and 28(III)/99.

<sup>197</sup> Convention of the United Nations against Torture and Other Cruel, Inhuman or Degrading Treatment (ratified by Law 235/90 and Law 35(111)/93). Also Cyprus ratified the European Convention against Torture and Inhuman or Degrading Treatment or Punishment, together with Protocols No. 1 and 2. (Rat. Law No. 24/89 and 8(III)/97).

<sup>198</sup> The Convention against Discrimination in Education (ratified by Law 18/1970).

<sup>199</sup> Framework Convention for the Protection of National Minorities pursuant to Article 25.

<sup>200</sup> Incorporated in Law 27(III)/2000, Articles 11 and 12 state: to promote and facilitate the teaching of the national language of the receiving state or, if there are several, one of these languages, to migrant workers and members of their families; to promote and facilitate, as far as practicable, the teaching of the migrant worker’s mother tongue to the children of the migrant workers.

<sup>201</sup> E.g. Resolution ResCMN(2002)3 on the implementation of the Framework Convention for the Protection of National Minorities by Cyprus.



However, apart from the general provisions for the right to education and general ‘humanistic’ education, there is generally little connection in policy-making with the fact that Roma are Cypriot citizens with rights under anti-discrimination/ human rights law. At local level, some elements of multicultural education and teacher training for primary and secondary education have been introduced to cope with an increasingly multi-ethnic and multicultural setting, but this is at an early stage.

In spite of the fact that official policy is *not* to segregate and on occasion the Ministry of Education has been particularly drastic in taking measures to avoid segregation and the creation of ghetto-based schools, there is a high concentration of Turkish-speaking pupils (mainly Roma and Turkish Cypriots) in particular schools, attributed mainly to the concentration or even ghettoisation of migrants, Turkish-Cypriots and Roma in certain residential areas. More than half of the Roma pupils attending public schools today are concentrated in one school, the 18<sup>th</sup> Primary School in Limassol (the second largest city in Cyprus), which has 50 Roma pupils out of a total of 166 pupils. In itself such a situation is not necessarily negative, if this ‘concentration’ (a) was the result of the free movement of populations utilising their local affinities, family networks, ties and support, (b) the local area which they reside is not deprived but vibrant, multicultural and open to persons of different ethnic mix for cultural exchange; and (c) the multi-cultural mix of the school itself would act as a solid basis for developing expertise and innovative teaching geared towards a multicultural environment and not as the basis for a marginalised, deprived and second rate school. However, this is not the case with the particular school. In short, if the policy aims at the avoidance of deprived, ghetto-like schools in deprived areas and neighbourhoods, then the policy is in compliance with anti-discrimination and international law and human rights standards. By contrast, if the policy is one of blanket ‘dispersal’ with motives such as the dispersal of ethnic minorities as a concession to local xenophobic sentiments and attitudes that minority populations should ‘not affect native culture and tradition’, or to ensure that minorities and migrants are ‘not visible in public’, then it is clearly racially-motivated and is in breach of anti-discrimination laws and standards. In practice, the current policy has resulted in the ghettoisation of the residential area and of the school located in it, with the typical manifestations of exclusion and poverty, and has reinforced and cemented the prejudice demonstrated by the inhabitants of the neighbouring areas, who had from the beginning objected to the settlement of these communities in the vicinity.

The available statistical data points to the direction of certain discrepancies in the implementation of educational policies. Whilst the official policy is in favour of desegregating the schools by allocating the minority children in several schools to prevent ‘ghettoisation’, there is failure in dispersing minorities, and in particular Roma across the country. Not only the numbers of minority children have slightly risen at a specific school, there is an inverse relationship between the increased concentrations of students with a specific ethnic minority background correlated to a decreased enrolment of Greek Cypriot pupils in the specific schools. The Third ECRI Report on Cyprus notes that “...the Cypriot authorities have used language and displayed attitudes vis-à-vis these persons that were not conducive to defusing tensions and promoting acceptance of Roma by the local communities.”<sup>202</sup>

<sup>202</sup> Third ECRI Report on Cyprus, adopted on 16.12.2005, Strasbourg 16.05.2006, Council of Europe, p. 25.



In fact the only single Roma-related complaint dealt with by the Ombudswoman was a complaint from residents of an area close to a Roma settlement against the authorities for allegedly ignoring the residents' request to relocate the Roma settlement, complaining about the Roma lifestyle with overtly racist language.

In response, the Ombudswoman found the complainant's allegations of higher crime rates unfounded and went a step further to stress the rights of the Roma community and criticise the authorities for lacking the political will to solve their problems and for yielding to the unreasonable reactions of the local communities.<sup>203</sup>

There are no new available official data on the segregation of immigrants, refugees, asylum seekers and ethnic minorities in education, including vocational training.<sup>204</sup> However, recent research papers shed some light on the claim of the Ministry of Education that there is a policy to deal with segregation.<sup>205</sup> According to one study, the headmaster and social worker reported that Greek-Cypriot parents move their children to other schools when they see that in one particular school there is a high number of migrant or non-Greek-Cypriot pupils.<sup>206</sup> The same researchers state: "Based on the responses we received from the teachers, we discovered that the student population was not evenly divided. Non-indigenous pupils were concentrated in certain classrooms (i.e. 21 out of 30 pupils or 14 out of 30). This sheds doubt on the effectiveness of the Ministry of Education's efforts to distribute ethnic minority pupils evenly." Moreover, they claim that "non-indigenous pupils of a younger age appear to obtain better academic results than older pupils, who appear to find it more difficult to adjust to a new life and adjust to the nature of the educational curriculum. However, the majority of school teachers (80per cent) believe that, although the language is a major factor in underperformance, it is not the only contributing factor."<sup>207</sup>

In a statement to the press dated 10.02.2008, the elementary school teachers' union presented the following statistical data in terms of school attendance by foreign pupils: A total of over 8,000 foreign students attend kindergartens, primary and secondary education schools which is analysed as follows: kindergartens 995, elementary schools 4,422, secondary schools 2,626. At one particular Nicosia school (Phaneromeni elementary school) 71 out of a total of 87 pupils (81.6%) are non-Greek native speakers. In the school of Ayios Antonios in Limassol 55 out of 146 pupils (37.6%) are non-Greek native speakers. In another school in Limassol (Potamos Yermasoyias), 97 out of 245 (39.6%) are non-Greek native speakers. In the 6<sup>th</sup> Elementary School of Paphos 203 out of 241 (84.2%) are non-Greek native speakers. At the 4th School of Paphos 136 out of 230 (59%) are non-Greek native speakers.

<sup>203</sup> Cyprus Ombudswoman's Report on the Gypsies of the Turkish-Cypriot quarter of Limassol, File No. A/P 839/2003, 10.12.2003.

<sup>204</sup> No such data is kept by the Ministry of Education.

<sup>205</sup> See Cyprus RAXEN Annual Data collection Report, 2005 and 2006 and Cyprus RAXEN Trends and Developments Report, 2006.

<sup>206</sup> Their research is based on an empirical study of one primary school in Limassol with a high concentration of non-indigenous pupils. To quote the research: "the head teacher reported that the observed school used to be: a high profile school and everyone in the area considered it to have high standards where children could acquire the necessary academic skills. More recently, due to the increasing number of registrations from non-indigenous pupils, many Greek Cypriot parents have stopped sending their children to this school." See C. Panayiotopoulos and M. Nicolaidou (2007) "At a crossroads of civilizations: multicultural educational provision in Cyprus through the lens of a case study", *European Journal of Intercultural studies*, Volume 18, Issue 1, March 2007, pages p. 69.

<sup>207</sup> Panayiotopoulos, C. and M. Nicolaidou (2007) "At a crossroads of civilizations: multicultural educational provision in Cyprus through the lens of a case study", in: *European Journal of Intercultural Studies*, Volume 18, Issue 1, March 2007, pages p. 69.



At the Makarios Lyceum of Paphos, there are 189 foreign pupils, out of whom 137 are from Georgia. At the gymnasiums of Ayios Theodoros and Nikolaidio of Paphos, there are over 100 non-Greek native speakers. At the Linopetra gymnasium in Limassol there are 103 foreign pupils originating from 20 different countries.

The figures were given in an effort to support the teachers' demand for the introduction of the scheme of special reception classes at schools for foreign pupils, in the absence of which, according to the teachers' union, foreign pupils are led to ghettoisation and exclusion.<sup>208</sup>

In 2008 two complaints have been submitted to the equality body on education discrimination: one complaint concerns discrimination against Roma pupils based on information emanating from a research study; the other complaint is against school authorities and the Education Ministry for failing to take measures to combat repeated racist incidents at schools. At the time of writing, the complaints were in the process of investigation.

In September 2007 an association representing the parents of children with Down's syndrome complained that the government did not respond to their repeated calls for the creation of a specialized centre for the treatment of their children, particularly those in need of temporary hospitalization. Some were housed at Athalassa psychiatric hospital, where they allegedly received inadequate care. The parents claimed that the children were naked, locked in their wards for too many hours each day, and were under the influence of sedative medication; the hospital rejected their allegations. In September 2006, the Cyprus Mental Health Commission President had criticized Athalassa psychiatric hospital, calling it "unacceptable."<sup>209</sup>

National legislation prohibits discrimination on grounds of, inter alia, disability<sup>210</sup> but only as far as the mandate of the equality body is concerned. In other words, a victim may complain to the equality body for discrimination in education on the ground of disability and may subsequently apply to the Supreme Court under Article 146 of the Constitution to contest the act or omission of the equality body. A victim however is not granted, by virtue of this provision, the right to apply to the district Court under the laws transposing the Employment Equality Directive the scope of which does not extend to education.

In relation to disability, in particular, protection from discrimination in access to education may arguably also fall under the general prohibition against discrimination in the provision of services, found in Article 6 of the Law on Persons with Disabilities N.127(I)2000. It is evident from a number of equality body decisions that the equality body considers its mandate to include discrimination on the ground of disability in the field of education.

<sup>208</sup> C. Kyriakidou (2008) "Πάνω από 8.000 οι αλλοδαποί μαθητές" in *Phileleftheros* (10.02.2008).

<sup>209</sup> U.S. State Department (Bureau of Democracy, Human Rights, and Labor) Report, *Cyprus: Country Report on Human Rights Practices 2007*, released on 11.03.2008 (<http://www.state.gov/g/drl/rls/hrrpt/2007/100554.htm>)

<sup>210</sup> The Combating of Racial and other forms of Discrimination (Commissioner) Law 42(I)/2004, article 6 (f). This provision states that every treatment or behaviour, regulation, condition or practice in the public or the private sector which is prohibited by any law constitutes unlawful discrimination for the purposes of this law on the ground of racial/ethnic origin, religion, belief, community, language, colour, special needs, age and sexual orientation in the field of, inter alia, education.



Children with disabilities, physical and mental, are as a matter of general policy placed in mainstream schools, unless their condition is such that requires that they be placed in segregated specialised schools. The decision as to whether a pupil with a disability will be placed in one of the specialised schools is made by a district public committee,<sup>211</sup> and comprising of civil servants from a variety of disciplines and departments.

The procedure followed by the aforesaid committee is, first, the appointment of a first instance multi-discipline group of experts from the public or the private sector who will evaluate the pupil's need for special education or special support within mainstream education. For the purposes of this evaluation, the group is furnished with medical reports from the Ministry of Health, the history of the pupil and any information which the parents may wish to supply. Each member of the group will then deliver a report on the pupil setting out the tools and methodology used for the evaluation as well as their findings as to the nature and extend of needed support, in case they consider that such is necessary.<sup>212</sup> The experts' reports are considered by the district committee who will, following consultation with the parents, make the decision as to whether special schooling is necessary for the pupil in question or not. The author was unofficially informed by the national organisation for the blind that the committee will usually take the following considerations into account when making their decision: the wish of the parents, the assessment of the teachers at the school which the pupil in question is attending, the existence of any learning difficulties or multiple disabilities, or in the case of visual disability the desire of the pupil to learn Braille, which is not offered at mainstream schools. None of these considerations constitute an absolute criterion and each case is looked upon separately. In many cases, children with a disability are placed in mainstream schools but are offered support by a special education teacher who will regularly visit the school for this purpose. In the case of children with visual disabilities, for instance, for the school year 2006-2007 there were 11 pupils attending the special School for the Blind, either because they wanted to learn Braille or because they had multiple disabilities or learning difficulties, and 109 pupils attending mainstream schools (including 8 pupils under the age of 3) who received support from teachers from the School for the Blind visiting the school which these pupils attended. As a matter of state policy, children with disabilities cannot be denied access to education on the ground that they are unable to learn.

### **3.2.9 Access to and supply of goods and services which are available to the public (Article 3(1)(h) Racial Equality Directive)**

*Does the law distinguish between goods and services available to the public (e.g. in shops, restaurants, banks) and those only available privately (e.g. limited to members of a private association)? If so, explain the content of this distinction.*

Discrimination on the ground of race and ethnic origin for access to and supply of goods and services available to the public is prohibited by article 4(e) of Law 59(I)/2004.

<sup>211</sup> set up by Regulations N. 186/2001 issued by the House of Parliament by virtue of the Law on Education of Children with Special Needs N. 113(I)/1999 and 69(I)/2001.

<sup>212</sup> Section 9 of Regulations N. 186/2001.





In addition, the law amending the Ratification law of the Convention on the Elimination of All Forms of Discrimination of 1967, No. 11 of 1992, provides that any person who supplies goods and services by way of profession and refuses such goods or services to any person solely due to his/her racial or ethnic origin or religion is guilty of a criminal offence.<sup>213</sup> The aforesaid prohibitions apply, inter alia, to the Roma population of Cyprus, most of whom have Cypriot nationality, although refusal to supply goods and services would, in any case, apply to all, whether they are Cypriot citizens or not. Neither of the two said provisions distinguish between goods and services available to the public and those only available privately and it can safely be assumed that they apply to both.

For the ground of disability, the relevant law provides for equality of treatment of persons with disabilities with the rest of the citizens of the Republic in the provision of goods, facilities or services; differential treatment amounts to discrimination when the reason for such treatment is related to the person's disability and it is not "justified".<sup>214</sup> Also, this provision falls under the ambit of article 9(1) which provides that the principle at stake will be implemented through the taking of "reasonable measures". For more details, please see above, section 2.6(e) of this report.

Also under Article 7 (1) of Law 127(I)/2000 public means must be suitably modified for the entry and safe transportation of persons with disabilities, including persons using wheelchairs.<sup>215</sup>

Furthermore, Article 8(1) of Law 127(I)/2000 requires that the competent governmental departments must, within a short period of time, proceed to the installation of a suitable system of telephone services which assists persons with a hearing disadvantage or with any other disability of the senses or other speech disability to communicate through the telephone system in a manner proportionate to those persons without such disadvantages. Under the same provision, there must be public means of telecommunication accessible to persons with disabilities, including persons using wheelchairs; and television stations must make arrangements so that at certain hours sign language is available for news broadcasts.

<sup>213</sup> Section 2A(4) of Law No. 11 of 1992.

<sup>214</sup> Law 127(I)/2000, Article 6(1).

<sup>215</sup> The application of this Section shall be regulated with provisions issued by the Council of Ministers upon the recommendation of the Ministry of Labour and Social Insurance and of the Ministry of Transport and Works.



### 3.2.10 Housing (Article 3(1)(h) Racial Equality Directive)

*To which aspects of housing does the law apply? Are there any exceptions? Please also consider cases and patterns of housing segregation and discrimination of the Roma and other minorities or groups.*

Discrimination on the ground of race and ethnic origin in housing is prohibited by article 4(1)(e) of Law 59(I)/2004 (transposing the Racial Equality Directive). This section describes the scope of application of the law and expressly refers to “the access to goods and services available to the public and the supply thereof, including housing” as one of the fields of application. Section 4(2) of the same law sets out the exception as provided for in the Directive, i.e. that the law does not apply to differential treatment due to nationality and does not extend to conditions of entry and stay of third country nationals and stateless persons, nor to the treatment arising under the legal status of such persons. It should be noted that access to one’s own property was not deemed by the Courts to fall within the meaning of the term ‘housing’. A recent Supreme Court decision on an application for referral to the ECJ of the question whether article 2 of the Racial Equality Directive could be interpreted in a manner permitting an EU member state to deny the lawful owner of a property the right to sell it was rejected in a decision where the judge stated that the issue at stake (access to property) was outside the scope of the Directive.<sup>216</sup>

The extended mandate of the equality body covers, inter alia, rights arising under Protocol 12 to the ECHR, which makes it possible for the equality body to issue a decision on discrimination in housing on all grounds covered by Protocol 12, including nationality. However, although generally speaking the Equality body’s decisions may be relied upon in Court in order to obtain compensation, discrimination on grounds other than those covered by the Directives or the Cypriot Constitution may be within the equality body’s mandate but is not actionable in Court.

Some restrictions apply in the field of acquisition of immovable property by non-Cypriots, under the Acquisition of Immovable Property (Aliens) Law, which require non-Cypriots to apply for permit before they can register immovable property in their name. Also, a housing scheme developed by the Interior Ministry intended to benefit both Cypriots and other EU citizens, requires non-Cypriot EU citizens to submit evidence of their uninterrupted stay in Cyprus for five years as a precondition for their eligibility.<sup>217</sup>

#### Roma

In 1999-2000, a large number of Roma migrated from the Turkish-Cypriot controlled north of Cyprus to the south. Once they crossed over, most of them settled in abandoned and derelict properties within old Turkish quarter of Limassol which the Turkish Cypriots were forced to vacate several decades ago. Many of these houses were without doors or windows, sanitary system, electricity or water supply. By 2003, approximately 360 Roma persons had settled in these properties, without any preceding repair works.

<sup>216</sup> Perihan Mustafa Korkut or Eyiam Perihan v. Apostolos Georgiou through his attorney Charalambos Zoppos (17.12.2007) Case No. 303/2006, recorded above under section 3.6 of this Report.

<sup>217</sup> Letter from the Ministry of Interior to the Ministry of Justice, dated 09.05.2006.

Twelve families were regarded as trespassers, since they occupied abandoned Turkish-Cypriot homes without permit from the competent authorities, but the majority of the families were granted the necessary permits, despite the bad state of repair of these houses;<sup>218</sup> a study carried out by the Welfare Office in 2001 found that most houses were derelict and recommended that they be demolished because they were hazardous and dangerous for their inhabitants.<sup>219</sup> Various newspaper reports have also pointed to the squalor and poverty of these houses.<sup>220</sup>

The arrival of the Roma families in the south 1990-2000 was greeted with fear and suspicion by the local communities as well as by the authorities.<sup>221</sup> The then Minister of Justice alleged in a public statement that the Roma families may well be ‘Turkish spies’<sup>222</sup> whilst the then Minister of the Interior assured Greek-Cypriots that the authorities would “ensure that they will be moved to an area that is far away from any place where there are people living.”<sup>223</sup>

The Third ECRI Report on Cyprus notes that “...the Cypriot authorities have used language and displayed attitudes vis-à-vis these persons that were not conducive to defusing tensions and promoting acceptance of Roma by the local communities.”<sup>224</sup> At the beginning of this influx, some Roma families were detained in Central Prison; this practice was discontinued when the Attorney General ruled it as illegal.<sup>225</sup>

In 2004, a study conducted by an independent expert refers to ‘a number of serious problems’ faced by the Roma in Limassol, the most important of which being housing. The study states that ‘some houses in the community lack basic necessities such as electricity and water as well as basic hygiene’; large number of individuals are crammed under the same roof and children very often share their sleeping space with their parents.’<sup>226</sup>

Following the arrival of Roma families, a plan for their relocation and dispersing away from the urban centre of Limassol was compiled by the Interior Minister in 2002. The plan was intended to address the demands of the local communities who were opposing the settlement of the Roma in their area, rather than address the housing problem of the Roma.

<sup>218</sup> Information from the Ombudswoman’s Report on the Gypsies of the Turkish-Cypriot quarter of Limassol, File No. A/P 839/2003, 10.12.2003.

<sup>219</sup> Confidential Report on the housing in the Turkish quarter of Limassol 27/9/2001.

<sup>220</sup> See Frangou, M., “Ti eginan oi koullofi tis Kiprou”, *Selides* 324, 06/02/1998, Savvides, G. “O keros ton tsinganon”, *Haravgi* 4/11/2001.

<sup>221</sup> Hadjicosta, M. (2001) “Fears over gypsy influx”, *The Cyprus Weekly*, 13-19/04/2001 available at *Dom Research Center* <http://www.domresearchcenter.com/news/cyprus/index.html>

<sup>222</sup> Remarks by Justice Minister Koshis in Matthews, J. (2001) “More gypsies crossing from north as Koshis warns about spies”, *The Cyprus Mail*, 03/04/2001, available at <http://www.domresearchcenter.com/news/cyprus/index.html>

<sup>223</sup> Editorial (2001) “Our reaction to Gypsies raises some awkward questions”, in *The Cyprus Mail*, 10/04/2001, available at <http://www.domresearchcenter.com/news/cyprus/index.html>

<sup>224</sup> Third ECRI Report on Cyprus, adopted on 16.12.2005, Strasbourg 16.05.2006, Council of Europe, p. 25.

<sup>225</sup> Hadjicosta, M. (2001) “Gypsies released from remand cells”, *The Cyprus Weekly*, 20-26/04/2001.

<sup>226</sup> Spyrou, S. (2004) *Educational Needs of Turkish-speaking Children in Limassol*, UNOPS, February-March 2004, Nicosia. Research conducted in 2003 shows that the Roma themselves consider housing to be their most serious concern (see Trimikliniotis, N. 2005 *A European Dilemma: Racism, Discrimination and the Politics of Hatred in an Enlarged EU*, forthcoming).



In August 2002 the plan was approved by the Council of Ministers, who also approved an expenditure of CyP255,000 (approximate Euro equivalent 440,000) for its implementation.

The plan was never implemented, as it met with resistance from the local communities inhabiting the areas where the Roma were to be relocated, as well as from the Roma themselves, who wanted to be close to urban centres in order to be near their places of work and also near the areas they originate from. As a result, the Roma families were left to reside in the old Turkish quarter of Limassol, where many houses continue to be in a bad state of repair. In addition, two more settlements were created in two remote villages within the Paphos district (Makounda and Polis Chrysochoos) where the housing conditions are also appalling.<sup>227</sup> In her Annual Report for 2003 the Ombudswoman referred to an investigation carried out by her office into these settlements where most families were residing in temporary structures set up by themselves made of corrugated iron, wood, carton and plastic and without electricity and pointed out that for the purpose of harmonisation with the EU acquis the authorities must compile an action plan using a holistic approach for eliminating ethnic segregation and for respecting the diversity of the Roma.<sup>228</sup> A subsequent report released by the Ombudswoman on 30.06.2004 expressed concerns about the failure of the authorities to implement policies decided in March 2000 that were designed to tackle homelessness and unemployment among Roma.

