

Appendix 1

(Answer 4)

Elimination of legislative discrimination: **Areas of concern**

1. As stated in para 110 of the Periodic Report, the Republic of Cyprus Citizenship Law, 1967 (Law 43/1967) was amended by Law 168(I)/2001 granting Cypriot women equal rights regarding the citizenship of their children, that is, providing that, all persons born either in Cyprus or abroad, on or after 16.8.1960, acquired the Cypriot citizenship automatically if either their mother or father was, or would have been entitled to be a Cypriot citizen.

However, it appears that the above amendment was not welcomed by a large majority of male persons who acquired the citizenship as of their mother's Cypriot citizenship, because automatically they became obliged to fulfill their military obligations in Cyprus. As a result, after re-examination of the matter at the relevant Parliamentary Committee, and taking into consideration the affected persons' opinion, the Citizenship Law was amended by Law 67(I)/2002 so that persons born of Cypriot mothers, either in Cyprus or abroad, between 16.8.1960 and 11.6.1999 are given the option to acquire the Cypriot citizenship if they so wish by applying to the Minister of Interior.

The Citizenship Laws 1967-2002 were replaced by the Civil Registry Law 2002 (Law 141(I)/2002). The provisions relating to acquisition of citizenship from the mother remain substantially the same. The Ministry of Interior considers that they do not amount to discrimination against persons born by Cypriot mothers during the period between 16.8.1960 and 11.6.1999; on the contrary, these persons are given the right to choose whether and when they wish to acquire the Cypriot citizenship.

2. The Army of the Republic Regulations (P.I. 44/1995) require, inter alia, candidates for a 5 year appointment in the army to be (i) male citizens of the Republic of Cyprus or Greece and (ii) to have completed their national service. (Regulation 6 of P.I. 44/1995).

The justification for the gender requirement is the fact that, women in Cyprus do not perform military service and, thus, Cypriot women would not, in any case, qualify for appointment.

Notwithstanding this, the Ministry of Defense is currently reconsidering the matter in the light of the Equal Treatment of Men and Women in Employment and Vocational Training Law, 2002 (L.205(I)/2002) taking into account the particularities of the military service.

3. An issue of concern (not regulated by law but by a decision of the Council of Ministers) is that of acquiring the status of a displaced person: By a circular of the Director of the Service for the Care and Rehabilitation of Displaced Persons, dated 10.9.1975, (later ratified by a Decision of the Council of Ministers, No. 40872 dated 20.4.1994), children acquire the status of displaced persons if their father is a displaced person.

The issue of expanding the term “displaced person” so as to include children whose mothers are displaced persons, was examined by the Government as well as the relevant Parliamentary Committee. After a thorough examination of the matter, it was concluded that such a measure, would have the following consequences and, thus, could not be adopted:

- (a) The percentage of the displaced persons will be increased disproportionately to the percentage of the displaced persons in 1974. A study conducted by the Statistical Service of Cyprus revealed that the percentage of the displaced persons will automatically be increased from 34% (as it was in 1974) to 42%. This percentage will be increasing continuously and by the year 2047 will reach the 80% of the whole population. Consequently, the real picture of the displaced population of Cyprus will be distorted.
- (b) The increase of the percentage of the displaced persons will gradually affect the electoral lists, leading to an increase of the number of electors in the electoral catalogue of the occupied areas and to a decrease of the number of electors in the Government controlled area of the Republic.

The beneficiaries of the various housing plans and other grants for the displaced persons will increase to such a level that the Government will not be in the position to bear the economic burden.

Appendix 2

(Answer 5)

PART 1 (Answer 5.1.)

Training of Judicial Personnel

The subjects of training include:

- Human Rights with particular reference to Cyprus Case law and European Court of Human Rights Case Law.
- European Community Law/International Conventions.
- Civil procedure.
- Criminal procedure with special emphasis on arrest and detention.
- Evidence Law.
- Sentencing.
- Constitutionality of Laws.
- Conduct of Judges with emphasis on psychology of witnesses and advocates, rules of etiquette, behaviour towards the public and advocates and study of various social phenomena.
- Seminars on basic Laws which were drastically amended.
- Family Court Judges' training on matters relating to dealing with children and social matters relating to personal status.

Within the framework of this programme, the following seminars have been organized for and/or attended by Cypriot judges:

- An introduction to the Law of the European Communities.
- Judicial mechanism (other than the preliminary reference) before the European Court of Justice.

- The Preliminary reference mechanism.
- The Brussels and the Lugano Conventions.
- European Conference for Democracy through Law - Venice Commission, April, 2000.
- 10th U.N. Congress on the prevention of crime and the treatment of offenders April, 2000.
- Fifth Conference of Women Judges, April, 2000.
- Commonwealth Magistrates and Judges Association women's section, July, 2000.
- 12th Commonwealth Conference, September, 2000.
- Symposium of European patent Judges, September, 2000.
- Meeting of the Consultative Council of European Judges, November, 2000.
- U.N. Convention against transnational organized crime, December, 2000.
- International Symposium for Judges and Public Prosecutors, March, 2001.
- 4th Meeting of the Special Committee for Civil and International kidnapping of children, March, 2001.
- European Conference for Democracy through Law- Venice Commission, April 2001.
- Seminar on European Law, June, 2001.
- Commonwealth Judges Association, July, 2001.
- European Trade Mark Judges Symposium, September, 2001.
- Meeting of the specialized committee on youth delinquent.
- 2nd Meeting of the Consultative council of European Judges, November, 2001.
- 11th Session of the commission on crime Prevention and Criminal Justice, April 2002.

- 7th International Association of Women Judges, May, 2002.
- Meeting of the specialized committee in youth delinquent, October 2002.
- Council of Europe “European perspectives on Drug Courts”, March, 2003.
- Meeting of the specialized committee of youth delinquent, April, 2003.
- 3rd European Trade Mark Judges Symposium, September, 2003.
- TAIEX Seminar for Judges, October, 2003.
- 2nd Meeting for Judges of Southeast Europe, November, 2003.
- The Evolving Case – Law of ECJ, April, 2004.
- 18th Meeting for European Judges, June, 2004.
- European Judicial Network, June, 2004.
- Symposium of European patent Judges, September, 2004.
- Conference on Community Law concerning Environment, November, 2004
- Dealing with European Evidence, November, 2004. (ERA)
- Training visit to the European Court of Justice, November, 2004.
- 5th Meeting of Consultative Council of European Judges (CCJE), November, 2004.
- European Arrest Warrant, December, 2004.
- Conference towards an Ideal trial, November, 2004.
- TAIEX Seminar for Judges on European Civil Procedure, January, 2005.
- Euro Just Conference on Regulation 805/2004 of EC.
- Euro Just Conference, May, 2005.
- European Network (ENCJ), June, 2005.
- Judicial cooperation in the European Union in Matters of Family Law and parental relationship, September, 2005.

- Seminar to the European Court of Justice, October, 2005.
- Public Hearing of applicable Law and Jurisdiction in divorce matters, December, 2005.

A Seminar for the Judiciary on the European Union Law and International Conventions in the area of Custody of Children and related issues, will be held in Cyprus in May, 2006.

PART 2 (Answer 5.2.)

Training of Police on domestic violence:

- (i) *Basic level:* Refers to new recruits attending basic police training program at the Cyprus Police Academy. New recruits attend three four-hour sessions on the subject. Session I covers the legal, procedural, and other formalized or structured aspects of Police response. Sessions II & III refer to general awareness and sensitization, and to providing the new officer with a broader picture. This training takes place during Phase II of basic training which means that the recruits are at the stage of completing their three-year attendance in class and on the job training and they are about to be certified.
- (ii) *Advanced level:* This five-day course is normally attended by police officers working either at police stations or in Divisional Crime Investigation Departments (C.I.D), because these are the basic police services that handle the overwhelming majority of domestic violence and child abuse cases reported to the Police. Approximately 10% of the overall number of police officers serving at present have received such training. During the period 2003-2005, ten such seminars (each attended by approximately 20 police officers) were organized at the Police Academy.
- (iii) *Specialized level:* At this level, specialized courses are organized to further train police officers on subject matters of specialized attention. Such examples could be internal courses on the technique of conducting video

recorded interviews, on child sexual abuse, and external programs on a variety of subjects in the area. Currently, Cyprus Police is in the process of delivering a series of seven-day trainings on the subject of video recorded interviews with domestic violence victims and/or vulnerable witnesses in general. During 2003 and 2005, two specialized seven-day seminars on conducting video recorded interviews were organized, and for training purposes qualified and experienced trainers from the United Kingdom were commissioned. Three additional one-day trainings for operators and technicians of the equipment were organized in 2004.