The report also noted that the Roma had problems accessing medical and education services in Makounda and criticized the authorities' refusal to grant Roma the rights that they should enjoy as Cypriot citizens.<sup>229</sup>

*Housing is an area where official data is scant and policies are non-existent. Incidents of discrimination are not reported to the Ombudsman or the Equality body, presumably because they do not feature very high up on the agenda of migrants who are facing more serious challenges in the field of employment and in securing residence permits.*

## Turkish Cypriots

The particular situation facing Turkish Cypriot property owners as a result of the unresolved Cyprus problem is the subject of a number of court cases,<sup>230</sup> where the courts resort to the rigorous application of the doctrine of necessity, the legality of which is likely to be tested by the ECtHR in the near future, as a number of Turkish Cypriots are taking their property cases there in an effort to secure judgements that will allow them access to their properties in the south despite the fact that they reside in the north.

<sup>227</sup> Although the Interior Ministry claims that it has successfully carried out a housing plan for setting up pre-fabricated units in various communities in Limassol and Paphos with all necessary facilities, hepatitis incidents in 2005 and incidents of visceral leishmaniasis in 2006 in the Roma settlement of Makounda are attributed to poor hygienic conditions in the settlement: Nanos, C. (2005): "Se eksetaseis oloi oi athigganoi" in *Politis* (24.09.2005); Theodoulou, J. (2006): "Authorities play down rare disease in Gypsy camp" in *the Cyprus Mail* (26.05.2006).

<sup>228</sup> Cyprus Ombudswoman Annual Report 2003, p.37.

<sup>229</sup> The Cyprus Ombudswoman's report was quoted in: Amnesty International, Report on Cyprus covering events from January-December 2004.

<sup>230</sup> In these court decisions, the Supreme Court denied the Turkish Cypriot applicants access to their properties since these were placed under the control of the "Custodian", who is the Interior Minister, pending resolution of the Cyprus problem.



## 4. EXCEPTIONS

### 4.1 Genuine and determining occupational requirements (Article 4)

*Does national law provide an exception for genuine and determining occupational requirements? If so, does this comply with Article 4 of the Racial Equality Directive and Article 4(1) of the Employment Equality Directive?*

Copying the wording of both Article 4 of the Racial Equality Directive as well as Article 4(1) of the Employment Equality Directive, Article 5(2) of Law No. 58(1)<sup>231</sup> (transposing the Employment Equality Directive) allows for differential treatment based on racial or ethnic origin, religion, belief, age or sexual orientation when the nature of the particular occupational activities or the context within which these are carried out is such that a specific characteristic constitutes a substantial and determining employment precondition, provided that the aim is legitimate and the requirement proportionate. Along similar lines, the Law on Persons with Disabilities (Amendment) of 2004<sup>232</sup> excludes from its scope activities where, by virtue of their nature or context, a characteristic or ability which a person with a disability does not have, constitute a substantial and determining precondition, provided the aim is legitimate and the precondition is proportionate, taking into consideration the possibility of adopting ‘reasonable measures’. There are a number of equality body decisions attempting to offer an interpretation of the terms ‘legitimate aim’ and ‘proportionate precondition’, which are referred to above under section 2.3 (b) of this report.

The Law on Public Service<sup>233</sup> which used to provide that “only Cypriot citizens shall be appointed as civil servants” has been amended by replacing the term “Cypriot” with the term “European”. However, a stringent Greek language requirement has been introduced, rendering it very difficult, if not impossible, for non-native Greek speakers to become members of the civil service, a measure severely criticised in several equality body decisions. The requirement provides that all non-university graduates and all graduates from non-Greek speaking universities must undergo a Greek proficiency test the standard of which is very high. Furthermore, although Turkish is an official language of the Republic, there is no provision for native Turkish-speakers accessing the civil service on the basis of their own language: they also have to undergo the Greek proficiency test.<sup>234</sup>

<sup>231</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004).

<sup>232</sup> Law on Persons with Disabilities No. 57(I)2004 (31.03.2004), Section 4(1), amending Section 3A(b) of the basic law.

<sup>233</sup> Public Service Law 1/90.

<sup>234</sup> Article 123 of the Cyprus Constitution, which provides that 30% of the public service positions must be given to Turkish-Cypriots, has been defunct since 1963.





#### 4.2 Employers with an ethos based on religion or belief (Art. 4(2) Employment Equality Directive)

- a) *Does national law provide an exception for employers with an ethos based on religion or belief? If so, does this comply with Article 4(2) of the Employment Equality Directive?*

Copying verbatim part of Article 4(2) of the Employment Equality Directive, Article 7 of Law No. 58(1)<sup>235</sup> provides that in the case of occupational activities of churches or other public or private organisations the ethos of which is based on religion or belief, a difference of treatment based on a person's religion or belief shall not constitute discrimination when, due to the nature or context of these activities, religion or belief are a genuine, legitimate and justified occupational requirement, having regard to the organisation's ethos.

Article 110 of the Cypriot Constitution provides for complete autonomy of the established religious organisations/churches of the two Cypriot communities, the Christian Orthodox church for the Greeks and the Vakf for the Muslim Turks. Under Article 110.1, the "Autocephalous Greek-Orthodox Church of Cyprus" has "the exclusive right of regulating and administering its own internal affairs and property in accordance with the Holy Canons and its charter in force for the time being and the Greek Communal Chamber shall not act inconsistently with such right". Similarly, under Article 110.2 "the institution of Vakf and the Principles and Laws of, and relating to, Vakfs are recognised by this constitution".<sup>236</sup> From the above Article it is apparent that the extent of the autonomy and right to self-regulation granted to the Church under the Constitution is wider than that allowed by Article 7 of Law 58(I)/2004 (transposing Article 4(2) of the Employment Equality Directive). Pursuant to a new law which came into force in July 2006 amending the Constitution to the effect that that EU directives and regulations prevail over national legislation, it can safely be assumed that the provisions of Law 58(I)/2004 will prevail over the Constitution as the former transposes an EU Directive.

- b) *Are there any specific provisions or case-law in this area relating to conflicts between the rights of organisations with an ethos based on religion or belief and other rights to non-discrimination?*

There is no case law in Cyprus based on this provision. The autonomy of religious organisations may be subject to compatibility with the new anti-discrimination laws, however, this is part of the wider constitutional questions that go to the heart of the Cyprus problem as explained in 4.1 above. One may safely assume that non-Orthodox Christians are excluded from employment in positions in church organisations since they cannot become priests in the orthodox church of Cyprus; women are excluded since they are not allowed to become priests anyway, and homosexuals are excluded too as homosexuality continues to be considered by the church as a sin. In practice, organisations with an ethos based on religion, such as the Bishoprics, often have no hesitation in hiring Muslims or Catholics for manual jobs such as working in the fields owned by the Bishoprics.<sup>237</sup>

<sup>235</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004).

<sup>236</sup> For more details see Loizou 2000: 272-273.

<sup>237</sup> Interview with Petros Lazarou, secretary of the Morphou Bishopric, 16.01.2005.



Under article 7 of Law N. 58(I)/2004, “in the case of occupational activities within churches and other public or private organisations the ethos of which is based on religion or belief, a difference of treatment based on a person's religion or belief shall not constitute discrimination where, by reason of the nature of these activities or of the context in which they are carried out, a person's religion or belief constitute a genuine, legitimate and justified occupational requirement, having regard to the organisation's ethos”. This exception does not cover sexual orientation and the Law does not cover gender. Therefore, any different treatment in the course of employment due to religion, gender and sexual orientation is unlawful, unless it can be established that the test laid down in the Directive under art. 4.2 and incorporated verbatim under art. 7 of Law 58(I)/2004 is satisfied.

Also, following the amendment of the constitution giving supremacy to EU law, the leeway provided by the Directive which provides that “this difference of treatment shall be implemented taking account of Member States' constitutional provisions and principles, as well as the general principles of Community law” can be argued to have been further curtailed. Moreover, given that the Directive explicitly stipulates that such treatment “should not justify discrimination on another ground,” it could be argued that any different treatment that relates to any ground other than religion, whether direct or indirect, is discriminatory and thus unlawful. So far there has been no case law on the subject.

#### **4.3 Armed forces and other specific occupations (Art. 3(4) and Recital 18 Employment Equality Directive)**

- a) *Does national law provide for an exception for the armed forces in relation to age or disability discrimination (Article 3(4), Employment Equality Directive)?*

The Law regarding persons with Disabilities does not apply to the armed forces, to the extent that the nature of the occupation is such that it requires special skills which cannot be exercised by persons with disabilities.<sup>238</sup>

Also, Law 58(I)/2004<sup>239</sup> transposing the Employment Equality Directive provides that the prohibition of discrimination on the ground of age shall not apply to the armed forces, to the extent that the fixing of an age limit is justified by the nature and the duties of the occupation.

- b) *Are there any provisions or exceptions relating to employment in the police, prison or emergency services (Recital 18, Employment Equality Directive)?*

There are no express provisions or exceptions relating to employment in the police, prison or emergency services.

<sup>238</sup> Law on Persons with Disabilities N. 57(I)/2004 (31.03.2004), Section 4(1), amending Section 3A(1)(a) of the basic law.

<sup>239</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004), Section 8(4).



- c) *Are there cases where religious institutions can select people (on the basis of their religion) to hire or to dismiss from a job - when that job is in a state entity, or in an entity financed by the State (example: the Catholic church in Italy or Spain can select religious teachers in state schools)? In what conditions is that selection done? Is this possibility provided for by national law only or international agreements with the Holy See, or a combination of both?*

There are no provisions under which religious institutions can openly and officially select persons for any position, although there is public discourse on church intervention particularly at schools and criticisms against the church for trying to interfere with selection of candidates for a job placement and with the hiring process either by using its influence or by financing positions at the University of Cyprus in order to be filled by a person of their choice. Given that by far the most powerful of religious institutions in Cyprus is the Greek-orthodox church, and the dominant community in Cyprus is the Greek Cypriot, whose members are mostly of Greek orthodox religion, the issue of conflict or contestation does not often arise; the intervention of the Greek orthodox church, where such intervention takes place, is rather intended to promote a particular person for a specific job for reasons which are not exclusively of a religious nature. There is no publicly known incident where the church refused to hire a person on account of his/her religion.

#### **4.4 Nationality discrimination (Art. 3(2))**

*Both the Race Directive and the Framework Employment Directive include exceptions relating to difference of treatment based on nationality (Article 3(2) in both Directives).*

- a) *How does national law treat nationality discrimination? Does this include stateless status?*  
*What is the relationship between 'nationality' and 'race or ethnic origin', in particular in the context of indirect discrimination?*  
*Is there overlap in case law between discrimination on grounds of nationality and ethnicity (ie where nationality discrimination may constitute ethnic discrimination as well)?*

Copying verbatim the wording of article 3(2) in both Directives, the laws transposing the two Directives exclude from their scope differential treatment due to nationality and do not affect the provisions and preconditions concerning entry, stay and treatment of third country nationals and stateless persons.

However, nationality is a protected ground by virtue of article 1 of Protocol No. 12 to the ECHR which provides for freedom from discrimination on the grounds of, inter alia, national or social origin, association with a national minority birth or other status. This Protocol was embodied into national legislation on 19.04.2002 as Law 13(III)/2002. No reference is made in this law to stateless persons.



A similar provision is also to be found in the law appointing the Ombudsman as the equality body<sup>240</sup> which bestows the Ombudsman with the task of promoting equality in the enjoyment of rights and freedoms arising under international instruments ratified by Cyprus, irrespective of, inter alia, national or ethnic origin and of protecting individuals from discrimination by public as well as by private bodies on the grounds provided in the law, which include nationality. No reference is made in this law to stateless persons either.

In its decisions, the equality body has made use of its extended mandate and considered nationality discrimination as prohibited by international laws; on some occasions nationality and ethnic origin has been used interchangeably, in the sense that whilst the case at stake was clearly one of nationality discrimination, the decision would also invoke the provisions of the laws transposing the anti-discrimination directives. Please refer to section 3.1.1 of this report for more details.

*b) Are there exceptions in anti-discrimination law that seek to rely on Article 3(2)?*

Law 57(I)/2004 on persons with disabilities does not apply to differential treatment due to nationality and does not affect provisions and requirements relating to the entry and stay of third country nationals and stateless persons in Cyprus or the treatment arising from the legal status of such persons.<sup>241</sup> Identical provisions are also to be found in Law No.59(I)/2004<sup>242</sup> transposing the Employment Equality Directive and in Law 59(I)/2004<sup>243</sup> transposing the Racial Equality Directive. When viewed independently, the reference to differential treatment due to nationality may appear to contradict the main prohibition of race discrimination. However, the fact that this reference is part of the same sentence with the reference to the conditions of entry and stay of third country nationals and stateless persons, may lead to the interpretation that differential treatment due to nationality is permitted *only* in relation to the conditions of entry and stay of third country nationals.

Several decisions by the Ombudsman have criticised a number of practices of the Population-data Archives Department (part of the Interior Ministry) in the process of granting citizenship. In particular, criticism is directed at the restrictive approach of the Director of the Population-data Archives as regards the acquisition of citizenship via registration and naturalisation; particularly critical are the decisions regarding the rejections of applications for citizenship based on marriage with Cypriots.<sup>244</sup> Moreover, the decisions also highlight considerable delay in processing the applications, prejudice due to religion of the applicant and the exercise of administrative discretion regarding the interpretation of the regulation that excludes those who have entered the country illegally from acquiring citizenship.<sup>245</sup>

<sup>240</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), section 3(1)(b).

<sup>241</sup> Law on Persons with Disabilities N. 57(I)/2004 (31.03.2004), Section 4(1), amending Section 3A(3) of the basic law.

<sup>242</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004), Section 5(1).

<sup>243</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004), Section 4(2).

<sup>244</sup> See relevant Ombudsman Reports, Files No. 2599/2005, 1958/2005, 2059/2005, 2368/2005, 2599/2005, 2780/2005.

<sup>245</sup> See Ombudsman Report, File No. 727/2006.

The equality body's decisions however may take a different stand where the ever present 'Cyprus problem' is involved. A complaint submitted to the equality body on 16.01.2007 against the law on the acquisition of citizenship by descent is discriminatory which provides that children born to parents, one of whom unlawfully entered or resides in the Republic, do not automatically become citizens of Cyprus even if the other parent holds or would have been entitled to Cypriot citizenship. The law states that these children can become citizens only following a decision of the Council of Ministers.<sup>246</sup> This provision is intended to vest the Council of Ministers with the power to decide whether or not to grant nationality to children born to a Turkish Cypriot parent and a Turkish parent, where the latter is deemed to fall within the category of "Turkish settlers". The complaint alleged that the said provision was discriminatory contrary to the Constitution and international obligations of the Republic, as the rendering of a child's nationality conditional on the status of 'legality' or 'illegality' of the parents, or even worse of one of the two parents, not only violates the rights of children, as provided for in the UN Convention for the Rights of the Child, but also constitutes discrimination against the children who are victimised by the political situation and whom the Republic has an obligation to protect. Due to the lack of transparency in these procedures, it is not possible to assess the impact or to monitor implementation of this law. The Third ECRI Report on Cyprus<sup>247</sup> notes that 'decisions to grant nationality have resulted in intolerant and xenophobic attitudes in public debate'.<sup>248</sup> It was argued that the relevant provisions of the nationality law are contrary to art. 5 of the 1997 European Convention on Nationality, which Cyprus is yet to sign and which both the Second and Third ECRI Reports on Cyprus recommend that Cyprus signs and ratifies. It was also argued that the said provision is contrary to the general prohibition of discrimination as laid down in article 1 of Protocol 12 to the ECHR, which has been ratified by the Republic of Cyprus and which falls within the equality body's mandate.

The equality body's decision<sup>249</sup> recognised that the examination of applications under the said provision are often unnecessarily delayed and reported that the Council of Ministers had adopted the equality body's recommendations in establishing that the right to nationality is guaranteed to children who:

- a) Were born on or before 20.07.1974 (date of the Turkish military invasion in Cyprus).
- b) One parent is a Cypriot and the other is an EU or third country national excluding Turkish nationals.
- c) The parents got married outside Cyprus or in Cyprus before 20/07/1974.
- d) The Turkish-Cypriot parent had a relationship with the Turkish national irrespective of the events of 1974 (because of studying or working abroad).
- e) The parents reside in the mixed village of Pyla.<sup>250</sup>

<sup>246</sup> Art. 109 Population-data Archives Law No. 141(I)/2002. This clause was first introduced by Law 65(I)/1999 that came into force on 11 June 1999.

<sup>247</sup> ECRI (2006), Third Report on Cyprus, Adopted on 16 December 2005, Strasbourg 16.05.2006.

<sup>248</sup> For more details on the debate on nationality/citizenship see Trimikliniotis, N. (2007) "Nationality and Citizenship in Cyprus since 1945: Communal Citizenship, Gendered Nationality and the Adventures of a Post-Colonial Subject in a Divided Country", Rainer Bauböck, Bernhard Perchinig, Wiebke Sievers (eds.), *Citizenship in the New Europe*, Amsterdam University Press.

<sup>249</sup> Dated 24.03.2008, ref. A.K.R. 10/2007.

<sup>250</sup> Pyla is a village where Greek Cypriots and Turkish Cypriots reside in a single village under a special regime.





The decision adds that given that the Council of Minister's decision is governmental policy, it cannot intervene any further, although it does not explain why. It is apparent that the allegation for discrimination was not examined and that the equality body readily accepts that children may legitimately be discriminated against when one of the two parents entered Cyprus under the status of the "Turkish settler".

#### 4.5 Work-related family benefits (Recital 22 Employment Equality Directive)

*Some employers, both public and private, provide benefits to employees in respect of their partners. For example, an employer might provide employees with free or subsidised private health insurance, covering both the employee and their partner. Certain employers limit these benefits to the married partners or unmarried opposite-sex partners of employees. This question aims to establish how national law treats such practices. Please note: this question is focused on benefits provided by the employer. We are not looking for information on state social security arrangements.*

- a) Does national law permit an employer to provide benefits that are limited to those employees who are married?

The payment of work-related family benefits by employers is not expressly regulated by law in either the public or the private sector. In order to determine the legality of any provision or non-provision of work-related benefits, recourse must be made to the general anti-discrimination principles contained in the framework legislation. 'Family condition' is included in the prohibited grounds of discrimination in Article 28 of the Constitution which, under the Yiallourou case<sup>251</sup> is applicable per se both in the public and the private sector. Apart from those sectors in which collective agreements are in force, all other benefits provided by employers must be considered as part of the employment contract, the conditions of which may legitimately vary from employee to employee. In practice, both in the private as well as in the public sector, free or subsidised medical care schemes are commonly made available to employees' spouses. This may result in unfavourable treatment of the unmarried employees; furthermore the granting of benefits to married couples only, amounts to indirect discrimination on the grounds of sexual orientation, given that same sex couples are unable to marry in Cyprus.<sup>252</sup>

Regulation 12 of the Educational Officers (Placements, Transfers and Movements) regulations of 1987 to 1994 sets the family condition of the employee (i.e. whether he/she is married and has dependent children) as one of the criteria in determining whether such employee will be transferred to a teaching post away from his/her base.

<sup>251</sup> Yiallourou v. Evgenios Nicolaou (2001), Supreme court case, Appeal No. 9331, 08.05.2001.

<sup>252</sup> The state is under an obligation to recognise marriages concluded legally in other countries; therefore when a man, who is lawfully married to four wives in accordance with the laws of his country of origin, comes to Cyprus, the state is obligated to recognise all his wives, even though by Cyprus law this would be bigamy. Moreover, the supremacy of EU law over the Cypriot constitution makes the case for the recognition of homosexual marriage stronger. From this, one may perhaps conclude that the state is equally obligated to recognise a homosexual couple lawfully married in accordance with the laws of another country, although no such express provision exists yet in the Cypriot legal system.



A decision of the Equality body regarding this provision found that the differential treatment of unmarried employees vis-à-vis married employees without children amounts to indirect discrimination against persons who remain single out of personal conviction, or who choose to co-habit with their partners outside marriage or who do not marry due to their sexual orientation, in other words it amounts to discrimination on the ground of belief and/or sexual orientation. Thus the Equality body asked for this regulation to be revised.<sup>253</sup>

Law No. 59(I)/2004 transposing the Racial Equality Directive is stated to apply inter alia in the areas of “social protection, health care, social provision...[and] access to goods and services available to the public”<sup>254</sup>. However, Law No. 58(I)/2004 transposing the employment Directive is expressly stated not to apply to any type of provisions paid by public provision schemes or schemes similar to those, including public schemes of social insurance or social protection, except professional social insurance schemes. An exception to the exception is provided in the same provision, according to which differential treatment in any of the mentioned areas on the ground of racial or ethnic origin is not covered by the exception and presumably constitutes unlawful discrimination.<sup>255</sup> The same law also provides that the fixing of age limits as far as pensions or disability benefits are concerned shall not constitute discrimination provided it does not result in discrimination on the ground of sex.<sup>256</sup>

*b) Does national law permit an employer to provide benefits that are limited to those employees with opposite-sex partners?*

Common law marriage is not recognised in Cyprus so where benefits are available to married employees, these would necessarily apply to couples married in accordance with the law. From this perspective, same-sex and opposite sex unmarried couples are not treated differently by employers, although it should be added that homosexuality, decriminalised in Cyprus after the relevant decision of the ECtHR against the Cypriot government,<sup>257</sup> continues to be a taboo subject.

Same sex marriages are not allowed in Cyprus and none of the benefits applicable to opposite sex married couples currently apply to same sex couples.

#### **4.6 Health and safety (Art. 7(2) Employment Equality Directive)**

*Are there exceptions in relation to disability and health and safety (Article 7(2), Employment Equality Directive)?*

Are there exceptions relating to health and safety law in relation to other grounds, for example, ethnic origin or religion where there may be issues of dress or personal appearance (turbans, hair, beards, jewellery etc)?

<sup>253</sup> Report of the Equality body No. A.K.I 11/2004. Up until February 2007 there was no indication as to whether the regulation was revised.

<sup>254</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004), Section 4(1).

<sup>255</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004), Section 5(3)(a).

<sup>256</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004), Section 8(3).

<sup>257</sup> *Alexandros Modinos v. The Republic of Cyprus*, No. 15070/89(1993) ECtHR 19, 22.4.1993.



Law 57(I)/2004 on persons with disabilities is stated not to affect any measures for, inter alia, the protection of “health and the rights and freedoms of others”<sup>258</sup>. The same law further provides that the principle of equal treatment does not prevent the maintaining or introduction of regulations for the protection of health and safety at the workplace, or measures aimed at creating or maintaining requirements or facilities intended to preserve or encourage the inclusion of persons with disabilities.<sup>259</sup>

Law 58(I)/2004 transposing the Employment Equality Directive is also stated not to affect measures provided by national legislation necessary for, inter alia, the “protection of health and the rights and freedoms of others”, unless the differential treatment is due to a person’s racial or ethnic origin, in which case it presumably constitutes unlawful discrimination.<sup>260</sup>

No exceptions are allowed relating to religion or other grounds where issues of dress or personal appearance are concerned. It should be noted, however, that for the moment there are no such issues or debates in Cyprus, as there are hardly any ethnic communities using symbols of religion or culture.<sup>261</sup> The vast majority of Muslims of Cyprus, which are basically the Turkish-Cypriots, the Roma, migrant workers and asylum seekers from the Middle East are either secular or simply not using symbols in their appearance.