- (iv) *Refreshing courses:* At this level, short time training sessions are delivered to update and refresh the knowledge of in service personnel who have previously attended some form of domestic violence police training (e.g. during sergeants' or inspectors' mandatory training programs. This is the only internal type of training that may be organized by any police division and take place at the peripheral rather than central level. In 2005, three one-day refreshing courses for all Directors of Police Stations and Divisional C.I.D.s were organized.

All internal courses, except those mentioned under point (iv) above are organized by the Domestic Violence and Child Abuse Office of Department C' (C.I.D.) in cooperation with the Cyprus Police Academy. Regular training staff consists of in service appropriate personnel such as lawyer, criminologist, psychologist, sociologist and external visiting staff such as child or clinical psychologist or child psychiatrist, welfare officer, etc. Occasionally, especially at the specialized level, professionals from other countries are commissioned.

As indicated by the design of the programme, there is a clear focus on cross training, which gives the police officers information on other agencies such as the NGOs involved in the issue, the Social Welfare Services, the Child Psychiatric Services, and the Law Office of the Republic.

- Since 2002, Police practice on Domestic Violence and Child Abuse follows directions included in the Manual of Inter-Departmental Procedures for Handling Cases of Domestic Violence. The Manual was approved by the Council of Ministers, and the text referring to the Police was incorporated and published into Police Standing Orders. In addition, the Domestic Violence and Child Abuse Office of Department C', Police Headquarters published in 2004 the Police Officer's Manual on Handling Cases of Domestic Violence and Child Abuse.
- Police operate the Domestic Violence and Child Abuse Office at Department C', Police Headquarters, which is a central bureau for handling all issues of prevention and combating domestic violence and child abuse. The personnel of this Bureau include a lawyer, a psychologist and a sociologist.
- Specially designed premises have been established, furnished and equipped in all Divisional Police Departments as well as in Police Headquarters with statement video recording systems to be used for hosting and handling victims of domestic violence and/or vulnerable witnesses. The police began to videotape statements of victims of domestic violence and/or child abuse. Video recorded interview has been accepted in Court as testimony and on its basis the accused was found guilty. The same procedures can be applied to cases of other witnesses who are considered in need of protection under the Protection of Witnesses Law, 2001 (L. 95(I)2001).

PART 3 (Answer 5.3.)

Training/information seminars by the Advisory Committee for the Prevention and Handling of violence in the Family.

- Two-day seminar on "Violence in the Family" for teachers of Primary School, in Nicosia, 1-2.11.1999.

- Two-day seminar on “Violence in the Family” for teachers of Elementary School, in Nicosia, 4-5.11.1999.
- In cooperation with the Embassy of Israel, a one-day seminar on “Violence in the Family” for volunteers, social workers and members of NGOs that handle incidents of family violence, 15.06.2000.
- In cooperation with the Ministry of Justice and Public Order and the Cyprus Police, seminars on “Interviewing Minor Victims” for members of the Police.
- One-day seminar on “Manual of Interdepartmental Procedures concerning Family Violence”, for professionals from Social Welfare Services, Cyprus Police, Health Services, Education Services, Law Office of the Republic and relevant NGOs, 13.04.2001. The manual was approved on 16.05.2002 by the Council of Ministers, for immediate implementation and it provides a framework of how professionals should work together and focuses on interdepartmental cooperation.
- Seminar on “Sexual Harassment of Children” for professionals from Social Welfare Services, Cyprus Police, Health Services, Education Services, Law Office of the Republic and relevant NGOs 18.11.2001.
- One-day seminar on “Violence in the Family” for teachers of “Rainbow” Primary and Elementary School, 21.02.2003.
- Seminars on “Violence in the Family” for volunteers of the Association for the Prevention and Handling of Violence in the Family, 19.02.2003-26.02.2003 and 05.03.2003.
- Lecture on “Violence in the Family” for teachers of Pedagogical Institute of Cyprus, part of the inter-departmental education organized by the Ministry of Education and Culture, 06.03.2003.

- Lecture on “Violence in the Family” for teachers of Pedagogical Institute of Cyprus, part of the inter-departmental education organized by the Ministry of Education and Culture, 12.05.2003.
- Workshop on “Violence in the Family” for a group of women at Full-bright Commission, 20.05.2003.
- Lecture on “Violence in the Family” for parents and teachers of Primary School of Nisou, 19.11.2003.
- Lecture on “Violence in the Family” for parents of Ormidia Elementary School, 09.12.2003.
- Lecture on “Violence in the Family” for students of Palouriotissa Gymnasium, 08.01.2004.
- Lecture on “Violence in the Family” for trained members of the Police at the Cyprus Police Academy, 03.03.2004.
- Lecture on “Violence in the Family” for members of the Association of Consumers, 16.03.2004.
- Lecture on “Violence in the Family” for students of Social Work at Frederick Institute of Technology, 20.05.2004.
- Seminar on “Violence in the Family” for school doctors and health visitors in Nicosia, part of the inter-departmental education organized by the Ministry of Health, 13.10.2004.
- Lecture on “Violence in the Family” for students of Paliometoho Lyceum, 29.09.2004.
- Series of seminars on “Violence in the Family” for teachers of Drosia Elementary School in Larnaca, under the auspices of Ministry of Education and Culture, 18,25.11.2004 and 2,9,16.12.2004.

- Seminar on “Violence in the Family Laws” for volunteers of the Association for the Prevention and Handling of Violence in the Family, 01.12.2004.
- Seminar/workshop for the presentation and discussion of the results of the 1st Pancyprian research on the “Extent and Types of Child Abuse in the Cypriot Family” conducted by the Advisory Committee, Nicosia, 12.10.2005.

PART 4 (Answer 5.4.)

Training by the Cyprus Gender Equality Observatory

- Gender Studies Programmes:

Two 40-hour training programmes on Gender Studies for the civil servants responsible for Women’s Rights from all Ministries, (Gender Focal Points) members of the Trade Unions, Women’s organizations and other agencies. The trainers were academics / gender experts from the University of Cyprus and Greece (43 participants, women and men).

- Seminar for the sensitization of members of the Police (women and men) on gender equality issues and violence against women:

A 68-hour training programme organized in the Police Academy. The trainers were gender specialists from the Research Centre for Gender Equality of Greece (21 participants).

- Seminars in the rural areas on gender equality legislation for the public.

Appendix 3

(Answer 6.)

Research projects financed by the NMWR during the period 2004-2005

- Research Project for the Influence of Stress on Women's Health (Pancyprian Movement – Equal Rights – Equal Responsibilities) 2004.
- Research Project “The Position of Women in the Contemporary Cyprus Business” (Cyprus Employers Federation) 2004.
- Research Project “Reconciliation of Work and Family responsibilities for Men and Women” (Women's Organization of the Democratic Party) 2005.
- Research Project “Trafficking and Sexual Exploitation of Persons” (Mediterranean Institute of Gender Studies) 2005.
- Research Project “How Greek and Turkish Cypriot Women view their role in Work and Society” (Pancyprian Federation of Women's Organizations) 2005.
- Research Project “Equal Opportunities between Women and Men – Collective Bargaining” (Women's Department of the Pancyprian Federation of Labour of the Cyprus Workers Confederation) 2005.
- Research Project “Women and Flexible Work Schedule” (Women's Department of the Pancyprian Federation of Labour of the Cyprus Workers Confederation) 2005.
- Research Project “Women and Higher Management Positions in the Banking and Semi-Government Sector (Cyprus Employers Federation) 2005.
- Research Project “The Gender of entrepreneurship in Cyprus - a comparative study between men and women entrepreneurs (Business and Professional Women) 2005.