#### **4.7 Exceptions related to discrimination on the ground of age (Art. 6 Employment Equality Directive)**

##### **4.7.1 Direct discrimination**

- a) *Is it possible, generally, or in specified circumstances, to justify direct discrimination on the ground of age? If so, is the test compliant with the test in Article 6, Employment Equality Directive, account being taken of the European Court of Justice in the Case C-144/04, Mangold ?*

Law 58(I)/2004 transposing the Employment Equality Directive copies verbatim the whole provision in Article 6<sup>262</sup> of the said Directive and it may thus be possible that the law does allow for direct discrimination on the ground of age. However, the law that empowers the Equality body as the specialised body<sup>263</sup> does not contain these exceptions. No case has been decided on the subject, neither in court, nor by the Equality body. The ECJ case C-144/04, *Mangold* is binding authority on Cypriot courts and can be relied upon in the future.

<sup>258</sup> Law on Persons with Disabilities N. 57(I)/2004 (31.03.2004), Section 4(1), amending Section 3A(2) of the basic law.

<sup>259</sup> Law on Persons with Disabilities N. 57(I)/2004 (31.03.2004), Section 4(1), amending Section 3B(2) of the basic law.

<sup>260</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004), Section 5(3)(b).

<sup>261</sup> The sharp rise in asylum seekers has recently brought Cyprus face to face with the phenomenon of women wearing headscarves being unable to find employment: UNHCR report on the Situation of Refugees in Cyprus from a Refugee Perspective, 2004.

<sup>262</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004), Section 8.

<sup>263</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), section 3(1)(b).



- b) *Does national law permit differences of treatment based on age for any activities within the material scope of the Employment Equality Directive?*

Again, Law 58(I)/2004 transposing the Employment Equality Directive copies the whole provision in Article 3<sup>264</sup> of the said Directive, which sets out the scope of the Directive. No differences of treatment based on age are allowed, other than the ones listed in Article 8 of the law which, as stated in the immediately preceding paragraph, is an exact copy of the provisions in Article 6 of the employment Directive.<sup>265</sup>

- c) *Does national legislation allow occupational pension schemes to fix ages for admission to the scheme or entitlement to benefits under it taking up the possibility provided for by article 6(2)?*

Although the exception of Article 6(2) is not specifically invoked, there are provisions in the law regulating the payment of benefits under pension schemes in the public service, which depend at least partly on age. In particular, the Law Amending the Pensions Laws of 1997-2001 N. 59(I)/2005 provides that the lump sum payable to public servants upon retirement is paid upon the attainment of certain ages in combination with the completion of a certain term of service. Entitlement to other benefits is linked to the term of service but also, in some cases, to the mandatory pensionable age, which is determined by this law. Besides this law, there is a long list of laws regulating the payment of benefits under pension schemes to employees in the various governmental and semi-governmental bodies, most of which follow the pattern of the aforesaid law, i.e. benefits become payable upon completion of a certain term of service and/or upon attainment of a certain age and/or upon attainment of pensionable age.

In the private sector, pension schemes are regulated either by collective agreements (where such exist in the particular sector) or by private employment contracts or by the Law on Provident Funds<sup>266</sup> where benefits are paid under a provident fund. In the first two cases, it is impossible to monitor the conditions of eligibility for benefits under these schemes. In the case of provident funds, the relevant law prohibits discrimination only on the ground of sex but it is possible that any private provident fund which discriminates on other grounds will be held unlawful on the basis of article 4(c) of Law 58(I)/2004, transposing article 3.1(c) of the Employment Equality Directive on conditions of employment, subject of course to the exception in article 6(2) of the Directive (transposed by article 8(3) of Law 58(I)/2004).

<sup>264</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (I)/2004 (31.3.2004), Section 4.

<sup>265</sup> This provision, as well as the whole body of anti-discrimination law which came into force on 1.5.2004 was rushed through Parliament in order to meet the deadline of accession. No discussions were recorded in relation to any of these laws.

<sup>266</sup> Law Regulating the Setting-up, Operation and Registration of Provident Funds (1981-2005) N.44/81.



#### 4.7.2 Special conditions for young people, older workers and persons with caring responsibilities

*Are there any special conditions set by law for older or younger workers in order to promote their vocational integration, or for persons with caring responsibilities to ensure their protection? If so, please describe these.*

Law 58(I)/2004 transposing the Employment Equality Directive provides that differential treatment in the form of special conditions for access to employment and vocational training, employment and occupation including dismissal and remuneration conditions, for young and old persons and for working persons with dependents, so as to promote their vocational integration or ensure their protection, shall not constitute discrimination. However, no such measures or special conditions are actually provided by this law or by any other law.

#### 4.7.3 Minimum and maximum age requirements

*Are there exceptions permitting minimum and/or maximum age requirements in relation to access to employment (notably in the public sector) and training?*

There is some evidence that in practice older workers face discrimination when it comes to new appointments, with many employers specifying in job advertisement upper age limit of new recruits.<sup>267</sup> Furthermore, there is evidence that employers are very often reluctant even to interview applicants who are older unemployed workers and it would not be surprising to find that age discrimination is practiced across the board, as until recently it was not considered to be discriminatory and for there is still no monitoring mechanism in place almost four years after the enactment of the law prohibiting age discrimination.

Since the enactment of the new laws, a number of age discrimination complaints were submitted to the equality body, some of which concerned age limits fixed with regard to access to employment in the public sector. When the equality body found in favour of the complainant in one case,<sup>268</sup> the age limit condition in another case was revoked from the job description before this second complaint was processed by the Equality body. However, by the time that the age limit was revoked, the deadline for submitting applications for employment was already closed. The equality body pointed out that the revocation of the age limit provision would be given more substance if the same employment position was re-advertised without the age limit condition, to enable persons aged over the previously imposed age limit to apply. This recommendation was complied with and the position was re-advertised.

<sup>267</sup> The only research undertaken is a paper by House 1992 which discusses the problems of older workers in the labour force generally.

<sup>268</sup> The case involved a post for the Public Education Commission, which had a statutory upper age limit, whilst an equivalent post in the Public Commission did not contain such a restriction (File AKI 25/2004).





A number of cases were decided by the equality body which prohibits the setting of an upper age limit for the recruitment of persons in the Civil Service and the cooperative banks and a case is currently pending before the Courts, based on a decision by the Equality body where a co-operative bank was held guilty of discrimination for having fixed a maximum age limit in a job advertisement. Presumably the same applies in the private domain, but no decision has been taken as yet.

The Ministry of Labour has advised that the District Labour Offices do not accept announcements for vacancies by employers that set age limits and that the managers of newspapers were informed by the Department of Labour that setting age as a criterion for hiring in a job vacancy announcement is prohibited. The Ministry did not specify the date that this measure was introduced; given the above instances of vacancy announcements with age limits, one may presume that either this measure was introduced very recently or that it is not yielding the intended results. The Ministry has not specified if there are any sanctions against newspapers/employers advertising jobs with an age limit.

The only exceptions permitting minimum or maximum age requirements in Cyprus law are the ones listed in Article 8 of Law 58(I)/2004 which, as stated above, are a direct copy of the provisions in Article 6 of the Employment Equality Directive. In addition, the Cypriot law provides an exception relating to the armed forces, whereby the principle of non-discrimination on the ground of age is stated to be inapplicable in the armed forces to the extent that the fixing of an age limit is justified by the nature and the duties of the work.<sup>269</sup> The law does not specify the age limit applicable in this case, which is determined by the service schemes of the armed forces.

#### 4.7.4 Retirement

*In this question it is important to distinguish between pensionable age (the age set by the state, or by employers or by collective agreements, at which individuals become entitled to a state pension, as distinct from the age at which individuals retire from work), and mandatory retirement ages (which can be state-imposed, employer-imposed, imposed by an employee's employment contract or imposed by a collective agreement).*

- a) *Is there a state pension age, at which individuals must begin to collect their state pensions? Can this be deferred if an individual wishes to work for longer, or can an individual collect a pension and still work?*

Civil/public servants and public employees receive two types of pensions, one from the Social Insurance Scheme, which is based on the social insurance contributions they have paid during their working lives and an additional one called State Pension, which is state funded and does not depend on contributions. The Social Insurance pension begins at 63, which is dependent on contributions,<sup>270</sup> whilst the State pension becomes payable upon retirement at the age of retirement or under the early retirement scheme. As soon as the Social Insurance pension is activated, the State pension is reduced by an equivalent amount.

<sup>269</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (I)/2004 (31.3.2004), Section 8(4).

<sup>270</sup> The Social Insurance pension consist of the 'basic pension', which is available to all (341.76 euros) plus the amount that derives from the 'proportional scheme', which depends on national insurance contributions.



In order to be entitled to a full pension, public servants<sup>271</sup> have to complete 32 and 1/3 years of service, but there is provision for early retirement at 55 years at a reduced pension. Public servants and employees have the option to receive a retirement lump sum and a reduced pension, or receive a higher pension.<sup>272</sup>

Pension schemes of semi-governmental bodies and teachers in public education schools used the civil service model, but they are contributory pension schemes.

*b) Is there a normal age when individuals can begin to receive payments from occupational pension schemes and other employer-funded pension arrangements? Can payments from such occupational pension schemes be deferred if an individual wishes to work for longer, or can an individual collect a pension and still work?*

There is no fixed 'normal age' for such arrangements but this depends on each scheme.

*c) Is there a state-imposed mandatory retirement age(s)? Please state whether this is generally applicable or only in respect of certain sectors, if so please state which. Have there been recent changes in this respect or are any planned in the near future?*

Retirement age in Cyprus is statutory *only* for the civil servants and it is fixed at sixty-three for both the governmental as well as the semi-governmental sector (except teachers in public education). Up to 2005, for public servants the retirement age was 60, but it was extended to 63 following an agreement between the Government and the public service trade union, PASYDY, which was followed by an amendment in the laws on Pensions<sup>273</sup> and on Public Service.<sup>274</sup> The new law provides for the gradual extension of the mandatory retirement age to 63 for all those already in service, but for the new recruits the 63 age will be compulsory.<sup>275</sup> A Supreme Court decision issued in 2007<sup>276</sup> found that the different retirement age for employees of different ages does not amount to age discrimination.

Late retirement is not allowed for civil servants, public employees, semi-governmental organisations employees and employees of public education institutions are prohibited by law.

A government proposal to extend retirement age for teachers in public education, who are civil servants, from the age of 60 to 63, was rejected in a recent referendum and therefore retirement age remained at 60. The proposal provided for voluntary extension for those currently in employment. Early retirement, which is currently available at 55 was to be extended to 58.

<sup>271</sup> The actual amount for the full pension depends on scales etc.

<sup>272</sup> This applies to all those who are part of the Pension scheme.

<sup>273</sup> Ο περί Συντάξεων (Τροποποιητικός) Νόμος Ν. 69(Ι)/2005.

<sup>274</sup> Ο περί Δημόσιας Υπηρεσίας (Τροποποιητικός) Νόμος Ν. 68(Ι)/2005.

<sup>275</sup> In particular, the retirement age fixed by article 4A of the Pensions Law of 1967 N.9/67, as amended by Law N.69(Ι)/2005, is as follows: The age of 63 for those who attain the age of 60 on or after 01.07.2008; the age of 62 for those who attain the age of 60 between 01.01.2007-30.06.2008; the age of 61 for those who attain the age of 60 between 01.07.2005-31.12.2006.

<sup>276</sup> Vasos Constantinou v. The Republic of Cyprus through the Public Service Commission; Androula Stavrou v. The Republic of Cyprus through the Public Service Commission, Case Nos 1795/2006 and 1705/2006 (01.06.2007), referred to above in section 3.5 of this report.



The proposal was opposed by many teachers' trade unions, who feared that the move would (a) have a negative effect on the employment of younger graduates, who face long periods of unemployment until there is a vacancy, (b) would have a negative effect on education, and (c) would be associated with an extension of teaching hours, something already proposed by the Ministry of Education, as the proposal is only the beginning of a process that will undermine working conditions and the terms of employment of teachers.<sup>277</sup>

d) *Does national law permit employers to set retirement ages (or ages at which the termination of an employment contract is possible) by contract, collective bargaining or unilaterally?*

There is no statutory retirement age in Cyprus for employees in the private sector. However, the majority of private sector workers retire on their 65<sup>th</sup> year, which is the pensionable age prescribed by the Social Insurance Law.

e) *Does the law on protection against dismissal and other laws protecting employment rights apply to all workers irrespective of age, if they remain in employment or are these rights lost on attaining pensionable age or another age (please specify)?*

For these above questions please indicate whether the ages are different for women and men.

Mandatory retirement age is fixed only in the civil service and is the same for men and women employees. Employees in the private sector usually retire at sixty-five although they are *not* legally compelled to do so. In the nationalised industries it is permissible to extend one's retirement age with the consent of the employer, in which case the retirement age is regulated by the employment contract or the collective agreement, if such exists in the particular field.

However, under s.4 of the Law on Termination of Employment, the right to protection from unfair dismissal is lost upon reaching pensionable age. This effectively means that the employer is free to dismiss an employee or force him/her to retire at any time after he/she has reached pensionable age without having to pay any compensation. A complaint was submitted to the Equality body in 2005 alleging that the loss of the right to protection from unfair dismissal for persons who have reached either their pensionable or their retirement age amounts to unlawful discrimination on the ground of age. In 2007, the equality body found the said legal provision discriminatory and referred it to the Attorney General in order for him to prepare the amending law to rectify this problem, however no measures towards this aim have been taken yet and the said provision continues to remain in force.<sup>278</sup>

<sup>277</sup> See the relevant press release of the Coordinating Committee Against the Extension of the Age Limit in Education, 24.1.2005.

<sup>278</sup> The equality body's decision is discussed above in section 3.9 of this report.



The Ministry of Labour defended the said legal provision on the following grounds:

- Differences of treatment on the grounds of age are permitted under article 6 of the Directive (which is copied verbatim as section 8(1) of Law 58(I)/2004) as a measure that is ‘objectively and reasonably justified’. The employment policy goal of creating jobs for young persons by replacing the ones who have completed their cycle of work is, according to the Ministry, ‘objectively and reasonably justified’ and thus legitimate.
- The age of 65 is not an arbitrary one; it was chosen because it is the retirement age for the purposes of both the Social Insurance law and the Social Pension law, which provide the employee with pension benefits.
- The said legal provision creates an incentive for employers to employ senior /older persons, thus serving the policy goal of extending the duration of the professional life of senior citizens who are willing to continue working.

In fact, in Cyprus, there is a problem of unemployment amongst the young (under the age of 30)<sup>279</sup> and for the ages 55 to 65.<sup>280</sup> The goal of introducing measures for the employment of over 65 seems rather odd under the current conditions in Cyprus. Moreover, there is a more serious legal issue, rather than one of employment strategy. The case of ECJ decision C-144/04, *Mangold* is relevant here. The logic of the decision applies to the situation of losing the right to unfair dismissal: Similar to the case of the Cyprus context, the goal in the *Mangold* case was to encourage employment amongst the older people. However, as with *Mangold* the goal cannot be objectively justifiable and it is similarly going beyond what is the appropriate and necessary to achieve the goal. The fear of the ECJ that older workers will be excluded from the benefits of stable employment solely on the basis of age applies equally to the denial of the right to compensation for unfair dismissal.

#### 4.7.5 Redundancy

- a) *Does national law permit age or seniority to be taken into account in selecting workers for redundancy?*

The Termination of Employment Laws 1967-1994 which govern issues relating to redundancy do not provide for seniority or age to be taken into account in selecting workers for redundancy. However, there is extensive case law evidencing that the principle of “first in-last out” is accepted by the Courts and is used as a criterion for determining whether the right worker or workers have been selected for redundancy. In a significant number of cases, there is a collective agreement in force explicitly providing for this principle, which however must be used in conjunction with the ability and efficiency of a particular worker, in other words the provision in the collective agreement states that the person to be made redundant must be the last one appointed, having taken into account significant differences in the ability and efficiency of the work of the workers who are about to be dismissed.<sup>281</sup>

<sup>279</sup> See the Cyprus Labour Institute study on the job insecurity of the young workers in Cyprus, for the Cyprus Youth Board (2004-2005).

<sup>280</sup> See Cyprus Statistical service for the unemployment rates in Cyprus. For an analysis of unemployment see the Cyprus Labour Institute (2006) *Annual Review of the Economy and Employment for 2005*, INEK-PEO.

<sup>281</sup> Andreas Hadjimetriou v. 1. Publishing company “To Vima” Ltd, 2. Redundancy Fund, 107/85.



All other things being equal, however, the Court will apply the principle of “first in-last out”<sup>282</sup> although on other instances the Court has ruled that seniority *alone* cannot prevent the selection of a worker for redundancy.<sup>283</sup>

b) *If national law provides compensation for redundancy, is this affected by the age of the worker?*

The general rule of law is that the following criteria are used to determine the amount of compensation payable in the case of redundancy: the number of years of service in the same employer;<sup>284</sup> whether the period of employment was before 01.01.1964, as no compensation is payable for work before that date;<sup>285</sup> whether employment was continuous;<sup>286</sup> and the amount of weekly salary earned.<sup>287</sup> It may be argued that some of these criteria may, by inference, be indirectly related to age.

Article 19(1) of the Termination of Employment Law provides that redundancy does not generate the right to compensation if the worker so dismissed was of retirement age on the date of termination of his/her employment.

Also, in accordance with Article 19(2) of the same law, when a worker’s employment is terminated within twelve months prior to his/her retirement age, the amount of compensation payable is reduced by one twelfth for every completed month of age during this 12-month period.

There are a number of cases decided by the Courts where age was used as a criterion in order to assess the worker’s application for compensation from the redundancy fund where there was an offer by the employer for an alternative position or job. In the case of a 58-year old stock-keeper who was made redundant but was offered by the same employer an alternative position as a door-to-door salesman, the Courts held that due to his advanced age he was right to reject that offer was therefore entitled to compensation.<sup>288</sup> Similarly, a middle aged woman who was offered by her employer an alternative position at another location, which involved thirty minutes’ walk from her residence, was held by the Courts as reasonable in rejecting it and was therefore entitled to compensation.<sup>289</sup> By contrast, a young woman who rejected her employer’s offer for an alternative position which involved thirty minutes’ walk from her residence to the workplace was held as unreasonable because of her young age and good health and her application for redundancy compensation was rejected.<sup>290</sup>

<sup>282</sup> Chrysostomos Stavrou v. Redundancy Fund, 328/92.

<sup>283</sup> Charalambous v. Famagusta General Agency Ltd, 490/95.

<sup>284</sup> Termination of Employment Law, Table IV, Section 1.

<sup>285</sup> Termination of Employment Law, Table IV, Section 2.

<sup>286</sup> Termination of Employment Law, Table IV, Section 3.

<sup>287</sup> Termination of Employment Law, Table IV, Section 4.

<sup>288</sup> Andreas Charalambous v. 1. Zako Ltd and 2. Redundancy Fund, 295/96.

<sup>289</sup> Kyriakoula Demetriou v. 1. Sotos Loizides and 2. Redundancy Fund, 634/96.

<sup>290</sup> Frosia Hadjigeorgiou v. 1. Lizonic Fashion Center Ltd and 2. Redundancy Fund, 1164/97.





The same principle is applied where the employer introduces new or more advanced technology and requires the employee to accept training and/or adapt to the new methods: if the employee is young, his/her refusal to adapt to the new technology is held unreasonable and therefore redundancy compensation is not paid, whilst if the employee is old, the Court will afford more understanding to his/her inability or refusal to adapt and redundancy compensation is paid.<sup>291</sup> It is presumed that the same rule would be applied by the Courts in the case of employees with disabilities, although no such case has been brought before the Courts so far, bearing in mind that in cases of employees with disabilities the employer is obliged to provide 'reasonable accommodation' to enable the employee to adapt to the new technology.

No cases have yet been presented before the Courts seeking to reverse the above rules on the basis of the newly enacted anti-discrimination laws and it is not yet clear whether or not these rules would withstand such a scrutiny.

#### **4.8 Public security, public order, criminal offences, protection of health, protection of the rights and freedoms of others (Article 2(5), Employment Equality Directive)**

Does national law include any exceptions that seek to rely on Article 2(5) of the Framework Employment Directive?

Article 5(3) (b) of the Cyprus law transposing the Framework Employment Directive<sup>292</sup> copies the provision in Article 2(5) of the Directive verbatim. The same provision is also to be found in Article 4(2) of Law on Persons with Disabilities (Amendment) of 2004.<sup>293</sup> There are no other provisions to be found in Cyprus laws relying on the exception set out in Article 2(5) of the Employment Directive.

#### **4.9 Any other exceptions**

*Please mention any other exceptions to the prohibition of discrimination (on any ground) provided in national law.*

The only exceptions to the prohibition of discrimination which are not mentioned above concern the positive action provisions which are discussed below.

<sup>291</sup> Fotis Mikellides v. Redundancy Fund, 577/90.

<sup>292</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004).

<sup>293</sup> No. 57(I) of 2004 (31.03.2004).



**5. POSITIVE ACTION** (Article 5 Racial Equality Directive, Article 7 Employment Equality Directive)

- a) *What scope does national law provide for taking positive action in respect of racial or ethnic origin, religion or belief, disability, age or sexual orientation? Please refer to any important case-law or relevant legal/political discussions on this topic*

Positive action provisions exist in all three laws enacted recently for the purpose of transposing Directives 2000/78 and 2000/43. The provisions are geared towards rendering differential treatment lawful under certain circumstances but fall short from creating an obligation for the adoption of positive action measures or from creating a mandatory regime.

Law N.59(I)/2004, which more or less transposes the Employment Equality Directive, renders non-discriminatory any differential treatment or the introduction or maintaining of special measures which, although indirectly appearing as discriminatory, aim to prevent or compensate for disadvantages linked to ethnic or racial origin.<sup>294</sup>

Along the same lines, Law 58(I)/2004, which more or less transposes the Racial Equality Directive, renders non-discriminatory any preferential treatment in employment which, although prima facie discriminatory, aims at preventing or compensating for disadvantages due to racial or ethnic origin, religion or belief, age or sexual orientation.<sup>295</sup>

Law 127(I) 2000 on persons with disabilities, as amended by Law N. 57(I)2004, renders non-discriminatory any preferential treatment in occupation which although appearing prima facie discriminatory, aims to prevent or compensate for disadvantages due to disability. The same law provides that the principle of non-discrimination does not prevent the maintaining or introduction of regulations for the protection of health and safety at the workplace or any measures aimed at promoting the inclusion of persons with disabilities in the labour market.<sup>296</sup>

On 26.09.2002 the Supreme Court of Cyprus had declared void and unconstitutional, a set of legal provisions granting priority to employment in the public sector to persons with disabilities<sup>297</sup> and to persons related to the dead and the missing from the 1974 war or with war-related disabilities Law,<sup>298</sup> on a the basis of a quota system. The Court's reasoning was based on an interpretation of Article 28 of the Constitution that such priority discriminates against other candidates eligible for appointment in the public service. As a result, Law No.245/1987, which had up until then provided priority to qualified candidates with disabilities for appointment in the public education sector, was abolished.