Appendix 4
(Answer 7.2.)

**Member Organizations of the
Council of the National Machinery for Women's Rights**

1. Women's Association Protoporia
2. Pancyprian Federation of Women's Organizations
3. Women's Organization of the Democratic Party
4. Socialists Women's Movement
5. Pancyprian Movements – Equal Rights Equal Responsibilities
6. Women's Department of the Pancyprian Federation of Labour
7. Women Department of the Cyprus Workers Confederation
8. Democratic Labour Federation of Cyprus Equality and Equal Treatment
Department
9. Employers and Industrialists Federation
10. Pancyprian Public Employees Trade Union
11. Women's Organization of Democratic Rally of Cyprus
12. United Democrat's Women Organization
13. Cyprus Federation of Business and Professional Women
14. Women's Research Centre
15. New Cyprus Party

Appendix 5

(Answer 8)

National Action Plan of Gender Mainstreaming: Actions included under the chapters of Education and Social Attitudes

Education:

- Comprehensive Research / Study on Education and Gender
- Comprehensive Plan for the sensitization / training of teaching staff in the various levels of Education
- Formulation of Education material which integrates gender perspective and promotes gender equality
- Introduction of Gender Studies in the University of Cyprus
- European Seminars on Education and Gender and Education and Gender Studies
- Research on Gender and New Technologies
- Strategies for the promotion of Women at the decision making positions in Education at all levels as well as the teachers' unions.
- Plan for the sensitization / training of teachers on sexual / reproductive rights and preparation of educational material.
- Broadening / Strengthening of Programmes on Health Education, Sex Education, gender equality, communication and partnership.

Social Attitudes:

- Sensitization / training programs on gender equality for Mass Media.
- Measures encouraging / facilitating women's participation at the decision making level of Mass Media.

- Programmes for the sensitization of men regarding their role in family life.
- Comprehensive research on the Cyprus Media / Advertisement and Women.

Appendix 6

(Answer 9.1.)

European Programme: “Gender Equality - A Responsibility of Both Sexes”

The project is funded by the European Union - DG Employment, Social Affairs and Equal Opportunities in the framework of the Community’s Gender Equality Programme and under the priority theme “The role of men in the promotion of gender equality, in particular the role of men and fathers in the reconciliation of work and private and life”.

The project has a duration period of 15 months, October 2005 – December 2006. It is coordinated and implemented by the National Machinery for Women’ Rights. Transnational Partners in the project are the National Commission for the Promotion of Equality – Malta, Commissione Regionale per le Pari Opportunita Tra Uomo e Donna – Italy and Research Centre for Gender Equality – Greece. Local partners are the Cyprus Ministry of Education and Culture, the Family Planning Association, and the Larnaca Chamber of Commerce and Industry

Rationale

In order for gender equality to be achieved, it is not sufficient that women strive for it. Men and boys also have to engage actively in the work towards gender equality; in fact they have a vital role to play.

The basic idea of the project is that men can play a decisive role in overcoming gender inequalities by accepting women as equal players in work life and by taking on a greater share of family responsibilities so as to facilitate increased participation of women in the labour market and in business. By doing so, men are not just supporting women but they give themselves richer and fuller lives and contribute towards achieving a stronger economy and a better, more humane, fair and prosperous society. Necessary preconditions for this are: (a) The change of attitudes as to gender roles – placing particular emphasis on shaping positive attitudes among young people, and (b) the creation of the legal framework and

infrastructure that would give incentives to both men and women to take on their new roles.

Main Objectives

1. To create and increase awareness as to the necessity for and benefits from the involvement of men in the promotion of gender equality and to positively influence attitudes especially of young people regarding gender-specific roles in work- and family-life.

3. To look into and bring to light:

a) How children and young high-school students perceive the role of men and fathers, what stereotypes (if any) they have,

b) How they experience the “absence” of the father from their upbringing and other family activities,

c) To what extent the education system trains children towards gender equality.

4. To motivate men and women to share more of household and family responsibilities with their partner

5. To transfer Good Practices

6. To get decision makers and NGO’s more involved in the efforts to promote change in the traditional gender power order in work and private life and in the process, to promote gender mainstreaming.

7. To promote, among all groups involved – employers, trade unions etc – the idea of creating a family-friendly work environment, seen not only from the perspective of the working mother but from the perspective of the “working father” as well.

Organisation / Method of Implementation

Men, women and young people will be addressed primarily through conferences, a media campaign and the distribution of information material.

In order to reach children and high-school students, the co-ordinators will work in partnership with the Ministry of Education and Culture. These groups will be

addressed through competitions in their schools (writing of a storybook in elementary schools, scenario-writing in high-schools), through the distribution of information material especially drafted and designed for them and through a TV series that is going to be developed from a scenario-writing competition. Furthermore, a survey will be conducted in high-schools in order to identify the attitudes of young people as regards gender equality and in particular the gender power order in the family.

Decision makers, NGO's, employers' organisations, chambers of commerce and young chambers will be reached through conferences, meetings and the media.

Appendix 7.1

(Answer 13.2.)

Statistical Data on Domestic Violence

The data recorded includes the following information:

- Sex of victim
- Date of Birth/Age of victim
- Nationality of victim
- District of residence of victim
- Marital status of victim
- Educational level of victim
- Employment status of victim
- Sex of offender
- Date of Birth/Age of offender
- Nationality of offender
- Marital status of offender
- Educational level of offender
- Employment status of offender
- Relationship between victim and offender
- Form of violence
- Whether case is reported to the police
- Whether case is been reported for Prosecution

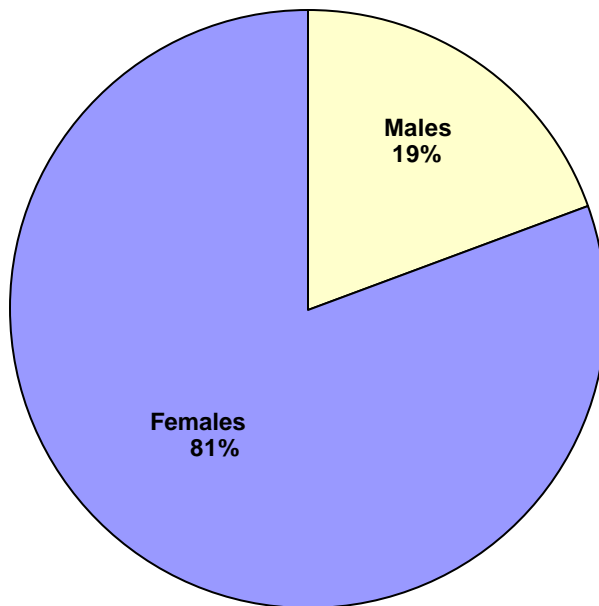
Appendix 7.3
(Answer 13.2.)

DOMESTIC VIOLENCE - CODES

PARTICULARS OF VICTIM/OFFENDER		
SEX:	MEN	1
	WOMEN	2
NATIONALITY	CYPRIOT	1
	OTHER	2
DISTRICT	LEFKOSIA	1
	AMMOCHOSTOS	3
	LARNAKA	4
	LEMESOS	5
	PAFOS	6
MARITAL STATUS:	SINGLE	1
	MARRIED	2
	WIDOWED	3
	SEPARATED/DIVORCED	4
EDUCATION	NEVER ATTENDED SCHOOL	1
	PRIMARY SCHOOL	2
	GYMNASIUM/LYCEUM	3
	COLLEGE/UNIVERSITY	4
EMPLOYED YES/NO	YES	1
	NO	2
RELATIONSHIP BETWEEN VICTIM/OFFENDER	PARENT/CHILD	1
	WIFE/HUSBAND	2
	EX WIFE/HUSBAND	3
	PARTNER	4
	EX PARTNER	5
	OTHER RELATION	6
	7
	NO RELATION	8
FORM OF VIOLENCE	PHYSICAL ABUSE	1
	SEXUAL ABUSE	2
	PSYCHOLOGICAL ABUSE	3
	PHYSICAL & PSYCHOLOGICAL ABUSE	4
	PHYSICAL & SEXUAL ABUSE	5
CASE REPORTED TO THE POLICE YES/NO	YES	1
	NO	2
PROSECUTION YES/NO	YES	1
	NO	2