<sup>294</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004), Section 6.

<sup>295</sup> Equal Treatment in Employment and Occupation of 2004 No. 58 (I)/2004 (31.3.2004), Section 9.

<sup>296</sup> Law on Persons with Disabilities N. 57(I)/2004 (31.03.2004), Section 4(1), amending Section 3B(1) and 3(B)(2) of the basic law.

<sup>297</sup> Law No.245/1987.

<sup>298</sup> No. 55(I) 1997.



On 16.04.2005 a new law came into force<sup>299</sup> which restored the old law of 1997<sup>300</sup> (previously declared unconstitutional by the above decision of the Supreme Court) which gives priority in employment in the public sector to relatives of the dead and the missing from the 1974 war in Cyprus and to persons disabled by the 1974 war. The result was that the quota system was restored only for the relatives of the missing and dead and for persons with war-related disabilities, but not for persons with disability in general, which establishes a *prima facie* case of discrimination against persons with non-war related disabilities.

In a further development, a court decision of 08.12.2006<sup>301</sup> found Law 87(I)/2004 (granting priority to war-disabled persons) also unconstitutional, on the ground that it introduced a class of beneficiaries (the war-related disabled, etc) that is favoured against others, thus reversing the principle of equality of all applicants before the law and violating Article 28 of the Constitution. Strangely enough, another law<sup>302</sup> granting pensions to Greek-Cypriots with a disability as a result of their army service or as a result of their involvement in the anti-colonial struggle of 1955-1959 or as a result of the war in 1974, still stands, presumably because it was not challenged in court by anybody.

The above court decisions beg the question whether any law enacted in the future introducing positive action measures would also be deemed as unconstitutional. The government and the parliament have to date been reluctant to introduce quotas in employment for fear that these would be deemed to violate the non-discrimination principle set out in Article 28 of the Constitution, based on the ECJ decision in the *Kalanke* case.<sup>303</sup> An amendment to the Constitution introduced recently, giving priority to EU regulations and Directives over all domestic legislation (including the Constitution) could perhaps be utilised in order to avoid the cancellation of such positive measures introduced under the anti-discrimination laws transposing the *acquis*.

In December 2005, a set of four bills was presented to Parliament by a Socialist MP, in order to rectify this situation. The bills proposed to introduce, for persons with disabilities, a quota for their employment in the education sector; a scheme for preferential parking; a system for rendering temporary or hourly-based disabled civil servants permanent; a quota system for the employment of blind telephonists in the public and the educational sector; a quota for employment in the private sector where the number of employees exceed ten. In May 2006, when the Parliament dissolved before the parliamentary elections the said bills were, as a matter of standard practice, withdrawn.

<sup>299</sup> Law No. 87(I) 2004.

<sup>300</sup> Law No. 55(I) of 1997

<sup>301</sup> Charalambos Kittis et al v. The Republic of Cyprus (2006), Appeal case No. 56/06 (08.12.2006).

<sup>302</sup> Law on Relief of Sufferers N. 114/1988.

<sup>303</sup> Case No. C-450/93.

The law of 2004<sup>304</sup> purporting to transpose the Employment Equality Directive did not introduce the wide scope of Article 7 of the Directive with regard to positive measures. In particular, the new law did not amend section 5(2) of the 2000 law which merely provides for three type of measures which may be introduced by regulations<sup>305</sup> but no such regulations have been introduced so far.

The effect of this is that the provision now in force is the old law, which existed prior to the transposition of the Employment Equality Directive and which provides only for the introduction of regulations on three limited types of measures.

- b) *Do measures of positive action exist in your country? Which are the most important? Please provide a list and short description of the measures adopted, classifying them into broad social policy measures, quotas, or preferential treatment narrowly tailored.*
- c) *Refer to measures taken in respect of all 5 grounds, in particular refer to the measures related to disability and any quotas for access of people with disabilities to the labour market, any related to Roma and regarding minority rights based measures.*

### *Social Policy measures*

- By a decision of the Council of Ministers<sup>306</sup> a scheme of public assistance was created for the housing of single persons or families having a low income with special criteria for persons with disability. Although the measure itself does not make such inference, the class of 'single persons' may include gay and lesbian persons who are forbidden from being married in Cyprus.
- In 2003, and in view of the partial lifting of the restrictions in movement between north and south of the island, the government decided<sup>307</sup> to recognise the academic qualifications of Turkish-Cypriots as evidence of their education - even though it considers the academic institutions in the north issuing such certificates as 'illegal' - in an effort to promote the employability of Turkish-Cypriots in the south and to avoid discrimination against them. It is doubtful whether this measure was ever implemented or whether it merely remained on paper. No research has been carried out to evaluate the effectiveness of this measure and practice has shown that the Turkish Cypriots finding employment in the south are mostly the manual workers and not the university graduates.

<sup>304</sup> Persons with Disabilities Law No. 57(I) 2004, amending the existing Law N.127 (I)/2000.

<sup>305</sup> These are: schemes for the employment of persons with disabilities by providing incentives; establishing posts in the public sector exclusively for persons with disabilities; and creation of incentives for employers to employ persons with disability.

<sup>306</sup> No. 53.863 of 19.06.2001.

<sup>307</sup> Press and Information Office of the Republic of Cyprus, 'Movement of Persons, vehicles, goods, employment, issue of certificates and other documents', 30.04.2003).



- In June 2007 the Council of Ministers decided to modify the stringent Greek language requirement for a certain position in the public service. The decision stated that “very good knowledge of Greek” will no longer be required for employment in the position of medical officer at the Ministry of Health. The decision purports to comply with a recommendation of the equality body pursuant to a complaint for language discrimination against EU and third country nationals. The decision, however, is not extended to cover other positions in the public or private sector, where the requirement of “very good knowledge of Greek” still stands, despite the numerous recommendations against this by the equality body.
- The Education Ministry provides Turkish language classes for pupils whose mother tongue is Turkish (Turkish-Cypriots, Roma, Kurds etc) in schools where there is high concentration of Turkish speaking pupils. In addition, extra classes of Greek language are offered to pupils whose mother tongue is not Greek (children of migrants, Turkish Cypriots, Roma etc). For the school year 2005-2006, a total of 1,356 hours of extra Greek language classes were offered in schools across Cyprus. For the school year 2007-2008 a total of 1,395 hours of extra Greek language classes will be offered. This measure will involve hiring an additional 48 teachers. The books for teaching Greek to non-native Greek speakers which are being used have been especially designed in and brought from Greece, where they were being used in multicultural schools. Although the impact of this measure has not been evaluated, one of the schools where this measure is in place, namely the Eighteenth Elementary School of Ayios Antonios in Limassol, which is attended by a large number of Turkish speaking pupils, was awarded the Commonwealth Education Good Practice Awards in 2006.<sup>308</sup>
- The Special Education for young persons with Special Needs Law 1 13(I)/1999, as well as the Public Assistance and Services Law of 1991 guarantees a minimum standard of living for all persons legally residing in Cyprus. The law applies to all persons whose resources do not meet their basic and special needs as defined by law, although no public assistance is paid to migrants who live below the poverty line. At the same time, this law includes special provisions for persons with a disability, single mothers, older persons, families with four children or more and internally displaced persons.
- Under a new law enacted in 2006, the national confederation of organizations of persons with disability KYSOA became a social partner of the state in all matters pertaining to disability. Under the same law, consultation with KYSOA is now obligatory for all governmental departments dealing with disability and KYSOA became a receiver of an annual state grant for its running expenses.<sup>309</sup>
- The Protection of the Mentally Retarded Persons Law 117/1989, and the Street and Building (Amendment) Regulations No. 3322 30.4.99 provide for easier and safer access for persons with disabilities to public places and buildings.
- The Special Fund Law 79(I)/ 1992 provides for services and programmes for the rehabilitation of persons with disability.

<sup>308</sup> [http://www.moec.gov.cy/etisia-ekthesi/pdf/Annual\\_report\\_2006\\_en.pdf](http://www.moec.gov.cy/etisia-ekthesi/pdf/Annual_report_2006_en.pdf)

<sup>309</sup> Law on Consultation Process of State and Other Services on Issues concerning Persons with Disability N. 143(I)/2006, dated 3.11.2006.



- The Law on Persons with Disabilities N.127 (I)/2000, as amended, provides a set of rights for persons with disabilities and implementation measures. These rights include the right to independent living, full access to the community and equality of participation in economic and social life (Article 4(1)). Furthermore, Article 4(2) of the Law provides for: (a) timely detection and diagnosis of the disability (b) personal support with auxiliary equipment (c) access to housing, buildings, streets and generally to the natural environment and to public means of transport (d) access to appropriate education according to their needs; (e) access to information and communication with special means where necessary, especially for certain groups of persons with disabilities of the senses; (f) services for social and economic access to professional assessment and orientation, professional training and employment in the open job market; (g) a dignified standard of living and, where necessary, through financial allowance and social services; (h) the creating of personal and family life; (i) participation in cultural, social, athletic, religious and entertainment activities.” Article 4(2)(a) of the same law provides for the following measures for the creation of employment opportunities: “(i) the introduction of employment schemes for persons with disability by providing incentives for the employers which shall be determined by regulations according to the number of employees or the business cycle of the enterprises concerned; and (ii) the creation of jobs in the governmental, semi-governmental and wider public sector to be fulfilled exclusively by persons with disability”. A number of other rights include “job reinstatement, where possible, of a person with a disability in the same enterprises where the disability occurred during their employment; special protection against dismissal; and the operation of special schemes of employment in the public and private sectors, by providing economic incentives”.<sup>310</sup> Although it is hard to estimate the impact of these provisions and the extent to which they are being utilised, the potential is nevertheless there. However, bearing in mind the loopholes of the law, it may perhaps be difficult to see how these rights may be translated into social policy.
- The issue of accessibility to Courts for persons with disabilities, in the form of physical accessibility, provision of documents in Braille language, sign language interpretations or other is not addressed and it is doubtful if the said legal provisions create any obligations with regard to guaranteeing full accessibility.

<sup>310</sup> The impact of this article is severely limited by article 9 of the same law, which provides that all the rights set out in articles 4, 5, 6, 7 and 8 of the Law are not absolute but are conditional upon a number of prerequisites, such as: the nature and the required expense for the taking of the necessary measures; the financial resources of the person who has the obligation to take such measures; in the event that the measures are to be taken by the state, then public finances and other obligations of the state are to be taken into account; the provision of state aid or other contributions towards the cost of the required measures; and the socio-economic situation of the person with disability.



## Quotas

- The Appointment of Trained Blind Telephone Operators to the Post of Telephone Operator in the Public Sector (Special Provisions) Law of 1988 (L. 17/1988), Article 3, provides that blind candidates who have all the qualifications required by the scheme of service and who are trained telephone operators<sup>311</sup> are given priority in appointment. The same law also provides that for the appointment of a non-blind person to the post of telephone operator, the Pancyprrian Organisation for the Blind must give its prior written confirmation that there are no blind telephone operators as candidates for the specific post. Article 3 of the same law also provides that in case there are no blind telephone operators as candidates for the said position, other candidates with disability will be preferred. These provisions have worked fairly well and have significantly contributed to the vocational rehabilitation and labour integration of blind persons, as the job of telephone operator continues to be the job of the majority of the blind persons in Cyprus. This law, which has resulted in the employment about 55 blind persons since its enactment in 1988, applies to telephone operators who have completed training at the School for Telephone Operators of the School for the Blind. It is considered by the Pancyprrian Organisation for the Blind as a significant positive measure, despite the fact that it refers to a relatively low status type of work that may fall short of utilising the affected persons' full potential. Recent technological developments in telephone services may present a risk for this institution and could mean that training may have to be channelled in other directions.<sup>312</sup> Strangely enough, this is the only one that has survived the Courts' tendency to declare unconstitutional laws giving priority in employment to persons with disabilities.
- The Public Education Service Law, as amended by Law 180/1987, provided that in filling first entry posts in the Public Education Service, persons with disabilities should be appointed in accordance with a proportion specified by Law. Subsequently, this provision was indirectly declared unconstitutional, following a highly controversial court decision relying on a strict and rather conservative interpretation of the equal treatment principle of the Constitution.<sup>313</sup>
- The Public Service Law 1/1990, provides that, in filling vacant posts in the Public Service, priority should be given to disabled candidates 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.

<sup>311</sup> Training in telephone operation is provided free of charge to all blind persons by the state School for the Blind. Also, the Pancyprrian Organisation for the Blind, a non-governmental organisation, offers further training free of charge.

<sup>312</sup> Florentzos, M. (2005) The Legal and Social Position of Persons with Disability in the new Legal order of the Republic of Cyprus as a Member State of the European Union, Nicosia, p.151. Mr Florentzos is the president of the Cyprus Confederation of organisations of persons with disabilities.

<sup>313</sup> Republic of Cyprus through the Civil Service Commission v. Eleni Constantinou, Appeal Case No. 3385, 26.09.2002.



### *Preferential treatment*

- Since the partial lifting in the restrictions in the freedom of movement in April 2003, as a result of which several Turkish Cypriots regularly visit the Republic-controlled areas and seek to access health services in public hospitals, the government introduced a policy of providing free medical care to all Turkish-Cypriots without requiring proof of low income, as it is required of Greek Cypriots. This policy derives from another policy followed by the government, according to which certificates issued by the Turkish Cypriot authorities in the north, including income certificates, are not recognised, lest that would amount to recognition of the unrecognised Turkish Cypriot regime in the north. In view of this, it was deemed politically safer to provide free medical care to all Turkish Cypriots independent of income rather than have to review and thus perhaps indirectly extend recognition to income certificates issued in the north. The measure has been rigorously criticised by a section of Greek-Cypriot society, media and politicians who claim that it introduces discrimination against Greek Cypriots.
- Educational Priority Zones (EPZ): This measure, introduced by the Ministry of Education and operating for some years now, aims at placing in a special category certain schools where special attention and particular measures are needed to address certain educational needs, such as pupils coming from particularly poverty-stricken areas, high concentration of non-native Greek speakers, high drop out rate etc. Schools classified as falling within EPZ receive extra teaching hours and other measures where needed. The institution of EPZ aims at reducing inequalities for pupils attending schools in disadvantaged areas with an increased proportion of immigrants, combating school failure and illiteracy. The measure aims at strengthening the capacity of children already attending such schools because of the location of their residence to enable them to stay in school longer and attain better grades. There are currently three EPZ in operation in Cyprus, covering 17 school units.<sup>314</sup>

The following measures are in place in relation to certain groups of persons with disability:

- Exemption from fees for medical purposes in public medical institutions.
- Special parking tickets that secure preferential parking for persons with disability.<sup>315</sup>
- The institution of the 'sheltered workshops' known as KEAA (Centres for Vocational Rehabilitations for the Disabled), explained above in section 2.7 of this report.
- Exemption from certain charges concerning telecommunications and telephone services.<sup>316</sup>

<sup>314</sup> [http://www2.cytanet.com.cy/fanerom-dim/zep/html/ie\\_aead\\_ooci\\_eydni.html](http://www2.cytanet.com.cy/fanerom-dim/zep/html/ie_aead_ooci_eydni.html). See also the annual report of the Ministry of Education at [http://www.moec.gov.cy/etisia-ekthesi/pdf/annual\\_report\\_2007\\_en.pdf](http://www.moec.gov.cy/etisia-ekthesi/pdf/annual_report_2007_en.pdf)

<sup>315</sup> Article 7A of Law on Persons with Disabilities 127(I)/2000 as amended by Law 102(I)/2007.

<sup>316</sup> Regulations 311/2001, 382/2002, 473/2002, 525/2002 and a number of decisions of the Cyprus Telecommunications Authority.



### *Roma and Minority rights based measures*

- There are no positive action measures in place for the Roma community or for any other community, except the provisions related to the education of the Turkish-speaking children referred to above, consisting mainly of language classes, plus a small subsidy for school uniforms, the provision of meals at school and transport to and from the school. The aforesaid are not provided to this group in their capacity as Roma but in their capacity as “Turkish speaking” people; no special classes are offered on Roma history and culture. Also, although the institution of the Educational Priority Zone (EPZ) referred to above is intended to cover schools in deprived and impoverished areas, it does not include all the schools attended by Roma pupils residing in neighbouring Roma settlements, which are renowned for their squalor and poverty.

It should be added that the Cypriot government does not recognise the existence of any minorities in Cyprus. The Roma are considered to be part of the Turkish Cypriot community, the Maronites, the Latins and the Armenians are deemed by the Constitution to be “religious groups” and the nature of the stay of migrant communities in Cyprus is seen as too temporary in order for the status of a “minority” to be afforded to them.

### *Good practice initiatives*

Some of the most important initiatives which took place in Cyprus between 2004 and February 2008 include:

- The National Report on Strategies for Social Protection and Social Inclusion (NRSSP) 2006-2008<sup>317</sup> contains an evaluation of institutional policies and provides for future initiatives. In particular, the reference in NRSSP to the policies on refugees and immigrants is useful: it refers to the provision of free of charge Greek language lessons to refugees through the Training Centres of the Ministry of Education and Culture and states that “the government is in the process of introducing an integrated strategy for the employment of foreign workers with the participation of all relevant Ministries and the social partners”. In the field of monitoring the implementation of the 2004 National Action Plan for Social Inclusion, the Ministry of Labour and Social Insurance established a special working group comprised of representatives from the governmental sector, social partners and NGOs. The working group will monitor and assess all policy developments and interventions for combating social exclusion and will ensure transparency by promoting open dialogue in the implementation of the 2004 National Action Plan. It commits itself that in the future it will enhance the “Open Method of Coordination in the field of Social Exclusion”, as it did in the 2005 seminar which brought together about 120 representatives from the government, NGOs, social partners and academic institutions with the aim of discussing and evaluating the strategic objectives and interventions proposed in the 2004 Plan.

<sup>317</sup> Ministry of Labour and Social Insurance, Lefkosia, September 2006.

- In June 2005, an intensive two-day seminar was held in the buffer zone of Nicosia, as part of a European Commission funded project,<sup>318</sup> attended by representatives of fifty NGOs coming from both north and south of the divide,<sup>319</sup> offering training in combating discrimination on the grounds of, inter alia, racial or ethnic origin. The training was carried out by 6 trainers from Cyprus who had been trained by a team of international experts in Istanbul earlier in 2005. It was the first of its kind in Cyprus and has, in addition to the anti-discrimination training, offered a unique opportunity for networking and co-operation between anti-discrimination NGOs north and south. An initiative to set up a federation of all such organisations is already under way.
- In the summer of 2005 NGO Prosvasi carried out a project in Limassol, the second largest city in Cyprus, offering free Turkish language classes to Greek-speaking women and free Greek language classes to Turkish-speaking women. The project, funded by USAID and UNDP and executed by UNOPS, was largely aimed at peace-building but also on gender empowerment and on increasing the employability of the largely marginalised Turkish-speaking female residents of Limassol, of Roma, Turkish-Cypriot, Turkish and Kurdish origin.
- On 18-19 March 2006, the student club 'Under the Same Sky', which is based at the semi-public English School organised a two-day workshop for pupils as part of an ongoing awareness-raising long term project operating since 2005. The workshop was attended by 64 pupils from all over Cyprus and aimed at promoting understanding, tolerance, reconciliation and respect for diversity. The workshop included presentations by relatives of persons missing as a result of inter-ethnic violence between 1963-1974 (one Greek-Cypriot and one Turkish-Cypriot) and other presentations by journalists, anti-discrimination experts and historians on rapprochement, racism and xenophobia and related issues.<sup>320</sup>
- Between 16-19 November 2006 the Section for Youth of UNESCO in cooperation with the Cyprus National Commission for UNESCO organised a conference in Cyprus under the title: "Euro-Mediterranean Youth Forum - Young People and the Dialogue among Civilizations, Cultures, and Peoples: Interfaith and Intercultural Dialogue to Ensure Peace." The participants, who were over 50 delegates nominated by the National Commissions for UNESCO and National Youth Councils from 34 'Euromed' countries included two Cypriot delegates, a Turkish-Cypriot nominated by the Cyprus Youth Board and a Greek-Cypriot nominated by the Cyprus National Commission for UNESCO and a number of Cypriot volunteers from the Cyprus Youth Board.<sup>321</sup>

<sup>318</sup> Mapping capacity of civil society dealing with anti-discrimination, (VT/2004/45). The project was managed by human european consultancy ([www.humanconsultancy.com](http://www.humanconsultancy.com)) in partnership with the Migration Policy Group ([www.migpolgroup.com](http://www.migpolgroup.com)) and was carried out in the 10 new EU member states and Bulgaria, Romania and Turkey.

<sup>319</sup> Regrettably, the representatives of governmental departments invited to the seminar either did not show up at all or came for an hour in the morning and then left.

<sup>320</sup> <http://www.underthesamesky-es.org/content.php?content.23>

<sup>321</sup> <http://www.unesco.org.cy/docs/youthforuminfopress.doc>



- On 8-9 June 2006 a Workshop was held in Nicosia's buffer zone, on the borderline dividing north and south, under the title "The use of historical sources in teaching social and cultural history", organised by the Association for Historical Dialogue and Research (a national bi-communal NGO) in co-operation with the Council of Europe. It was actively participated by representatives of all teachers' trade unions across the divide and brought together 120 educators, history teachers and teacher trainers from all communities and from all educational levels (primary, secondary, tertiary) and from all over Cyprus. The results of the evaluation and of the plenary session discussion are published at the website of the organisation.<sup>322</sup>
- On 22-23.09.2007 a two-day training seminar entitled "Seminar for NGOs and Trade Unions dealing with anti-discrimination" was held in Nicosia, within the framework of the Community Action Programme to combat discrimination, aimed at developing knowledge of EU and national anti-discrimination legislation, civil society dialogue and NGO capacity building. The seminar targeted NGO activists and trade unionists across Cyprus' ethnic divide, it was conducted in Greek and Turkish and was attended by approximately 25 Greek Cypriot and 15 Turkish Cypriot NGO activists and trade unionists, most of them members of vulnerable groups. Managed and designed by the Migration Policy Group and Human European Consultancy, this seminar comes as a continuation of a similar seminar held in 2005 (mentioned above). Two more seminars will be held in April 2008 as part of the same series: one will be a follow up to the seminar of 22-23.09.2007 and to that of 2005 and one will be a seminar on diversity management. A series of 'train-the-trainer' seminar has already taken place in 2005. The national organiser of the seminars is the NGO Symfiliosi.<sup>323</sup>
- On 14.05.2007 a seminar was co-organised by the Ombudsman's office and the Ministry of Justice on the role of the police in a modern democratic society. The speakers included officers from the Equality body of Greece and of Cyprus, the under-chief of Police and the Attorney General. The seminar was held on a weekday at 10am, which means that it was targeting members of the police force and policy makers rather than members of the public or NGOs. The initiative was co-organised by a governmental body (Justice Ministry) and an independent public body (Ombudsman).
- Greek language classes are offered by Intercollege, one of the largest tertiary education institutions in Cyprus recently turned into a University, to recognised refugees and persons with subsidiary protection, in the framework of a project funded under the European Refugee Fund. The classes offer a comprehensive and intensive Greek language program in all four main cities of Cyprus. The program, which was completed on 30.12.2007, aimed at facilitating social and particularly labour integration of refugees.
- The Nicosia Municipality is a partner to an INTI project titled "European Regional and Local Authorities for the Integration of Migrants" (ERLAIM) which commenced activities on 21.12.2006. The ERLAIM project aims at improving the quality of the action of regional and local stakeholders when participating in the design and implementation of policies concerning the integration of third country nationals.