Preliminary analysis of data for the period Jan. – Feb. 2006

**Figure 1: Percentage distribution of victims by sex,
January-February 2006**



**Figure 2: Percentage distribution of offenders by sex,
January-February 2006**

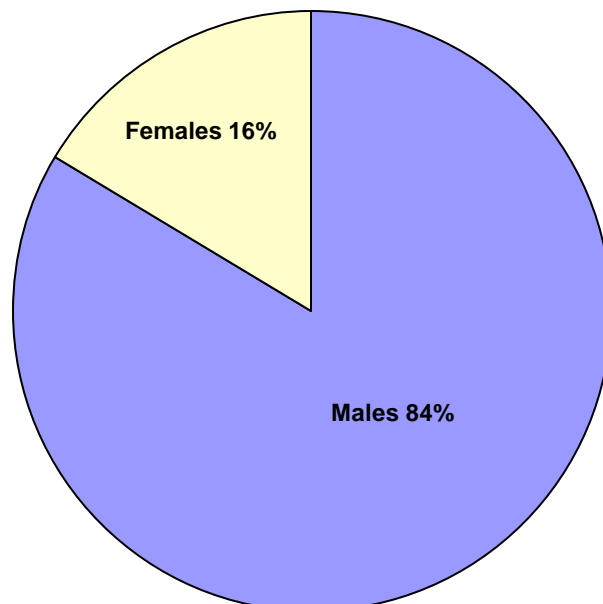


Figure 3: Percentage distribution of victims by age and sex, January-February 2006

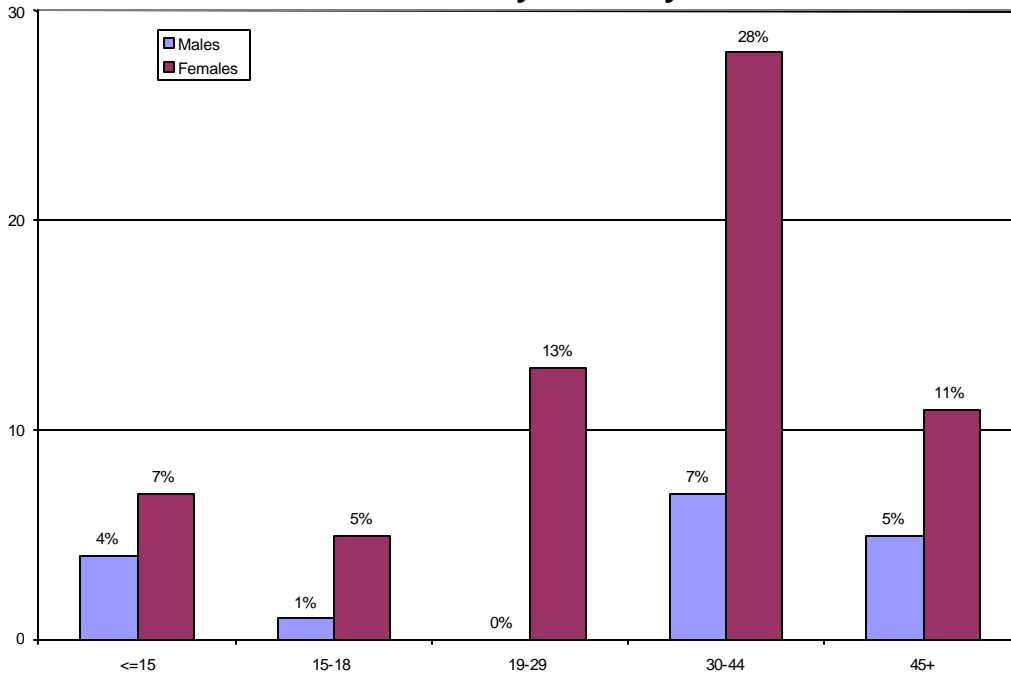


Figure 4: Percentage distribution of victims by Marital status January-February 2006