<sup>322</sup> [http://www.hisdialresearch.org/CoE/Multiperspectivity\\_Cyprus\\_November2004.doc](http://www.hisdialresearch.org/CoE/Multiperspectivity_Cyprus_November2004.doc) and in the Council of Europe reports (see for instance report of 2004 [http://www.hisdialresearch.org/CoE/Report\\_Cyprus\\_November2004.doc](http://www.hisdialresearch.org/CoE/Report_Cyprus_November2004.doc))

<sup>323</sup> [http://ec.europa.eu/employment\\_social/fundamental\\_rights/spot/july07\\_en.htm#trainac](http://ec.europa.eu/employment_social/fundamental_rights/spot/july07_en.htm#trainac)

- The partners to this project stand to benefit from the experience of some of the partners who had already been operating an existing Brussels-based informal network of regions, cities and local authorities from 6 EU Member States, active since October 2003 and engaged in asylum and immigration issues. The project intends to promote a wider transnational partnership representing a platform for dialogue on integration of migrants between European institutions, public authorities at all levels and representatives of civil society and migrant associations. The project's activities will be carried out through the pro-active participation of 1 applicant plus 8 partners coming from 7 different EU Member States, already working on issues concerning immigration and asylum, with the appropriate skills and expertise. Assisted by experts, the partners will engage in a comparative analysis of the actual EU legal framework regarding the responsibility and competences of local, regional and national actors involved in the decision-making process concerning the integration of migrants. In addition, the project will collect and map regional/local integration strategies and projects focusing on citizenship, participation and political rights, intercultural communication and cultural mediation, minors and children, women and the gender perspective, public/private partnerships providing services to immigrants. The identification and study of best practices (policies, programmes and projects of particular interest) will be evaluated during the workshops and added into a database, which will be made widely available. In total, six targeted workshops will be held in each of the Member States of the partners, plus two conferences in Brussels, intended to raise awareness of the stakeholders and policy makers at the European and national/regional/local level related to the integration of migrants, as well to advocate policy changes where necessary and exchange good practice strategies and policies. In the framework of the ERLAIM Project, the second Workshop on the Integration of Children and Minors took place in Nicosia on 19.10.2007 where a series of papers were presented by experts on integration and integration-related issues such as migrant children in education and others.<sup>324</sup>
- The left-wing trade union PEO (Pancyprian Labour Federation) has republished its "Members' handbook" for the sectors of building, wood, mine and general workers' sector. The leaflet describes the rights and benefits available in those sectors in terms of social insurance, annual leave, provident fund, trade union health centres, holiday and gratuity fund. This new edition is now available in five languages (Greek, Turkish, English, Russian, Slovak, Romanian and Polish) which covers the languages spoken by a large percentage of migrant workers in Cyprus.
- The EQUAL project "Social Rights for Asylum Seekers – Social Rights for All" is moving into its fourth year of operation and is due to be completed in 2008. Through the implementation of a number of measures, the project aims at combating discrimination and support the social and economic integration of asylum seekers in Cyprus.

<sup>324</sup> [www.emiliaromagnasociale.it/wcm/emiliaromagnasociale/home/immigrazione/Erlai/Presentation/Erlaim.htm](http://www.emiliaromagnasociale.it/wcm/emiliaromagnasociale/home/immigrazione/Erlai/Presentation/Erlaim.htm)

The activities include a pilot sub-project of providing educational and vocational training program and eventually job placement for 50 asylum seekers; the setting up and operation for 12 months of a mechanism for mediation and employment support for asylum seekers; the carrying out of two separate research programs: “The Characteristics of Social Exclusion” and “The Institutional Guarantees/ Mechanism and Gaps of the Social Protection of Asylum Seekers”; the conducting of an awareness campaign to combat discrimination targeting the public at large and particularly workers’ and employers’ associations. This initiative combines both governmental and non-governmental organisations. This initiative is organised jointly by governmental and non-governmental organisations, with Intercollege (a private educational establishment) acting as project leader.<sup>325</sup>

- The Cyprus Employers & Industrialists Federation (OEV), which is the national organisation of employers, has published an anti-discrimination code of conduct for employers entitled “Guide to employers for the promotion of equality and diversity at the workplace” setting out the legal obligations of employers according to the anti-discrimination legislation, listing examples of good practice and highlighting the promotion of equality and respect for diversity as factors for a healthier, more competitive and productive work environment.
- In the framework of an INTI Project entitled “Integration of Female Migrant Domestic Workers- Strategies for Employment and Civic Participation”, an awareness raising leaflet was issued by the Cypriot partner, the Mediterranean Institute of Gender Studies (MIGS) in collaboration with Intercollege. The leaflet sets out the findings of their research into the position of female migrant domestic workers in employment and includes a set of policy recommendations. The leaflet is available in English and Greek.<sup>326</sup> Within the framework of the same project MIGS also organised a training workshop on 11.10.2007 for governmental officers and NGOs in the field of immigration, in order to inform them on integration policies and good practices recorded by the research carried out by the organisation and an international conference on 28.02.2008.
- On 14.12.2007 the Brussels-based Assistance Information Exchange Office – TAIEX, in co-operation with the Cypriot Ministry of Justice, the Attorney General’s office, the Supreme Court and the Pancyprian Bar Association held a one-day seminar on developments in the anti-discrimination field and particularly on the transposition of Directives 2000/43 and 2000/78. The language of the seminar, which targeted lawyers, judges, civil servants and NGOs, was Greek and English. The seminar was attended by 101 persons, out of whom seven judges, 19 lawyers, 21 policemen, 31 civil servants, 20 NGO representatives and three college students who are third country nationals. Focusing on EU level rather than national laws and practices, the program included presentations on: Anti-discrimination and diversity in EU law and policy, presented by a former official of the Permanent Representation of the Netherlands at the European Commission; best practices in procedural issues and enforcement, presented by an official of the Greek Court of Appeal and the Greek Police Academy; the role of the European Court of Justice in interpreting and applying anti-discrimination legislation, presented by a lecturer at the Catholic University Louvain of Belgium, etc.

<sup>325</sup> [http://ec.europa.eu/employment\\_social/equal/practical-examples/asyl-06-cy-equality\\_en.cfm](http://ec.europa.eu/employment_social/equal/practical-examples/asyl-06-cy-equality_en.cfm). The partners to this project are: Intercollege, KISA, Employers and Industrialists Federation, Pancyprian Labour Federation (PEO), G & D Social Lab, Ministry of the Interior

<sup>326</sup> <http://www.medinstgenderstudies.org/wp/wp-content/uploads/inti-results-leaflet-english.pdf>



- On 12.12.2007, the European Institute of Cyprus organized an event to mark the closing of the European Year of Equal Opportunities in Cyprus – 2007. The event, which was funded by the European Commission, the Cypriot Ministry of Justice and from the organizers themselves, aimed at raising public awareness on the benefits of multiculturalism and diversity. The event included exhibition stands from social partners, NGOs governmental departments etc; an evaluation / round table discussion; an official closing ceremony; events and competitions for children; special awards given to individuals who have contributed to the combating of discrimination; presentation of activities from high schools; screening of films/documentaries; photographic exhibition; exhibition of posters etc. The organisers stated that the event was participated by thousands of persons.<sup>327</sup>
- On 28.01.2008 the Cyprus Labour Institute (INEK-PEO) which is attached to the largest national trade union (PEO) organised an international conference entitled “European legislation and policy against discrimination on the ground of race, ethnicity and religion: theory, practice and future challenges”, within the framework of European Community program PROGRESS. The conference included presentations on European legislation and policy in anti-discrimination by a European Commission representative, as well as papers by experts on selected aspects of European legislation and practice in other member states. It was addressed by the president of the House of Representatives and the Ombudswoman and it was massively attended by trade unionists and NGO representatives. This conference was one of those rare occasions where simultaneous interpretation in Greek, Turkish and English was offered.<sup>328</sup>
- On 29-30 September 2006 the ‘Stop Discrimination Campaign’ organised in Cyprus a European conference on “The Benefits of Diversity and Inclusion for Small and Medium-Sized Enterprises”. The conference brought together about 130 representatives of European SMEs and those working with the SME community.<sup>329</sup>

<sup>327</sup> <http://www.eic.ac.cy/easyconsole.cfm/id/158>

<sup>328</sup> [http://www.inek.org.cy/english/index.php?article\\_id=67&subject=standalone&parent\\_id=0](http://www.inek.org.cy/english/index.php?article_id=67&subject=standalone&parent_id=0)

<sup>329</sup> <http://www.stop-discrimination.info/?RDCT=fd6dc498e983758e3227>



## 6. REMEDIES AND ENFORCEMENT

### 6.1 Judicial and/or administrative procedures (Article 7 Racial Equality Directive, Article 9 Employment Equality Directive)

- a) *What procedures exist for enforcing the principle of equal treatment (judicial/administrative/alternative dispute resolution such as mediation)?*

The procedures for the enforcement of the principle of equal treatment are of three types:

- *The Equality Body:* Via the ‘extra-judicial’ process<sup>330</sup> before the equality body, which is more like a ‘quasi-judicial process’, whereby individuals and organisations may submit complaints which the equality body has a duty to investigate and issue decisions or recommendations.<sup>331</sup> Complaints may be submitted by natural or legal persons alleging discrimination on any of the prohibited grounds (EU Directives, Protocol 12 to the ECHR, the Cyprus Constitution) in any of the fields within the scope of the laws. The equality body is empowered to issue binding decisions and/or make recommendations and impose small fines. The equality body also has a duty to monitor the enforcement of the orders it issues,<sup>332</sup> which are published in the Official Gazette.<sup>333</sup> The equality body is further empowered to impose fines, for failure to comply with its recommendations.<sup>334</sup> The decisions of the equality body may only be challenged in Court by way of judicial review of administrative action at the Supreme Court under article 146 of the Cyprus Constitution.<sup>335</sup> If after investigation the equality body finds that a certain law or regulation contravenes the anti-discrimination laws, the equality body will refer the discriminatory law or regulation to the Attorney General in order to draft an amendment, a procedure which so far has not produced results.
- *The judicial process:*
  - (i) Labour law and issues relating to employment matters are dealt with by the Labour Tribunal.<sup>336</sup> The Labour Tribunal consists of three persons: a judge, who chairs the hearing and two wing members, who come from the side of the trade unions and the employers’ organisations. The procedure in the tribunal is similar to a district court, but less formal. Civil matters such as all matters of ‘race or ethnic origin’ discrimination other than employment are dealt with in district courts.<sup>337</sup>

<sup>330</sup> In Greek, «Εξώδικη διαδικασία» as per Section 9Γ(1) of Law No. 57(I) of 2004 (31.03.2004); Section 9, Law No. 59(I) of 2004 (31.03.2004); Section 13, Law No. 58(I) of 2004 (31.03.2004).

<sup>331</sup> Law N. 42(I) 2004 (31.03.2004).

<sup>332</sup> Section 24(1), Law No. 42(I) of 2004 (31.03.2004).

<sup>333</sup> Section 15, Law No. 42(I) of 2004 (31.03.2004).

<sup>334</sup> Section 26(1), Law No. 42(I) of 2004 (31.03.2004). The Equality body may impose a fine up to 350 Cyprus pound (600 euro) for failure to comply with recommendation under Section 25 [Section 26(1)(a)] and/or up to 50 Cyprus pound (about 85 euro) per day for continuing failure to comply after the expiry of the deadline set for compliance of the recommendation.

<sup>335</sup> Section 23, Law No. 52(I) of 2004 (31.03.2004).

<sup>336</sup> For any of the employment directive grounds Section 12(1), Law N. 58(I) of 2004 (31.03.2004) and for disability discrimination and Section 9B(1) of Law No. 57(I) of 2004 (31.03.2004).

<sup>337</sup> Section 8(1), Law N. 59(I) of 2004 (31.03.2004).



- (ii) Criminal law procedures under discrimination related offences of the Penal Code. These procedures must be instigated by the police, although there is also in some cases the possibility of instigating a private criminal law case.
- (iii) Law 59(I)/2004 (more or less transposing the Racial Equality Directive) provides in article 8(1) for resort to the District Court, for violation of the law's provisions.
- (iv) Rights guaranteed by the Constitution, such as the anti-discrimination provision of article 28, are according to legal precedent<sup>338</sup> actionable in Court per se against, inter alia, individuals.
- (v) Challenge of administrative acts before the Supreme Court, via Article 146 of the Constitution.<sup>339</sup> The Supreme Court can examine the legality of the case but not the substantial merit of the case. All issues between civil servants regarding their employment (appointment, promotion, transfer etc) are considered to be administrative acts and are dealt with by the Supreme Court. This route is not available to private sector employees.

It should be noted that the inadequate provision of legal aid,<sup>340</sup> however, renders the use of the judicial process very rare.

- *The inspectorate process:* The Minister of Labour is empowered to appoint Inspectors for the purpose of the better implementation of the law in terms of addressing employment discrimination issues.<sup>341</sup> However, this process is yet to be implemented, as the regulations regarding the powers vested in the Chief inspector and inspectors<sup>342</sup> are yet to be issued. It would seem reasonable to assume that the Labour Relations Department of the Ministry of Labour and Social Insurance would be the department in charge of implementing this provision,<sup>343</sup> given also that this department's mandate includes the setting up of enforcement mechanisms (Inspectors, Research and Evaluation Committee etc) only in relation to gender equality.<sup>344</sup> Nevertheless, the department responsible for Laws N. 57(I)/2004 and 58(I)/2004 is the Department of Labour of the Ministry of Labour. The Minister has not yet utilised his powers to appoint any inspectors.
- There is also a longer-term process for a general review of the state of implementation of the anti-discrimination legislation, by way of a report from the Minister of Labour submitted to the European Commission, the first due date being 19.07.2005 and thereafter every five years.<sup>345</sup>

<sup>338</sup> Yiallourou v. Evgenios Nicolaou (2001), Supreme court case, Appeal No. 9331, 08.05.2001.

<sup>339</sup> Section 12(1), Law No. 58(I) of 2004 (31.03.2004); Section 19 of Law No. 57(I) of 2004 (31.03.2004) and Section 9B(1) of Law No. 57(I) of 2004 (31.03.2004).

<sup>340</sup> The Law on Provision of Legal Aid (2002) N. 165(I)/2002 provides for legal aid only for criminal and civil law cases (i.e. administrative recourses are excluded) and only where the offences involved are punishable with a term of imprisonment exceeding one year. This excludes offences under the new anti-discrimination laws, for which the maximum penalty is six months. A Supreme Court decision found the legal provision restricting legal aid to offences punishable with imprisonment of over one year, to be unconstitutional (Andreas Constantinou v. The Police, Case No. 243/2006, 25.01.2008) but the law has not yet been amended to remove this restriction.

<sup>341</sup> Section 19 of Law No. 57(I) of 2004 (31.03.2004).

<sup>342</sup> Section 19(2) of Law No. 57(I) of 2004 (31.03.2004).

<sup>343</sup> This derived from (a) the fact it is an employment matter, (b) a reading of the text of law 58(I)/2004 provides that the Minister in charge is the Minister of Labour and Social Insurance [see article 2 of the law]; moreover the inspectorate 'aiming at better implementation of the provisions of the said law' is appointed by the same Minister, who also responsible for submitting a report on the implementation of the said law.

<sup>344</sup> Letter from the Ministry of Labour to the national expert, dated 20.01.2006.

<sup>345</sup> Section 18 of Law No. 57(I) of 2004 (31.03.2004).



b) Are these binding or non-binding?

The judicial as well as the inspectorate process lead to binding decisions.

The equality body has the power to issue legally binding decisions. However, in practice the decisions issued are usually mere recommendations because, in the opinion of the equality body, better results can be achieved through mediation. Such recommendations, although not legally binding, tend to be complied with at least by individuals. In some cases the equality body is vested with the power to impose fines<sup>346</sup> but this power has not been used yet, except in one case involving gender discrimination. The equality body's decisions are generally regarded by both the authorities and the public as valid and credible and often as an indication of what the likely outcome would be, had the case been presented before the courts. The equality body itself has stated that governmental departments have, during 2004, complied with its recommendations to a degree of 60% but pointed out to a low compliance level by the police.<sup>347</sup> The same pattern of compliance continued through 2005 and 2006.

c) *Can a person bring a case after the employment relationship has ended?*

There is no express provision on this point in the new anti-discrimination laws. However, the Laws on the Commissioner for Administration 1991-2004<sup>348</sup> state that the complaint must be submitted to the ombudsman's office within twelve months from the date on which the complainant received notice of the activities or omissions for which he/she is applying to the equality body.<sup>349</sup> The 2004 amendment of this law provides for a new mandate, duties and powers bestowed upon the Ombudsman by virtue of any law, on matters relating to gender equality, equality and enjoyment of human rights and freedoms irrespective of race, ethnic origin, community, language, colour, religion, political or other belief, special needs, age and sexual orientation.<sup>350</sup> It follows that the twelve month limitation applies also to the complaints submitted to the Ombudsman in its capacity as the national equality body, acting under the anti-discrimination legislation transposing Directives 2000/78 and 2000/43. Whether the employment relationship has ended or not at the time of submitting the complaint is immaterial, although the equality body, in the process of investigating a complaint, *will* take into account the surrounding circumstances of each case.<sup>351</sup>

In relation to each, please note whether there are different procedures for employment in the private and public sectors.

No, the same rules apply in both the private and the public sector. The Ombudsman, in his/her capacity as such, will investigate complaints of maladministration and discrimination from public bodies/state organs towards individuals; in his/her capacity as the national Equality body, s/he will investigate complaints in both the private as well as the public sector.

<sup>346</sup> Elaborated in Section 6.5 here in below.

<sup>347</sup> Hadjivasilis M. 2004, "40% of the Ombudsman's reports in the wastebin". Phileleftheros, 28.10.2004.

<sup>348</sup> Laws N. 3/1991; N. 98(I)/1994; N.101(I)/1995; N.1(I)/2000; N.36(I)/2004.

<sup>349</sup> Section 5(1) of Law N.1(I)/2000.

<sup>350</sup> Section 3(8) of Law N.36(I)/2004.

<sup>351</sup> Interview with Elisa Savvides, Head of Equality Commission at the Ombudsman's office, dated 18.01.2006.



*In relation to the procedures described, please indicate any costs or other barriers litigants will face (e.g. necessity to instruct a lawyer?) and any other factors that may act as deterrents to seeking redress (e.g. strict time limits, complex procedures, location of court or other relevant body)?*

By far the cheapest and most effective procedure is the complaint to the Equality body. All court actions entail costs and other necessities such as the need to instruct a lawyer if one is to have any chance to succeed against a generally speaking more powerful institution or employer, who are likely to be legally represented. There are also other deterrents in seeking redress in Court, such as strict time limits and complex procedures, the fact that legal procedures are generally slow, the difficult to secure witnesses willing to come and testify. Even the procedure before the Labour tribunals, originally designed to be informal and easy and accessible to ordinary working people is lengthy, complex and costly, although to a lesser extent than the normal courts are. The Equality body will accept complaints submitted to it in English, however its website is only in Greek, with the Turkish and English version “under construction”. On its website, the electronic complaints submission form can be found in English but not in Turkish, which is an official language of the Republic. The Court will require all documents to be in Greek, although during the hearing an interpreter will be provided by the Court. However, in a recent case which is still pending before the Supreme Court, the court accepted the pleadings submitted by the Turkish Cypriot applicants in the Turkish language and instructed the Attorney General to serve pleadings to the applicants in Turkish.

Accessibility to buildings is also an issue to consider: the new premises of the Equality body’s office are accessible by wheelchair but many of the Court buildings are not accessible to persons with disabilities and the legal documents are not made available by the Court in Braille language.

*Are there available statistics on the number of cases related to discrimination brought to justice? If so, please provide recent data.*

No record is kept as to how many discrimination cases are brought before the Courts. In fact there is no publicly accessible database listing District Court decisions at all. In the case of Supreme Court decisions, these can be made available from a private database upon paying a subscription; in this database, cases are not grouped per subject but can be searched through a keyword. Only the equality body publishes annually data regarding the number of complaints received, the ground complained of, the outcome etc. The ombudsman’s office also publishes statistics about complaints received and investigated but it is not clear from the data which of these complaints concern discrimination and which concern maladministration.



## 6.2 Legal standing and associations (Article 7(2) Racial Equality Directive, Article 9(2) Employment Equality Directive)

Please list the ways in which associations may engage in judicial or other procedures

### a) *in support of a complainant*

The Laws purporting to transpose the anti-discrimination acquis have eased the criteria for an association to engage in judicial or other procedures allowing organisations with a legitimate interest and with the victim's permission to represent a victim of discrimination in proceedings both before the Equality body as well as before the Court.

In the case of Law 58(I)/2004 (roughly transposing the Employment Equality Directive) article 14 provides that workers' organisations or other organisations with a legitimate interest can act on behalf of their members with the members' permission in claiming their right to resort to the Courts or to the equality body. Similarly, article 9D of the disability Law N. 127(I)/2007 as amended by Law 57(I)/2004, provides that workers' organisations or other organisations with a legitimate interest can, with their members' permission, exercise on their behalf the right to recourse to the courts or to the equality body. Law 59(I)/2004 (roughly transposing the Employment Equality Directive), article 12, requires that in order for organisations or other legal persons to be able to represent and act on behalf of persons in applying to the courts or the equality body, such organisations must have not only the victim's permission but also a provision in their memorandum and articles of association that the elimination of discrimination on the ground of racial or ethnic origin is part of their aims. No other 'legitimate interest' is required under this law.

In practice associations have made little use of this opportunity so far, with only a handful of human rights organisations filing complaints to the equality body on behalf of victims which they formally or informally represent. The equality body follows a flexible approach and does not demand to see members' permissions or copies of articles of association in order to ensure that the law's requirements are met before investigation begins.

Prior to the introduction of the new anti-discrimination legislation in 2004, individuals who had been *personally* aggrieved had a legitimate interest in Cypriot administrative law to engage in proceedings. Under Article 146(2) of the Constitution: "such recourse may be made by a person whose existing legitimate interest, which he has either as a person, or by virtue of being a member of a community, is adversely and directly affected by such decision or omission". Since 1999 the common law provisions have been codified into a single law that summarises the existing practice (Law 158(I)/99).

The interpretation of Article 146(2) of the Constitution by the Supreme Court has restricted the right of recourse to physical and legal persons who have been adversely and directly affected and have a legitimate interest. Representatives were not considered to have legitimate interest<sup>352</sup> and the term "community" is defined as meaning the Greek and Turkish communities, as defined in Article 2 of the constitution.<sup>353</sup>

<sup>352</sup> Efthymios Ierodiakonou v. the Republic 3 RSCC 55-57.

<sup>353</sup> Osman Saffet v. the Cyprus Palestine Plantations Co. Ltd and another 4 RSCC p.87, p.89.

The Roma community of Cyprus has never received official recognition of its Roma identity; by virtue of their language and their Muslim religion, which were the criteria used to determine the “belonging” of all ethnic groups, they were deemed to belong to the Turkish community.<sup>354</sup> The original test for an association to possess an “existing legitimate interest” was hard to satisfy, as it required that the specific administrative act ‘*directly affects*’ the whole or part of the membership, whereas if it only affects one member or if there are conflicting interests between members then the association has no legitimate interest.<sup>355</sup>

*b) on behalf of one or more complaints (please indicate if class actions are possible)*

The equality body may investigate cases following applications by NGOs, chambers, organizations, committees, associations, clubs, foundations, trade unions, funds and councils acting for the benefit of professions or other types of labour, employers, employees or any other organised group, local authorities, public law persons, the Council of Ministers, the House of Parliament etc.<sup>356</sup>

The new anti-discrimination laws do not make mention of the possibility of organisations representing more than one complainants at the same time but do not expressly prohibit this either. Law No. 58(I)/2004 transposing the employment Directive states, in Article 14, that organisations may, with their members’ permission, exercise the right to apply to the Courts or to the Equality body on behalf of their members. The plural is used when referring to ‘members’ but it is not clear whether this enables class actions to be taken out by organisations in their members’ names. The equivalent provision in Law 59(I)/2004 uses the singular when referring to the member to be represented (article 12). The civil procedure rules make provision for class actions but only when these refer to the same subject-matter, in this case the same discriminatory treatment or act. The equality body does accept and investigate complaints from organisations acting on behalf of a group of persons, which do not have to be named specifically (e.g. ‘asylum seekers’, ‘children with disabilities’ etc).

**a) Burden of proof (Article 8 Racial Equality Directive, Article 10 Employment Equality Directive)**

*Does national law require or permit a shift of the burden of proof from the complainant to the respondent? Identify the criteria applicable in the full range of existing procedures and concerning the different types of discrimination, as defined by the Directives (including harassment).*

National law requires that in a civil procedure there is a shift of the burden of proof from the complainant to the respondent, once the complainant has established a prima facie case of discrimination. The respondent must then rebut the presumption of prima facie discrimination by disproving the allegations that no violation of the law occurred or that it had no adverse effect on the complainant.<sup>357</sup>

<sup>354</sup> The paradox of this practice is demonstrated by the fact that a small section of the Roma community which converted to Christianity was considered to belong to the Greek community.

<sup>355</sup> The Police Association v. The Republic.

<sup>356</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 34(2).

<sup>357</sup> Law N.58(I)/2004, Section11; Law N.59(I)/2004, Section7.



For cases involving racial discrimination in fields other than employment and occupation, the law provides that should the respondent fail to rebut the presumption of discrimination, then the District Court considers that the breach has been established and the complainant is required to present on oath all relevant facts to assess the damages.<sup>358</sup> However, the Directives' requirements were not met in full and subsequently, following a request from the European Commission, the three laws were amended. In particular:

- In November 2006 a new law came into force<sup>359</sup> which amended the 2004 law transposing (partly) the Racial Equality Directive.<sup>360</sup> The amendment, which was introduced in order to comply with a request from the European Commission, provides that the burden of proof is reversed not only in civil proceedings, as was the case with the 2004 law, but in "all [judicial] proceedings except criminal ones", in order to cover also administrative proceedings. Moreover, under the 2004 law the claimant had to *prove* facts from which a violation could be inferred; this has now changed to a duty to merely *introduce* (rather than *prove*) such facts, upon which the burden of proof is automatically reversed. Finally, under the 2004 law, the accused was absolved from liability if he proved that his violation had no negative impact on the claimant; the new law removed this provision. The said amendment does not reverse the burden of proof for procedures before the equality body. However, since the equality body has the power to carry out its own investigations to establish the facts of a case, it may be that the procedure falls within the exception of Article 8(5) of the Racial Equality Directive and therefore reversal of the burden of proof is not required.
- On 18.5.2007 an amendment to the Equal Treatment in Employment and Occupation Law N.58(I)/2004 (roughly transposing the Employment Equality Directive) was passed. As was the case with Law 59(I)/2004 (above), the amendment introduced the following changes: (a) the burden of proof is reversed in "all judicial proceedings except criminal ones"; (b) the claimant no longer has to *prove* facts from which a violation can be inferred, but merely to *introduce* such facts, upon which the burden of proof is automatically reversed; (c) the accused is no longer absolved from liability if he proves that his violation had no negative impact on the claimant; and (d) the aforesaid right is extended also to trade unions or other organisations with a legal standing who are, with the victim's permission, either suing the perpetrator in court or submitting a complaint to the equality body. As was the case with Law 58(I)/2004 the burden of proof is not reversed in proceedings before the equality body.
- Towards the end of 2007, a new law was enacted in order to bring the disability law in line with the burden of proof provision of the . The new law (72(I)/2007) amended the old law (57(I)/2004) by: extending the scope of applicability of the reversal of proof principle to include administrative litigation proceedings (in addition to civil proceedings); removing the requirement for the claimant to prove (instead of merely introduce) facts from which a violation can be inferred, upon which the burden of proof is automatically reversed; deleting the provision that the accused is absolved from liability if s/he proves that her/his violation had no negative impact on the claimant.

<sup>358</sup> Law N.59(I)/2004, Section 7.

<sup>359</sup> Law amending the Equal Treatment (Racial or Ethnic origin) No. 147(I)/2006.

<sup>360</sup> Law N. 59(I)/2004

Provisions for shifting the burden of proof to the employer once a prima facie case of dismissal is established already exist in cases of unfair dismissal. The Termination of Employment Law 1967, as amended, is framed in such a way that imposes the burden of proof on the employer, i.e. the employer has to prove that an employee had been dismissed for one of the reasons that permit summary dismissal. If the alleged unreasonableness, resulting in dismissal, is based on discrimination, the burden of proof is on the employer to prove, on the balance of probabilities, that he had acted reasonably.

#### **6.4 Victimisation (Article 9 Racial Equality Directive, Article 11 Employment Equality Directive)**

*What protection exists against victimisation? Does the protection against victimisation extend to persons other than the complainant? (e.g. witnesses, ➔ or person that help the victim of discrimination to present a complaint)*

Identical provisions against victimisation are to be found in all three laws enacted to transpose Directives 2000/78 and 2000/43. The said provisions prohibit any adverse treatment or consequence towards any person who files a complaint or is involved in a procedure aiming at implementing the principle of equal treatment.<sup>361</sup> Therefore any person involved in the procedure in a capacity other than as a complainant (e.g. as a witness or as a lawyer or as a person helping a victim to present a complaint) is also covered by the protection against victimisation.

The Laws on the Commissioner for Administration 1991-2004<sup>362</sup> provide a more detailed description of the scope of the protection against victimisation: “Anyone who refuses to employ, dismisses or threatens to dismiss from work, influences or threatens to influence, frightens or forces any other person or imposes any monetary or other punishment to any other person because such person has (i) submitted or intends to submit a complaint to be investigated by the Equality body; (ii) has supplied or presented or intends to supply or submit any information or documents to the Equality body; (iii) has testified or intends to testify before the Equality body, is guilty of an offence and is subject to imprisonment not exceeding six months or to a fine not exceeding CYP300<sup>363</sup> or to both penalties.”<sup>364</sup> As stated above, the Laws on the Commissioner for Administration 1991-2004 are expressly stated to apply also to the new mandate, duties and powers bestowed upon the ombudsman as equality body under the new anti-discrimination laws.<sup>365</sup>

<sup>361</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004), Section 11; The Equal Treatment in Employment and Occupation of 2004 No. 58 (1)/2004 (31.3.2004), Section 10. The Law on Persons with Disabilities N. 57(I)/2004 (31.03.2004), Section 7, amending Section 9E of the basic law.

<sup>362</sup> Laws N. 3/1991; N. 98(I)/1994; N.101(I)/1995; N.1(I)/2000; N.36(I)/2004.

<sup>363</sup> Approximate Euro equivalent: 520 Euros.

<sup>364</sup> Section 11(f) of Law No. 1(I)/2000.

<sup>365</sup> Section3(8) of Law N.36(I)/2004.



Special protection against victimization of complainants is also afforded by the Law Concerning the Equal Treatment of Men and Women in Employment and Occupational Training of 2002 which provides in Article 17(1) that “...the dismissal as well as the adverse alteration of the conditions of employment of an employee who has submitted a complaint or protested with the intention of implementing the principle of equal treatment, including complaints for violation of the present Law, or of an employee who resisted or reported sexual harassment, is absolutely invalid unless the employer proves that the dismissal or adverse alteration is due to a reason irrelevant to the complaint or protest or resistance of sexual harassment.”

Furthermore, Article 9 of the Law on Equal Pay between Men and Women for the same work or for work of equal value N. 177(I)/2002 states that “no one shall be dismissed or shall be subjected to unfavourable treatment by his/her employer on the ground that (s)he has complained or testified or contributed to the prosecution of a perpetrator or to the adoption of any measures on the basis of the present law”.

**b) Sanctions and remedies (Article 15 Racial Equality Directive, Article 17 Employment Equality Directive)**

*a) What are the sanctions applicable where unlawful discrimination has occurred? Consider the different sanctions that may apply where the discrimination occurs in private or public employment, or in a field outside employment.*

The Equality body does not have the power to award damages to victims of discrimination, but its decision may be relied upon to seek damages for unlawful discrimination in a district Court or a labour tribunal. Strictly speaking, the Court may award all types of damages available in civil procedures, like pecuniary, nominal or punitive damages but no case of discrimination relying on the new laws has been decided in Courts yet to allow for any conclusions to be drawn with regard to the practice followed. Punitive damages are very rarely awarded and, generally speaking, the amounts awarded by the Cyprus Courts tend to be rather low compared to the damages awarded in other countries.

In addition to damages, a victim of discrimination may apply to the labour tribunal seeking reinstatement to a position from which s/he was unlawfully dismissed, but again this is a remedy rarely sought or used.

Law 42(I)/2004 vests the Ombudsman with powers beyond those prescribed by the two EU Directives: the power to receive and investigate complaints of discriminatory treatment, behaviour, regulation, condition, criterion or practice prohibited by law; the power to issue reports of findings; the power to issue orders (through publication in the Official Gazette) for the elimination, within a specified time limit<sup>366</sup> and in a specified way, of the situation which directly produced discrimination, although such right is somewhat limited by a number of exceptions.<sup>367</sup>

The equality body is further empowered to impose small fines which cannot exceed CYP350 (Euros 598) for discriminatory behaviour, treatment or practice; CYP250 (Euros 427) for racial discrimination in the enjoyment of a right or freedom; CYP350 (Euros 598) for non-compliance with the recommendation within the specified time limit; and CYP50 (Euros 85.44) daily for continuing non-compliance after the deadline set by the equality body.<sup>368</sup> Generally speaking, the fines are very low and offer little deterrence to potential perpetrators and they are hardly ever imposed by the equality body.

The equality body may also issue recommendations to the person against whom a complaint has been lodged, and to supervise compliance with orders issued against persons found guilty of discrimination.<sup>369</sup> It is possible for the equality body to recommend school desegregation plans or the instigation of disciplinary proceedings against teachers or other persons guilty of discrimination; in practice, however, the Equality body's recommendations hardly ever propose measures as drastic as that and there is a clear tendency towards 'diplomacy' and mediation, evidenced by the fact that no binding decisions have been issued so far and no fines have been imposed yet (except in a case involving gender discrimination).

All orders, fines and recommendations issued or imposed under this Law are subject to annulment<sup>370</sup> by the Supreme Court of Cyprus upon an appeal lodged by a person with a 'vested interest'.<sup>371</sup> There is no requirement for special measures to be taken to ensure that persons with disabilities have access to the equality body and no such measures are taken for the time being.

<sup>366</sup> Which time limit shall not exceed 90 days from publication in the Official gazette (The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 28).

<sup>367</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Sections 14(2) and 14(3), Part III, list the limitations to the Commissioner's power to issue orders as follows: where the act complained of is pursuant to another law or regulation, in which case the Commissioner advises the Attorney General accordingly, who will advise the competent Ministry and/or the Council of Ministers about measures to be taken to remedy the situation [The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Sections 39(3) and 39(4)]; and where discrimination did not occur exclusively as a result of violation of the relevant law; where there is no practical direct way of eradicating the situation or where such eradication would adversely affect third parties; where the eradication cannot take place without violating contractual obligations of persons of private or public law; where the complainant does not wish for an order to be issued; or where the situation complained of no longer subsists.

<sup>368</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Sections 18, 26(1).

<sup>369</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 24(1).

<sup>370</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 23.

<sup>371</sup> Term used in Section 146 of the Cyprus Constitution, which sets out the procedure for appeal to the Supreme Court of Cyprus.



In addition to the right to investigate complaints submitted by individuals or organisations, the Equality body may also investigate issues on his/her own right where the Ombudsman deems that any particular case that came to its attention may constitute a violation of the law.<sup>372</sup> The equality body is empowered to issue recommendations to the person or group found guilty of discriminatory behaviour as to alternative treatment or conduct, abolition or substitution of the provision, term, criterion or practice. In fact, all cases investigated by the Equality body until now have led to *recommendations*, as opposed to binding *decisions*.

The recommendations have often taken the form of suggesting to the authorities or to the private sector, to revise their practices over specific issues complained of. Reports issued by the equality body have, for instance, recommended to insurance companies to revise their practice of refusing to insure persons of Pontian Greek origin; to employers to remove the maximum age limit fixed for advertised jobs; to the public nursing school to revise the entry requirements so as not to exclude persons with disabilities; to the immigration authorities to remove from the standard contract of employment of migrant workers a clause prohibiting them from joining trade unions, etc.

The findings and reports of the equality body must be communicated to the Attorney General of the Cyprus Republic who will, in turn advise on the adoption or not of appropriate legislative or administrative measures, taking into account the Republic's international law obligations and who will at the same time prepare legislation for the abolition or substitution of the relevant legislative provision. The findings of the equality body are also communicated to the House of the Representatives.

Under Law N.59 (I)/2004, the competent courts to try discrimination cases at first instance are the District Courts.<sup>373</sup> Furthermore, persons alleging discriminatory behaviour from public authorities may, under Article 146 of the Cyprus Constitution,<sup>374</sup> appeal to the Supreme Court of Cyprus. The same law also provides for the complainant's right to lodge a complaint to the Equality body.<sup>375</sup>

Under law 59(I)/2004 (transposing the Race Directive) the penalty to be imposed by the Court against a physical person found to be guilty, is a maximum of CYP4.000 (Euros 6,835.27) and/or imprisonment of up to six months. For legal persons the maximum penalty is CYP7.000 (Euros 1,196.72). An offence committed, under the same law, out of gross negligence carries a penalty of up to CYP2000 for physical persons. If the offence has been committed out gross negligence, the fine for physical persons is up to CYP2.000 (Euro 3,417.63); for legal persons, there is a fine of up to CYP2.000 (Euro 3,417.63) for the managing director, chairman, director, secretary or other officer if it can be proven that the offence was committed with his/her consent plus an additional fine of up to CYP4.000 (Euro 6,835.27) for the company or organisation.<sup>376</sup>

<sup>372</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 33.

<sup>373</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004) Section 8(1).

<sup>374</sup> The right to recourse to Article 146 of the Cyprus Constitution is restricted to governmental administrative acts

<sup>375</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004) Section 9.

<sup>376</sup> The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004 (31.3.2004) Section 13.





Under law 58(I)/2004 (transposing the Employment Directive) the penalties are identical to those provided for the law transposing the Race Directive.<sup>377</sup> Same applies to procedures and penalties under Law N.57 (I)/2004 on persons with disabilities.<sup>378</sup>

There are penal remedies available against discrimination.

With the adoption of the International Convention on the Elimination of All Forms of Racial Discrimination, as well as with the subsequent amendments (Law 11(III)/92 and Law 28(III)/99), Cyprus established, in conformity with a recommendation of the Committee for the Elimination of Racial Discrimination, a number of offences relevant to combating racism and intolerance, such as incitement to racial hatred, participation in organisations promoting racial discrimination, public expression of racially insulting ideas and discriminatory refusal to provide goods and services. The scope of this latter provision<sup>379</sup> is stated to extend to goods or services supplied by a person in the course of his/her profession, but it is not defined any further and may thus be presumed to apply to, inter alia, health, education and training.

As a result of these amendments, it is no longer necessary that the incitement to racial hatred is intentional for the corresponding offence to be committed; in addition, for the refusal to provide goods and services to constitute an offence it is no longer necessary that race be the sole ground of discrimination<sup>380</sup>. The section referring to the refusal to provide goods and services has resulted in at least one conviction<sup>381</sup>. Under the Criminal Code (Cap.154) a number of discriminatory acts are punishable offences, such as s.47 (publication<sup>382</sup> with a seditious intention), s.48 (“intention to promote feelings of ill will and hostility between different communities or classes of the population of the Republic”<sup>383</sup>), s.51 and s.51A (the calculated statement, printed or published to “encourage recourse to violence on the part of any of the inhabitants or to “encourage recourse to violence or promote feelings of ill will between different classes of communities or persons in the Republic of Cyprus” or “procures the inhabitants to acts of violence against each other or to mutual discord or foment the creation of a spirit of intolerance”<sup>384</sup>).

<sup>377</sup> The Equal Treatment in Employment and Occupation Law No. 58 (I)/2004 (31.3.2004), Section 15.

<sup>378</sup> Law on Persons with Disabilities N. 57(I)/2004 Section 6, amending Section 9 of the basic law.

<sup>379</sup> Article 2A(4) of Law 28(III)1999.

<sup>380</sup> Section 2A (4) “Any person who supplies goods or services by profession and refuses such supply to another by reason of his racial or ethnic origin or his religion, or who makes such supply subject to a condition relating to the racial or ethnic origin or to the religion of a person is guilty of an offence and is liable to imprisonment not exceeding one year or to a fine not exceeding four hundred pounds or to both such punishments” [about 6700 euro].

<sup>381</sup> In criminal case No. 31330/99 dated 12 December 2001 where the accused was actually convicted and a term of imprisonment was imposed.

<sup>382</sup> The wording reads “any person who publishes any words or documents or makes any visible representation whatsoever with a seditious intention is guilty of a felony and is liable to imprisonment for five years.”

<sup>383</sup> This is deemed to be seditious intention for the purposes of the above offence under s. 47.

<sup>384</sup> A person who commits any of those acts is “guilty of a misdemeanour and is liable to imprisonment for twelve months or to a fine of one thousand pounds or to both such penalties and, if a body corporate, to a fine of three thousand pounds”. [1000 pounds is 1700 euro; 3000 pounds is 5000 euro]



The law ratifying the Additional Protocol to the Convention on Cyber crime concerning the Criminalisation of Acts of Racist or Xenophobic Nature committed through Computer Systems<sup>385</sup> also creates a number of criminal offences, each of which is punishable with a prison sentence of up to five years and/or a fine of up to CYP20.000 (Euros 34,176.35):

- a) Article 4 criminalises the dissemination of racist and xenophobic material through a computer system.
- b) Article 5 criminalises racially and xenophobically motivated threat disseminated through a computer system.
- c) Article 6 criminalises racist and xenophobically motivated insult.
- d) Article 7 criminalises the denial, gross minimisation, approval or justification of genocide or crimes against humanity.
- e) Article 8 criminalises the aiding and abetting of any of the crimes provided for in Articles 4-7 of the law.

There are no distinctions as to the sanctions between the private and the public domain, at least in the legislation. Nor are there any distinctions as to the sanctions within and beyond employment.

*b) Is there any ceiling on the maximum amount of compensation that can be awarded?*

No.

*c) Is there any information available concerning:*

- the average amount of compensation available to victims
- the extent to which the available sanctions have been shown to be - or are likely to be - effective, proportionate and dissuasive, as is required by the Directives?

As stated above, the Equality body is not entitled to award compensation but merely to impose fines, which she has not done so far (except in one case concerning gender discrimination). There have not been any Court decisions so far applying the new anti-discrimination laws and thus no award of compensation to victims. In a case filed in the Court alleging age discrimination (concerning the maximum age limit fixed on a job advertisement) the complainant is claiming a large amount of compensation (over 350,000 Euros) being, in its largest part, salaries she claims to have lost until retirement as a result of not having taken the advertised position due to the age limit. At the time of writing, the hearing of the case had been completed and the issue of the judge's decision was pending. In the writer's view, it is unlikely that the court will award loss of salaries from a job which the complainant may not have succeeded in getting even if there was no age limit.

It is not possible to make a final assessment as to whether or not the sanctions are adequate, effective, proportionate and dissuasive or the fairness or other ways of penalties and remedies as there has not been a case in Court yet. The law does not provide for 'punitive damages' to be paid by the perpetrator to the victim to act as (a) disincentive for offenders and (b) incentive for victims to complain (and in particular as incentive for lawyers to specialise).

<sup>385</sup> The Additional Protocol to the Convention against Cybercrime concerning the Criminalisation of Acts of Racist or Xenophobic Nature committed through Computer Systems (Ratification) Law N. 26(III)/2004.



It is safe to state that the sanctions which the Equality body is allowed to levy are too low to have any dissuasive effect, although the main incentive for compliance is likely to be public image.

In 2006 the Law on Compensation of Victims of Violent Crimes N.51(I)/1997, was amended by Law 126(I)/2006 in order to extend its scope to include, inter alia, EU citizens and to create a regime for cases of a “cross-border nature”. However the Cypriot law does not transpose the aforesaid Directive in its entirety nor does it refer to it in the text of the law. There are no court decisions on this matter either.

In addition, article 22 of Law Revising the Legal Framework Governing the Special Protection of Persons who are Victims of Trafficking and Exploitation N.8(I)/2007 provides for the trafficked victim’s right of compensation from the perpetrator. Article 23 of the law also provides for the victim’s right to compensation from the state. Article 29(2)(f) provides for the obligation of the state welfare services to inform victims of their right to compensation from the perpetrator under the aforesaid article 22 but there is no obligation to inform the victim of her right to compensation from the state under article 23. Article 44 of the law provides that the victim’s repatriation must be done in a manner that will not adversely affect any procedure for claim of compensation from the perpetrator under article 22, but again no mention is made of the procedure under article 23. There are no precedents of victims claiming or receiving compensation. In an interview to the writer dated 30.04.2008, NGO Stigma which runs the only private shelter for trafficked women, has reported that no victim was ever able to make use of the compensation right, because as soon as the criminal trial against the perpetrator is finished, the victims are deported or ‘repatriated voluntarily’.

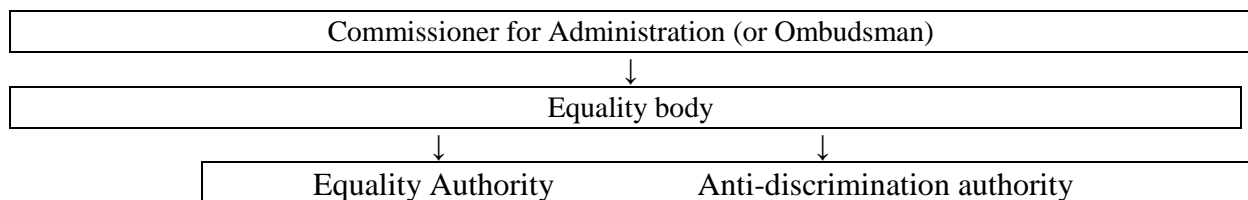
## 7. SPECIALISED BODIES

### *Body for the promotion of equal treatment (Article 13 Racial Equality Directive)*

*When answering this question if there is any data regarding the activities of the body (or bodies), include reference to this (keeping in mind the need to examine whether the race equality body is functioning properly). For example, annual reports, statistics on the number of complaints received in each year or the number of complainants assisted in bringing legal proceedings.*

- a) *Does a ‘specialised body’ or ‘bodies’ exist for the promotion of equal treatment irrespective of racial or ethnic origin?*

Yes, the Commissioner for Administration (also referred to as ‘the Ombudsman’), was appointed as the national specialised equality body.<sup>386</sup> Under this law, two separate authorities are set up within the equality body: the ‘Equality Authority’ and the ‘Anti-discrimination authority’, dealing respectively with employment issues and with discrimination issues arising under the Racial Equality Directive. In this report, for ease of reference, both authorities are referred to as the ‘equality body’.



- a) *Describe briefly the status of this body (or bodies) including how its governing body is selected, its sources of funding and to whom it is accountable.*

The Ombudsman is appointed by the President of the Republic for a fixed term of office which is six years, following a recommendation by the Council of Ministers and with the prior written agreement of the majority of the House of Parliament.<sup>387</sup>

The Ombudsman can only be dismissed, during the term of his/her service, in the same way as Supreme Court judges are dismissed.<sup>388</sup> According to the Cyprus Constitution, a Supreme Court judge is appointed as a permanent member of the judicial service until he/she reaches the age of sixty-eight<sup>389</sup> and may only “be retired”<sup>390</sup> due to such mental or physical incapacity or infirmity as would render him incapable of discharging his duties, or may be dismissed on the ground of misconduct.<sup>391</sup>

<sup>386</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004)

<sup>387</sup> The Commissioner for Administration Laws 1991-2004 (N.3/1991, N.98(I)/1994, N.101(I)/1995, N.1(I)/2000, N.36(I)/2004) section 3(1).

<sup>388</sup> The Commissioner for Administration Laws 1991-2004 (N.3/1991, N.98(I)/1994, N.101(I)/1995, N.1(I)/2000, N.36(I)/2004) section 3(7).

<sup>389</sup> Article 7(1) of the Cyprus Constitution.

<sup>390</sup> This is the term used in the official translation of the Cyprus Constitution. Presumably, it means “be obliged to retire”.

<sup>391</sup> Articles 7(3) and 7(4) of the Cyprus Constitution, respectively.



The budget for the Ombudsman's office comes from the state national budget. Occasionally, the Ombudsman (in its capacity as equality body) applies for and is awarded EU funds for particular projects but the funding for its infrastructure and operation costs emanates exclusively from the state. There is no governing body, only various departments specialising in particular tasks, managed by members of staff. The Ombudsman is an independent officer and is not answerable to any other body, although it is supposed to submit an annual Report of her activities to the President and the House of Representatives.

- c) *Describe the competences of this body (or bodies), including a reference to whether it deals with other grounds of discrimination and/or wider human rights issues.*

The equality body is vested with the power to (i) combat racist and indirectly racist discrimination as well as discrimination forbidden by law and generally discrimination on the grounds of race, community, language, colour, religion, political or other beliefs and national or ethnic origin<sup>392</sup>; (ii) promote equality of the enjoyment of rights and freedoms safeguarded by the Cyprus Constitution (Part II) or by one or more of the Conventions ratified by Cyprus and referred to explicitly in the Law<sup>393</sup> irrespective of race, community, language, colour, religion, political or other beliefs, national or ethnic origin<sup>394</sup> and (iii) promote equality of opportunity irrespective of grounds listed in the preceding section (to which the grounds of special needs<sup>395</sup> and sexual orientation are added) in the areas of employment, access to vocational training, working conditions including pay, membership to trade unions or other associations, social insurance and medical care, education and access to goods and services including housing. Its mandate covers all five grounds of the two anti-discrimination Directives but extends even further to include gender, nationality, community as well as rights and freedoms contained in the Cypriot Constitution and in international conventions ratified by the Republic of Cyprus.

- d) *Does it / do they have the competence to provide assistance to victims, conduct surveys and publish reports and issue recommendations on discrimination issues?*

The only assistance offered to victims is the investigation of their complaints and the issuing of the decision. Recently a system was introduced whereby the various officers of this body take turns in answering phonecalls from the public and offer advice on rights and procedures available.

<sup>392</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 3.(1).(a), Part I..

<sup>393</sup> These Conventions are: Protocol 12 of the European Convention for Human Rights and Fundamental Freedoms; 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.

<sup>394</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 3(1).(b), Part I.

<sup>395</sup> 'Special needs' is a term commonly used in Cyprus to encompass all types of disabilities including mental disabilities. In Cyprus, the term 'disability' is not understood to include mental disability which is considered to be a special category requiring more sensitive treatment.





The equality body may carry out independent investigations into various issues<sup>396</sup> on its own right where it deems that any particular case may constitute a violation of the law.<sup>397</sup> The equality body may also issue codes of good practice regarding the activities of any persons in both the private and public sector, obliging them to take practical measures for the purpose of promoting equality of opportunity irrespective of community, racial, national or ethnic origin, religion, language and colour.<sup>398</sup>

The equality body has the duty to make recommendations to the competent Minister, the parliament and affected groups of persons on, inter alia, the amendment of any legal provision or regulation which constitutes unlawful discrimination. The law empowers the equality body to issue such recommendations either in its own right<sup>399</sup> or following a specific complaint to that effect referred to the equality body.<sup>400</sup> In addition, the law casts an obligation on the equality body to communicate its findings and reports to the Attorney General who will, in turn advise the Republic on the adoption or not of appropriate legislative or administrative measures and prepare legislation for the abolition or substitution of the legislative provision which is contrary to the anti-discrimination law.<sup>401</sup> However, as it is currently phrased, the law allows the discriminatory law to remain in force until officially amended by the House of Parliament. This is a discrepancy in the law that renders compliance with the Directives questionable, because it allows for the law to remain in force even if the Attorney General delays or omits to take steps for its amendment.

The equality body can make binding recommendations<sup>402</sup> ordering the guilty party to take steps to rectify the discrimination, for instance in the form of ordering the provision of goods and services which had been denied to the victim, including housing, education, health care<sup>403</sup> and in the form of requesting the discontinuation of a certain practice that causes discrimination.<sup>404</sup>

<sup>396</sup> E.g. Investigation regarding the detention of mental patients in prisons and the medical care of prisoners, Report No. 1/2000, 31.05.2000; Investigation into the prison system in Cyprus and the conditions of detention in central prisons, Report No. 1/2004, 26.05.2004; Investigation into the conditions of detention of foreigners in central prisons and police detention centres, Report No. 1/2005, 02.02.2005.

<sup>397</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 33.

<sup>398</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Sections 40, 41 and 42, Part VI.

<sup>399</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 35(1)(d).

<sup>400</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 36(1)(b).

<sup>401</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004 (19.03.2004), Section 39(1).

<sup>402</sup> This applies only to the Cyprus Ant-discrimination Body and the Equality body operating from within the Ombudsman's office and not to the other tasks and powers of the Ombudsman.

<sup>403</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004, section 16(2).

<sup>404</sup> The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/ 2004, section 21(1)(c).



Although the total of these recommendations could potentially form part of a comprehensive code of conduct, the equality body has not as yet proceeded to the compilation of such a multi-purpose document (except regarding sexual harassment at the workplace), limiting its activity within the area of investigating complaints and conducting self-initiated investigations into various human rights issues. At the beginning of 2006, the equality body contracted an external firm which carried out an opinion survey into public attitudes on homosexuality. The results, which were presented in a special event organised by the equality body and given press publicity, showed highly increased levels of intolerance towards homosexuals, a fact confirmed by the latest Eurobarometre results.<sup>405</sup> However, the Equality body did not yet proceed to the issue of such a code (although a code of conduct for sexual harassment is under preparation).

The Equality body has the power and the duty to monitor compliance with its decisions and to impose fines for non-compliance within the prescribed period. The Equality body's orders are published in the Official Gazette.

The Equality body has no power to impose criminal sanctions; all criminal cases are referred to the Attorney General's office for action. Also, where there is a disciplinary offence, the Equality body has the duty to refer this to the competent authority: for instance if the offender is a civil servant, the Equality body must refer the case to the Minister in charge, so as to take action.

*e) Does the body (or bodies) have legal standing to bring discrimination complaints or to intervene in legal cases concerning discrimination?*

The Equality body can refer cases to the Attorney General's office so as for the latter to decide whether criminal charges must be instigated or whether a law needs to be repealed or revised in order to conform with the new anti-discrimination legislation. Although there is no power to bring a case in court, the Equality body's decisions may be relied upon in court in order to claim compensation. So far, only one case has been brought to Court using the new anti-discrimination legislation, the decision in respect of which had not yet been issued until the cut-off date.

*f) Is the work undertaken independently?*

Yes. Investigations are carried out by the officers of the Equality body. For details regarding the number of complaints received and processed in 2004 and 2005, please see Report on Measures to Combat Discrimination – Cyprus Country Report Update 2005.<sup>406</sup>

There are certain weaknesses to the present framework which affect its overall effectiveness.

<sup>405</sup> [http://ec.europa.eu/public\\_opinion/archives/ebs/ebs\\_263\\_sum\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs_263_sum_en.pdf)

<sup>406</sup> [http://europa.eu.int/comm/employment\\_social/fundamental\\_rights/policy/aneval/mon\\_en.htm](http://europa.eu.int/comm/employment_social/fundamental_rights/policy/aneval/mon_en.htm)



The two major weaknesses have to do, on the one hand with the reluctance on the part of the government to approve and/or give sufficient funds to the Equality body's office in order to make adequate staffing arrangements so as to cope with the additional duties bestowed upon it by the new legislation, and on the other hand with the fact that little or no measures have been taken in order to bring to the attention of vulnerable groups the new legal developments and the new complaint procedures open to them. Although Turkish is one of the two official languages of the Cyprus Republic, none of the new laws (or indeed any of the old ones) were translated into Turkish, thus rendering it difficult for Turkish speakers to be informed about and utilise the new procedures available. As a result, very few complaints have been received by the Equality body's office from Turkish-Cypriots, even though since the partial lifting of the restrictions in movements in April 2003, there are several thousands Turkish-Cypriots seeking employment and access to public services in the south.

In addition to its duties as the specialised anti-discrimination body, the Ombudsman is vested with the power to investigate complaints against the public service and its public officers, including the Police and the National Guard which expressly covers investigation into complaints that acts or omissions violate human rights, and thus examines complaints as to racial or other related forms of discrimination and intolerance. A Report<sup>407</sup> prepared in relation to each particular case investigated, including cases of racial or other related forms of discrimination and intolerance, is submitted by the Ombudsman to the authority that is responsible for the public service or public officer concerned, and a copy is sent to the complainant. In the event that the Ombudsman concludes in this Report that the complainant has suffered some injury or injustice, the Report also contains the Ombudsman's suggestions or recommendations to the competent authority concerned for reparation of the injury or injustice, specifying at his/her discretion the time within which such reparation must take place. If the competent authority fails to give effect to a suggestion or recommendation for reparation, the Ombudsman may make reference to this, by a special report submitted to the House of Representatives and the Council of Ministers. The recommendations of the Ombudsman are persuasive, not binding, but the Ombudsman has proved to be the most effective body so far in dealing with questions of racial, gender, age and other grounds of discrimination.

g) *Does the body treat Roma and Travellers as a priority issue? If so, please summarise its approach relating to Roma and Travellers.*

Although not a number one priority, the equality body is concerned with the situation of the Roma and has on a couple of occasions conducted self-initiated investigations. However, the government's apparent reluctance to allocate human and financial resources to the equality body is adversely affecting the overall effectiveness of the body and is preventing it from carrying out many tasks of the mandate vested in it by the law.<sup>408</sup>

<sup>407</sup> The Commissioner submits an annual Report (which is published) to the President of the Republic, containing observations and suggestions, a copy of which is also submitted to the Council of Ministers and the House of Representatives.

<sup>408</sup> In its third report on Cyprus, ECRI stresses the need for resources to be made available to the Ombudswoman to enable her to respond to her tasks: Third ECRI Report on Cyprus, adopted on 16.12.2005, Strasbourg 16.05.2006, Council of Europe.



The lack of resources is also the reason why little or no measures have been taken in order to bring to the attention of the Roma the new legal developments and the new complaint procedures open to them, although the lack of NGO activity in this area coupled with the lack of education and social exclusion of the Roma would make dissemination very difficult indeed even if the appropriate funds were available.

*h) Data on the number of complaints received by the equality body*

At the end of 2007, the Anti-discrimination authority,<sup>409</sup> one of the two bodies comprising the equality body, issued its annual report for the year 2006. The report shows the statistical analysis of the complaints received as follows:

- The total of complaints received since this body was set up (on 01.05.2004) was 307.
- The total of complaints received during 2006 was 105.
- Out of the aforesaid 105 complaints, 79 (75 per cent) originated from physical persons, three from legal persons or groups of persons (6 per cent) and 17 (16 per cent) were submitted through a third person.
- Out of the 105 complaints, 69 were submitted by Greek-Cypriots (65 per cent), five by Turkish Cypriots (5 per cent), 27 by European citizens (26 per cent) and five (4 per cent) from third country nationals.
- As regards the grounds or nature of discrimination complained of, the following data was recorded<sup>410</sup>:

<sup>409</sup> The name in Greek is: Αρχή κατά του Ρατσισμού και των Διακρίσεων. This body deals primarily, but not exclusively, with matters arising under the Racial Equality Directive.

<sup>410</sup> The categories were created by the equality body itself and do not necessarily correspond to the categories present in the laws transposing the two anti-discrimination Directives.



Percentage	Ground/field of discrimination
22%	Gender discrimination
12%	Discrimination against European citizens
11%	Discrimination due to national origin
10 %	Residence permits of European citizens
8%	Discrimination in matters relating to the army
6%	Discrimination in employment
6%	Discrimination due to refugee status <sup>411</sup>
5%	Discrimination between Greek Cypriots and Turkish Cypriots
5%	Discrimination due to age/marital status
4%	Discrimination in the provision of state grants
3%	Discrimination in the exercise of political rights by migrants
2%	Discrimination due to disability
2%	Discrimination in the provision of insurance services
2%	Miscellaneous
1%	Discrimination in the provision of health care
1%	Discrimination due to religious belief

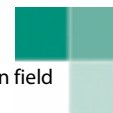
<sup>411</sup> The term 'refugee' used here refers to Greek-Cypriots displaced as a result of the Turkish military invasion in 1974.





- During 2006, a total of 122 complaints were investigated, with the following results:

<b>Number of complaints</b>	<b>Percentage</b>	<b>Result of the investigation</b>
34	28%	Reports with recommendations were issued
23	19%	The complaints were deemed unfounded
31	25%	Investigation discontinued when the Authority's lack of competency/jurisdiction was established
1	1%	The complaint was found ab initio to be outside the Authority's competency/jurisdiction
14	11%	The complaint was satisfied following the Authority's mediation
19	16%	The investigation was discontinued and archived and the complainant was notified.



For the year 2007, the Anti-discrimination authority has not as yet issued its annual report but has made available to the writer an analysis of the complaints investigated during 2007, which is as follows:

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
Number of complaints received	14	20	8	11	15	24	14	11	4	17	14	5	157
Not investigated due to lack of competency	0	0	0	0	0	0	0	1	0	0	0	0	1
Investigation discontinued due to satisfaction of complaint	1	0	0	2	0	4	3	1	0	0	0	2	13
unfounded complaint	0	1	1	3	1	1	1	1	5	4	0	3	21
Investigation discontinued for lack of competency	0	0	2	0	0	1	2	0	1	1	0	0	7
Investigation discontinued for other reasons	3	1	0	3	1	1	3	2	1	0	1	1	17
Investigation discontinued and complainant notified	1	5	1	3	0	1	2	1	1	2	1	2	20

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
The body against whom the complaint was filed satisfied the complainant	0	0	0	1	2	4	0	0	0	1	2	4	14
Reports were issued with criticisms and recommendations	0	1	0	0	0	0	4	1	0	0	2	1	9
Reports issued with recommendations	0	0	0	0	1	0	0	2	0	0	0	0	3
Reports issued without criticism/recommendation	0	0	0	0	0	0	0	1	0	0	0	0	1
Total of complaints investigated	5	8	4	12	5	12	15	10	8	8	6	13	106
Self-initiated investigations												1	1

No cases were referred to the Attorney General for criminal prosecution or human rights violations, as no such cases were examined by the equality body. The Authority has not yet issued any fines or imposed other sanctions.

The Equality Authority,<sup>412</sup> the other body comprising the equality body, also issued its annual report for the year 2006. The report offers the following statistical data with regard to the complaints received and investigated during 2006:

- The total of complaints received during 2006 was 68. An additional 34 complaints were brought forward from previous years, which were still pending. Out of this total of 102 outstanding complaints, 42 were investigated in 2006.
- Out of the aforesaid 102 complaints, 14 (33 per cent) led to reports with recommendations; nine were deemed to be outside the Authority's competency; seventeen (44 per cent) were found groundless or were withdrawn; and two complaints (5 per cent) were satisfied following the mediation of the Authority.
- Out of the 105 complaints, 69 were submitted by Greek-Cypriots (65 per cent), five by Turkish Cypriots (5 per cent), 27 by European citizens (26 per cent) and five (4 per cent) from third country nationals.
- Out of the 68 complaints submitted in 2006, 64 were against public service organisations, two were against semi-governmental organisations and two against the private sector.
- The majority of the complainants are women, as was also the case in 2005. The difference is marginal though: thirty complaints (44 per cent) were submitted by women, 29 (43 per cent) were submitted by men and nine complaints (13 per cent) by NGOs.
- As regards the grounds or nature of discrimination complained of, the following data was recorded:

Number of complaints	Ground/area of discrimination
23	Disability discrimination
18	Gender discrimination
2	Sexual harassment at the workplace
10	Discrimination on the ground of national origin
5	Age discrimination
3	Language discrimination
2	Ethnic origin

<sup>412</sup> The name in Greek is: Αρχή Ισότητας. This body deals primarily, but not exclusively, with matters arising under the Employment Framework Directive.



For the year 2007, the Equality Authority has not as yet issued its annual report but has made available to the writer an analysis of the complaints for the 2007, which is as follows:

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
Number of complaints received	6	5	11	26	5	16	11	8	7	6	10	4	115
Not investigated due to lack of competency	0	2	0	0	1	0	0	1	0	1	0	2	7
Investigation discontinued due to satisfaction of complaint	0	1	0	1	0	0	0	0	1	2	0	0	5
Unfounded complaints	3	1	2	0	3	4	2	0	2	1	0	2	20
Investigation discontinued for lack of competency	0	0	0	2	0	0	0	2	0	1	0	0	5
Investigation discontinued for other reasons	1	2	1	11	0	0	0	3	0	0	1	0	9
Investigation discontinued when it emerged that the same issue/area had already been investigated and complainant notified <sup>413</sup>	0	1	2	2	0	1	0	1	1	0	1	2	11

<sup>413</sup> This category is for investigations which begun but then half way through it emerged that the same issue had already been investigated pursuant to other complaints. In such a case, the results of the other complaints are notified to the complainant.





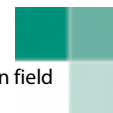
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
The body complained of satisfied the complainant	0	1	0	0	0	0	1	0	1	1	0	1	5
Reports were issued with criticisms and recommendations	0	0	0	0	1	2	0	0	1	1	0	26	31
Reports issued with recommendations	0	2	2	0	0	1	0	0	1	0	0	0	6
Reports issued without criticism/recommendation	0	0	0	0	0	0	0	7	0	0	0	1	8
Fines imposed	0	0	0	0	0	0	0	1	0	0	0	0	1
Total of complaints investigated	4	11	7	7	5	14	5	15	7	7	2	34	118
Self-initiated investigations												1	1

No cases were referred to the Attorney General for criminal prosecution or human rights violations. As it can be observed from the table above, in one case a fine was imposed. The case involved gender discrimination and, as we are informed from the Authority, the fine has been paid.

Below are the cases investigated or decided by the equality body between 2004-2005

### Complaints falling under the Racial Equality Directive

Description	Figure	Percentage
Number of complaints received	202	
Number of complaints examined	123	
Reports with recommendations	47	38 %
Groundless complaints	20	16 %
No jurisdiction	39	32 %
Mediation-satisfaction of claim	9	7 %
Investigation interrupted	8	7 %
Ethnic origin of complainants:		
Greek-Cypriots	81	40 %
Turkish Cypriots	8	4 %
Third country/EU nationals	113	56 %



### Thematic analysis of complaints received under the Racial Equality Directive

Discrimination on the ground of national or ethnic origin	30 %
Residence permits of EU nationals	12 %
Access to goods and services	10 %
Discrimination on issues of an economic nature	8 %
Provision of services	6 %
Social welfare	6 %
Issues relating to serving in the army	7 %
Acquisition of immovable property	3 %
Discrimination against detainees at the prison and at police detention centres	3 %
Discrimination in the enjoyment of individual rights and the rights of the child	3 %
Discrimination in health	2 %
Religious beliefs	3 %
Discrimination in the acquisition of nationality	1 %



**Thematic analysis of complaints received under the Employment Equality Directive plus additional grounds for discrimination.**

Discrimination on the ground of sex (excluding sexual harassment complaints)	28 %
Discrimination on the grounds of nationality or ethnic origin	19 %
Age discrimination	17 %
Disability discrimination	15 %
Language discrimination	15 %
Religious discrimination	3 %
Discrimination on the ground of belief	7 %



## 8. IMPLEMENTATION ISSUES

### 8.1 Dissemination of information, dialogue with NGOs and between social partners

Describe briefly the action taken by the Member State

- a) *To disseminate information about legal protection against discrimination (Article 10 Racial Equality Directive and Article 12 Employment Equality Directive)*
- b) *To encourage dialogue with NGOs with a view to promoting the principle of equal treatment (Article 12 Racial Equality Directive and Article 14 Employment Equality Directive) and*
- c) *To promote dialogue between social partners to give effect to the principle of equal treatment within workplace practices, codes of practice, workforce monitoring (Article 11 Racial Equality Directive and Article 13 Employment Equality Directive)*
- d) *To specifically address Roma and Travellers*

#### (i). Initiatives of the Equality body

- Awareness raising seminars covering the following subjects: “The implementation of the principle of equality in employment. The Employment Equality Directive (18.01.2005); Racism and Media (21.03. 2005); Racism and the challenge for Diversity (11.04.2005); Racism and Civilization (14.11.2005)
- A Training Seminar in the Police Academy, concerning the importance of data collection, by the police, on racially motivated crime (Date: November 21<sup>st</sup>, 2005)
- A Media campaign, which included (i) announcements in a Radio station and (ii) placement of announcements as well as awareness raising messages in local Newspapers
- Publication of Information Leaflets informing the public about the anti discrimination legislation and the functions and the responsibilities of the Equality body. The leaflets were published in 3 languages, Greek, English and Turkish.

#### (ii) Governmental initiatives

Via the Cyprus National Action Plan for Employment 2004-2006, the involvement of the social partners in setting the employment priorities includes Guideline 7 of the Cyprus National Action Plan titled “Promote the integration of and combat the discrimination against people at a disadvantage in the labour market”, dealing with discrimination but is silent on measures to combat racial or ethnic origin discrimination.

Via the Cyprus National Action Plan for Social Inclusion 2004-2006 interested parties and selected NGOs were invited to submit their views on the matter.

None of the Action Plans mentioned above were communicated to any disability organisation, nor were they made available in Braille.

In December 2004 a seminar on disability discrimination was organised by the National Organisation for the Blind and the Ministry of Labour under an EU funded project. Sign language translations were provided throughout and programs were issued in Braille.





Seminars are generally held in buildings which are accessible by wheelchairs. However, only the seminar of December 2004, mentioned in paragraph (v) above, offered sign language translation and documents in Braille, probably reflecting the fact that it was a seminar dedicated to disability and organised by a disability organisation. Funding may also partly account for the fact that these features were made available in this event.

A number of other seminars had also been organised in 2003, including an awareness-raising Seminar on the two non-discrimination Directives, organized by the House of Representatives in which all key actors involved on the issue (Governmental and non-governmental sectors etc.) participated and had the opportunity within the framework of three workshops to express their views, to submit their suggestions and to identify needs for further activities/measures to be taken to prevent and combat racism at domestic level. A similar awareness-raising Seminar on the two Directives on non-discrimination, organised by the Ministry of Justice and Public Order and the European Commission, took place in 26 June 2003.<sup>414</sup>

On 14.12.2007 the Brussels-based Assistance Information Exchange Office – TAIEX, in co-operation with the Cypriot Ministry of Justice, the Attorney General's office, the Supreme Court and the Pancyprian Bar Association held a one-day seminar on developments in the anti-discrimination field and particularly on the transposition of Directives 2000/43 and 2000/78.

Discrimination on the ground of sexual orientation is one of the topics covered in seminars dealing with discrimination in general, although no particular support is offered to organisations working in this field nor have there been any activities targeting sexual orientation on its own. According to the president of AKOK, the national gay liberation movement, activities related to all grounds of discrimination without specifically targeting homosexuality do not bring results towards combating sexual orientation discrimination. Homosexuality continues to be a taboo subject in Cypriot society in spite of the fact that it has been decriminalised and homosexuals themselves are highly reluctant in revealing their sexual orientation to the public.

A number of anti-racist activities have been organised by the Youth Board of Cyprus with the financial support of the Government. These activities included a photographic exhibition, a camp for youth groups from Cyprus and abroad, anti-racism festivals on the occasion of the International Day of Tolerance, etc. Also, the Youth Board financed other Youth organizations anti-discrimination activities and the participation of young people to attend seminars abroad. Finally, the Youth Board financed a festival (Rainbow Festival) organised by KISA- Action for Equality, Support and Anti-racism (formerly ISAG).

Generally speaking, on issues of policy making consultation with NGOs is either poor or non-existing. Similarly, dialogue with social partners on issues of discrimination at the workplace is lacking; no code of conduct has been agreed upon nor is there any system for workforce monitoring.

<sup>414</sup> During this Seminar, three experts from EU countries were invited in order to explain/discuss the provisions of the two Council Directives as well as their implementation with all key actors involved in discrimination issues.



The Cypriot government has not taken any measures to specifically target the Roma in terms of dissemination of information or dialogue.

## **8.2 Compliance (Article 14 Racial Equality Directive, Article 16 Employment Equality Directive)**

- a) *Are there mechanisms to ensure that contracts, collective agreements, internal rules of undertakings and the rules governing independent occupations, professions, workers' associations or employers' associations do not conflict with the principle of equal treatment? These may include general principles of the national system, such as, for example, "lex specialis derogat legi generali (special rules prevail over general rules) and lex posteriori derogat legi priori (more recent rules prevail over less recent rules).*

The existing constitutional practice is such that any law or regulation contrary to the principle of equal treatment, as guaranteed by Article 28 of the Constitution, and the human rights sections of the constitution, is unconstitutional, as the principle underlies all relevant laws. Therefore, it is considered to be null and void and of no legal effect. However, in order to trigger this provision, an application must be filed in court, demanding the law to be declared unconstitutional.

The equality provisions contained in the international treaties, signed and ratified by the Republic, take precedence over any municipal law and therefore override any provisions that are contrary to the principle of equal treatment. Also, by virtue of a recent amendment of the Constitution, all EU Directives and regulations are deemed to take precedence over all domestic legislation including the Constitution itself.

The law on Equal Treatment (gender, disability and minority anti-discrimination) provides for the repealing of any contrary provisions; even though, under the doctrine of implied repeal, these would not normally prevail over the latest laws where there is a conflict.

The mechanism under national law by which provisions in agreements, contracts or rules relating to professional activity, workers and employers that are contrary to the principle of equal treatment can be declared null and void or amended is contained in the law setting out the mandate of the equality body (Law N. 42(I)/2004). The procedure described in article 39 of this law is for the equality body to refer to the Attorney General all laws, regulations and practices containing discrimination; the Attorney General is then obliged to advise the Minister concerned and prepare the necessary amendment in the discriminatory law or practice. This procedure has not led to any amendments in any law, despite the fact that the equality body has on a number of occasions referred to the Attorney General laws which had to be amended for containing discriminatory provisions.

There is no procedure for a regular monitoring or screening of old or new laws, collective agreements, contracts or rules etc in order to ensure their compliance with the anti-discrimination laws. Practice shows that the procedure for assessing compliance of a particular law, contract, practice etc with the anti-discrimination laws is triggered off only when a specific complaint is submitted on this matter.



*b) Are any laws, regulations or rules contrary to the principle of equality still in force?*

Yes there are some, most notably advertisements for jobs in the public service which carry an age limit.. In most cases examined by the Equality body, where a decision was made that a certain law or regulation or contract was contrary to the anti-discrimination laws and should therefore be repealed, no action was taken by the Attorney General's office. There are also those cases where no complaint was submitted and thus no decision of the Equality body was issued for the need to repeal the discriminatory provisions.



## 9. OVERVIEW

*This section is also an opportunity to raise any important considerations regarding the implementation and enforcement of the Directives that have not been mentioned elsewhere in the report.*

*This could also be used to give an overview on the way (and if at all) national law has given rise to complaints or changes, including, eventually a reference to the number of complaints, whether instances of indirect discrimination have been found by judges, and if so, for which grounds, etc.*

Cypriot society today offers a constantly changing picture due to various factors. These include its EU accession; the lifting of the restrictions in movement that have brought about the relocation, in terms of residence and mainly employment, of many Turkish-Cypriots to the south; the increase in numbers of migrant workers and the even larger increase in numbers of asylum seekers.

These changes had a serious impact on the issue of discrimination in employment, education, housing, racial violence, access to goods and services, healthcare and social security to varying degrees. The new legislation that came into force in 2004 in an effort to transpose the anti-discrimination acquis has produced limited results: there are hardly any cases being brought before the court, whilst the equality body decisions in favour of victims have not always led to compliance by the perpetrator. Also, a large section of the vulnerable groups are still not aware of the new rights and procedures created; further public awareness must be pursued, particularly among the vulnerable groups, to enable them to utilise these procedures. In addition, in order to make these new procedures more readily available to the affected groups, several obstacles must be addressed, such as the legal costs which are often prohibitive for many vulnerable groups as well as the risk of victimization which, in the case of migrants, often takes the form of deportation or ‘voluntary’ repatriation.

There is, at the same time, an increasing rate of civil society initiatives to help raise public awareness and to take direct action on discrimination cases but NGOs have to struggle against a difficult backdrop of homophobia and increasing nationalism and xenophobia. Also, the last couple of years have seen the emergence of ultra nationalist groups who have on numerous occasions used violence against Turkish-Cypriots, as well as anti-immigrant groups who are more mainstream than the ultra nationalist youth and who are supported by political actors. The participation of NGOs in all processes must be further encouraged and enhanced if discrimination issues against vulnerable groups are to be effectively addressed and the phenomena of ultra nationalism and anti-immigration must be addressed by the government, which for the time being chooses to ignore them.

The increasing numbers of asylum seekers since 2004 introduced a new category of vulnerable persons in Cyprus who are adversely affected by policies and practices and police heavy-handedness<sup>415</sup> aimed at reducing the number of asylum seekers in some cases; in others it is the result of heavy workload on the part of governmental departments involved which are understaffed and unprepared for this sharp rise in numbers.

<sup>415</sup> A number of Equality body reports condemn incidents of violence used by the police against asylum seekers in order to convince them to withdraw their asylum applications.

All Ombudsman's Annual Reports since 2004 criticise the practices and the low compliance rate of the Aliens and Immigration Office of the Interior Ministry, particularly with reference to the issue of deportation of migrants. The said department has also been criticised by members of parliament, by NGOs and by most of the print media that it had stepped up deportations before the enactment of the law transposing Directive 2003/109/EC on long term resident status of migrants. The said Directive was finally transposed on 14.02.2007 (Law 8(I)/2007) by amending the old Aliens and Immigration Law Cap 105. However, article 18Z(2) of the Aliens and Immigration Law Cap 105, as amended by Law 8(I)/2007 excludes from the scope of the law persons, inter alia "persons whose residence permit has been officially restricted as regards its duration". The aforesaid provision was intended to transpose Directive article 3(2)(e); but whilst the Directive states "persons whose residence permit has been formally limited", the Cypriot law states "persons whose residence permit has been formally limited *as to its duration*". This provision effectively denies the vast majority of migrants in Cyprus of the right to claim long term residency because they are, as a matter of policy, issued with fixed term residence visas. As a result, and following a Supreme Court decision<sup>416</sup> confirming this practice, many migrants who would otherwise be entitled to the status of long term migrant under the Directive are now being deported. There are only a small number of long term migrants who are not affected by this decision, being the isolated cases where a visa of indefinite duration was issued. There have been widespread protests against this development by migrants and by migrant support NGOs. One of such protests ended up in violent clashes with the police where one Cypriot demonstrator was arrested and a migrant demonstrator was rushed into hospital to be treated for shock. A complaint has been submitted to the equality body complaining of discrimination in the manner in which the Directive was transposed and implemented.

Since the setting up of the equality body in 2004, the police has had the lowest record of compliance with the equality body's decisions.<sup>417</sup> In statements to the press, the Equality body often complains of the low compliance record of the police.<sup>418</sup> A law setting up an independent authority to investigate allegations of police misconduct<sup>419</sup> entered into force on 17.02.2006. The Authority is run by a five-member board made up of persons with "recognised prestige and moral standing", of whom at least two must have legal background, and one is a senior former police officer, a provision that has attracted criticism from ECRI,<sup>420</sup> the Ombudswoman and NGOs. For the period January-December 2007, the Authority received 18 complaints from and on behalf migrants and issued decisions for nine of them: in two out of these, no disciplinary or criminal offences were found, the investigation of two was suspended because of the non-reply of the complainants and the investigation of the remaining five was completed. No criminal or disciplinary offences were found in the four out of these five cases, whilst for one of them the Authority found that there was a criminal offence and sent its report to the Attorney General, whose decision as to whether he will proceed with criminal prosecution or not is pending at the time of writing.

<sup>416</sup> *Cresencia Cabotaje Motilla v. Republic of Cyprus through the Interior Minister and the Chief Immigration Officer*, Supreme Court Case No. 673/2006 (21.01.2008).

<sup>417</sup> In October 2004, the Ombudsman Eliana Nicolaou presented a report to a Committee of the House of Parliament, where she criticized the police as having the lowest rate of compliance with her decision (reported in Hadjivasilis, M. (2004) "Ston kalathos ta 40% ton ektheseon tis Epitropou" in *Philelftheros* (28.10.2004).

<sup>418</sup> Evangelou, M. (2005) "Kleinei ta aftia stin Epitropo I Astynomia" in *Politis* (11.08.2005), p.3.

<sup>419</sup> The Independent Authority for the Investigation of Complaints and Allegations (Concerning the Police) Law 9 (1)/2006.

<sup>420</sup> Third ECRI Report on Cyprus, adopted on 16.12.2005, Strasbourg 16.05.2006, Council of Europe, p. 28.





Unlike the equality body, whose officers are well trained on issues of discrimination, the approach taken by the Authority as to whether the complaints submitted to it concerned discrimination or not is rather restrictive in the sense, that unless the complaint itself alleges discrimination, the Authority itself cannot locate discrimination and therefore will not classify the complaint as being one of discrimination. In the case of the 18 complaints received in 2007, which were submitted either by migrants themselves or by NGOs or lawyers on their behalf, no discrimination was found because none alleged in the complaint, even though one might argue that there is inherent discrimination in the practice of police heavy-handedness against migrants.

No complaints were submitted to the Authority by any Turkish-Cypriots who are by and large not aware of the existence of this Authority. No efforts have been made to disseminate the information about this new procedure to vulnerable groups and no material has been published on it in any language. Other than sending press releases to English language newspapers in Cyprus, the Authority has not conducted any information campaign targeting the vulnerable groups, most of which are non-Greek speaking. The recently constructed website of the Authority is only in Greek.<sup>421</sup>

For the first time in decades, in 2005 at least three incidents of violence against Turkish-Cypriots were reported by the media,<sup>422</sup> all three of which led to criminal prosecutions but not to any conviction. In two out of the three cases, the accused was the same person, who also declared himself to be a member of the Greek neo-fascist organisation Chrysi Avgi (“Golden Dawn”).<sup>423</sup> He was acquitted by the court on the ground that the prosecution failed to prove its case beyond reasonable ground and that any actions of the accused were self-defence.<sup>424</sup> The incidents and the acquittal that followed have raised concerns that acts inciting ethnic hatred are not effectively dealt with and the activities of Chrysi Avgi in Cyprus are not properly monitored and addressed. More incidents of violence against Turkish-Cypriots were recorded in 2006, with the violent attack against the English school pupils being the most prominent. The Attorney General has brought charges against the perpetrators of this attack but none of these relate to offences involving a racist motive. The sentences imposed by the court were a mere imposition of a few hours of community work. Incidents of racial violence against migrants are also regularly reported by NGOs, international report on Cyprus and by the media.

Special mention must be made of the constitutional provisions which set out quotas of participation for the two communities in Cyprus, the Greek-Cypriots and Turkish-Cypriots, in all major sectors: the army, the police, the House of Representatives, the Courts and the civil service. This quota arrangement may prima facie appear incompatible with the equality principle expounded in the two Directives. However it must be juxtaposed with the fact that the quota provisions are designed to provide for a wide scope of community autonomy so to

<sup>421</sup> [www.iaiacap.gov.cy](http://www.iaiacap.gov.cy)

<sup>422</sup> Kalatzis, M. (2005) “Xespasan anev logou se Tourkokyprio” in *Politis* (30.09.2005), p.22; Nearchou J. (2005) “Katathese o Tourkokyprios: Anagnorise ton Chrysavgiti” in *Politis* (21.09.2005), p.21; Nearchou J. (2005) “Katigoreitai oti ktipise Tourkokypriou- Se apologia o Chrysavgitis” in *Politis* (05.10.2005), p.22.

<sup>423</sup> Chrysi Avgi was described by the major political parties in Cyprus as “Nazi”, “racist”, “fascist”, as reported in Psyllides, G. (2005) “Ultra-nationalist group in the dock after Turkish Cypriot beaten” in *The Cyprus Mail*, (02.08.2005). Its symbol is based on the Nazi swastika.

<sup>424</sup> Kalatzis, M. (2005) “Athoothike o Chrysavgitis” in *Politis*, (05.11.2005), p.47.





create a consociational system of power-sharing, forming part of a democratic system of governance by securing the participation of two politically equal communities.

As such, these provisions may be viewed in light of the two exceptions provided in the two Directives in respect of occupational requirements. Overall, there is an ongoing problem with the resulting differential treatment of Turkish-Cypriots due to provisions made under the ‘doctrine of necessity’ and other measures introduced to deal with the situation that resulted from the invasion, occupation and division of the island. It appears that many of these measures result in discrimination on the grounds of racial or ethnic origin and possibly religious belief. Such examples include the right of enjoyment of their ‘abandoned’ properties, the ongoing indirect discrimination due to language as no public documents and signs are available in Turkish and the right to access to certain provision that require residence in the area under the control of the Republic, which is again indirect discrimination against Turkish-Cypriots.

In the field of disability, a number of decisions by the Equality body in response to complaints submitted by persons with disability are gradually building up a new regime whereby persons with disabilities are claiming their rights and some obstacles in their social integration are starting to be removed. The newly established national branch of the European “Advocates and Activists” program is expected to bring significant developments in this field.

In the field of employment, following a number of equality body decisions addressing the issue of maximum age limits in advertised posts, it is expected that age will no longer constitute an obstacle for persons applying for jobs. Whether this will mean that more older people will be gaining access to employment remains to be seen.

Sexual orientation continues to be the reason for many persons’ exclusion from the labour market, with homosexuality being a taboo that has not as yet been addressed. Gay people themselves find it hard to come forward and claim their rights, for fear of social contempt.



## 10. CO-ORDINATION AT NATIONAL LEVEL

*Which government department/ other authority is/ are responsible for dealing with or co-ordinating issues regarding anti-discrimination on the grounds covered by this report?*

There is no single authority or Government department responsible for the overall coordination of the implementation measures under the newly enacted legislation. Several ministries are involved depending on the issue at stake: the Ministry of Labour and Social Insurance deals with issues such as employment and social insurance benefits; the Ministry of Justice and Public Order deals with issues of legislation drafting and interpretation; the Ministry of Education and the Ministry of the Interior with their respective competencies.



## ANNEX

1. **Table of key national anti-discrimination legislation**
2. **Table of international instruments**



## ANNEX 1: TABLE OF KEY NATIONAL ANTI-DISCRIMINATION LEGISLATION

### Cyprus

### Date

<b>Title of Legislation (including amending legislation)</b>	<b>In force from:</b>	<b>Grounds covered</b>	<b>Civil/ Administrative/ Criminal Law</b>	<b>Material Scope</b>	<b>Principal content</b>
This table concerns only key national legislation; please list the main anti-discrimination laws (which may be included as parts of laws with wider scope). Where the legislation is available electronically, provide the webpage address.	Please give month / year			e.g. public employment, private employment, access to goods or services (including housing), social protection, social advantages, education	e.g. prohibition of direct and indirect discrimination, harassment, instruction to discriminate or creation of a specialised body



Title of Legislation (including amending legislation)	In force from:	Grounds covered	Civil/ Administrative/ Criminal Law	Material Scope	Principal content
The Combating of Racial and Some Other Forms of Discrimination (Commissioner) Law No. 42(1)/2004	19.3.2004	race, community, language, colour, religion, political or other beliefs, national or ethnic origin, special needs, age and sexual orientation.	civil	Combating of racist discrimination and of discrimination forbidden by law; promotion of equality of the enjoyment of rights and freedoms safeguarded by the Constitution or by the Conventions ratified by Cyprus; and promote equality of opportunity in the areas of employment, access to vocational training, working conditions including pay, membership to trade unions or other associations, social insurance and medical care, education and access to goods and services including housing.	Creation of specialized body



<b>Title of Legislation (including amending legislation)</b>	<b>In force from:</b>	<b>Grounds covered</b>	<b>Civil/ Administrative/ Criminal Law</b>	<b>Material Scope</b>	<b>Principal content</b>
The Equal Treatment in Employment and Occupation Law No. 58 (1)/2004	01.05. 2004	Racial and ethnic origin religion or belief, age, sexual orientation	civil	conditions of access to employment, access to vocational orientation and training, working conditions and terms of employment and membership to trade unions	prohibition of direct and indirect discrimination, harassment, instruction to discriminate
The Equal Treatment (Racial or Ethnic Origin) Law No. 59(I) /2004	01.05. 2004	Racial and ethnic origin	civil	social protection, medical and medicinal care, social provisions, education, and access to goods and services including housing	prohibition of direct and indirect discrimination, harassment, instruction to discriminate
Law on Persons with Disabilities (Amendment) No. 57(I)/2004	01.05. 2004	disability	civil	Public and private employment	prohibition of direct and indirect discrimination, harassment, instruction to discriminate, as well as provision for some additional rights





<b>Title of Legislation (including amending legislation)</b>	<b>In force from:</b>	<b>Grounds covered</b>	<b>Civil/ Administrative/ Criminal Law</b>	<b>Material Scope</b>	<b>Principal content</b>
The Cyprus Constitution	1960	community; race; religion; language; sex; political or other conviction; national or social descent; birth; colour; wealth; social class; or any ground whatsoever	administrative	Mostly the public sector, although there is legal authority establishing that some constitutional rights can be actionable per se against individuals (Yiallourou v. Evgenios Nicolaou (2001), Supreme court case, Appeal No. 9331, 08.05.2001.	Declaration of rights, structure of the state

**ANNEX 2: TABLE OF INTERNATIONAL INSTRUMENTS****Cyprus****Date**

<b>Instrument</b>	<b>Signed (yes/no)</b>	<b>Ratified (yes/no)</b>	<b>Derogations/ reservations relevant to equality and non-discrimination</b>	<b>Right of individual petition accepted?</b>	<b>Can this instrument be directly relied upon in domestic courts by individuals?</b>
European Convention of Human Rights	Yes	Yes	None	Yes	Yes
Protocol 12, ECHR	Yes	Yes	None	Yes	Yes
Revised European Social Charter	Yes	Yes	None	Ratified collective complaints protocol? YES	Yes
International Covenant on Civil and Political Rights	Yes	Yes	None	Yes	Yes
→ Framework Convention for the Protection of National Minorities	Yes	Yes			Yes
International Convention on Economic, Social and Cultural Rights	Yes	Yes	None	Yes	Yes



<b>Instrument</b>	<b>Signed (yes/no)</b>	<b>Ratified (yes/no)</b>	<b>Derogations/ reservations relevant to equality and non- discrimination</b>	<b>Right individual petition accepted?</b>	<b>Can this instrument be directly relied upon in domestic courts by individuals?</b>
Convention on the Elimination of All Forms of Racial Discrimination	Yes	Yes	None	Yes	Yes
Convention on the Elimination of Discrimination Against Women	Yes	Yes	None	Yes	Yes
ILO Convention No. 111 on Discrimination	Yes	Yes	None	Yes	Yes
➔Convention on the Rights of the Child	Yes	Yes	None	Yes	Yes
Convention on the Rights of Persons with Disabilities	Yes	No	None	The Convention's Protocol only provides for 'individual communications' and "inquiries". Cyprus has signed but not ratified this Protocol.	Once it is ratified, yes.