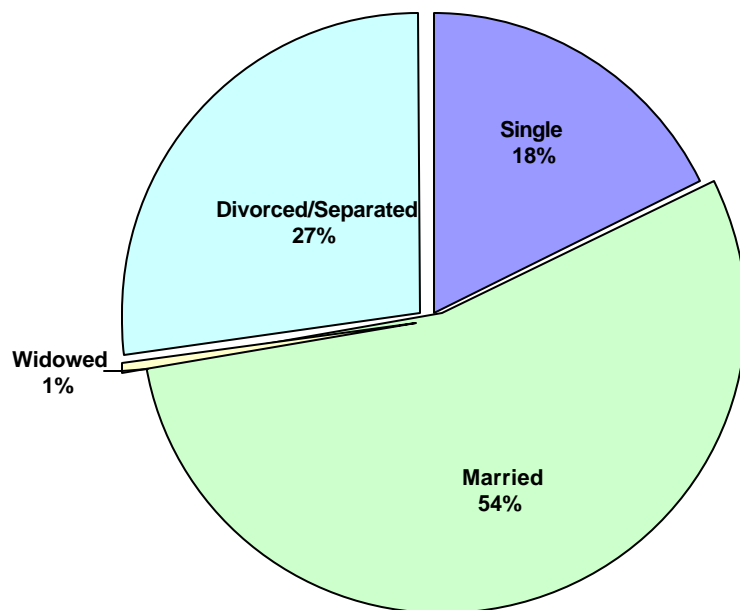


Figure 5: Relationship between victim and offender

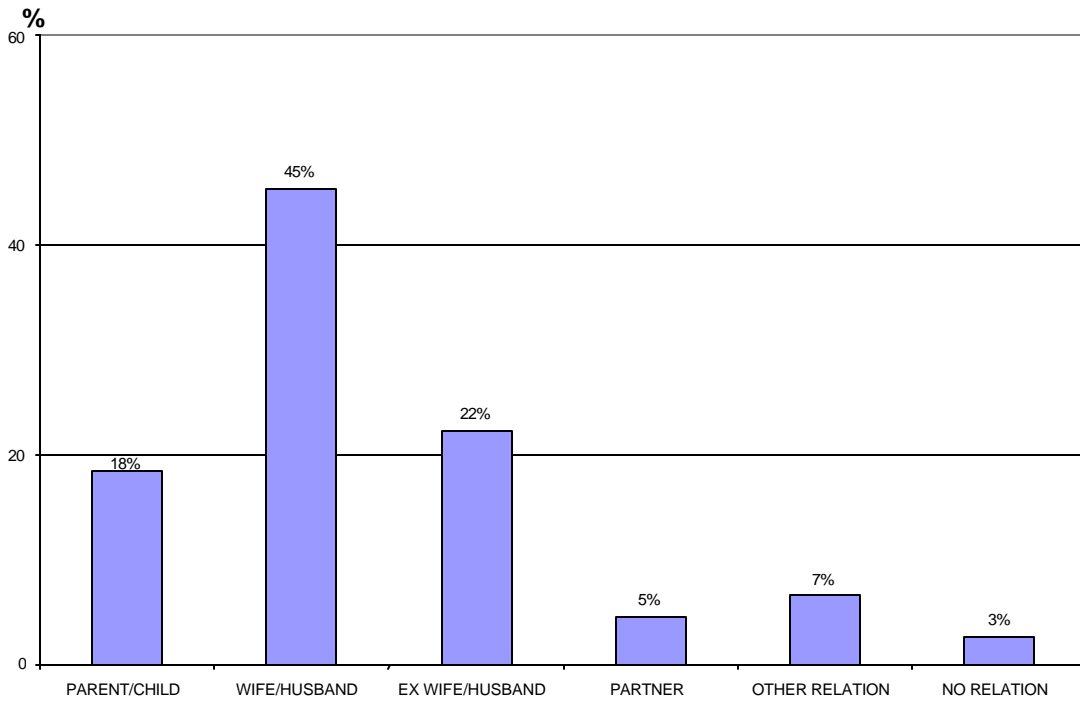
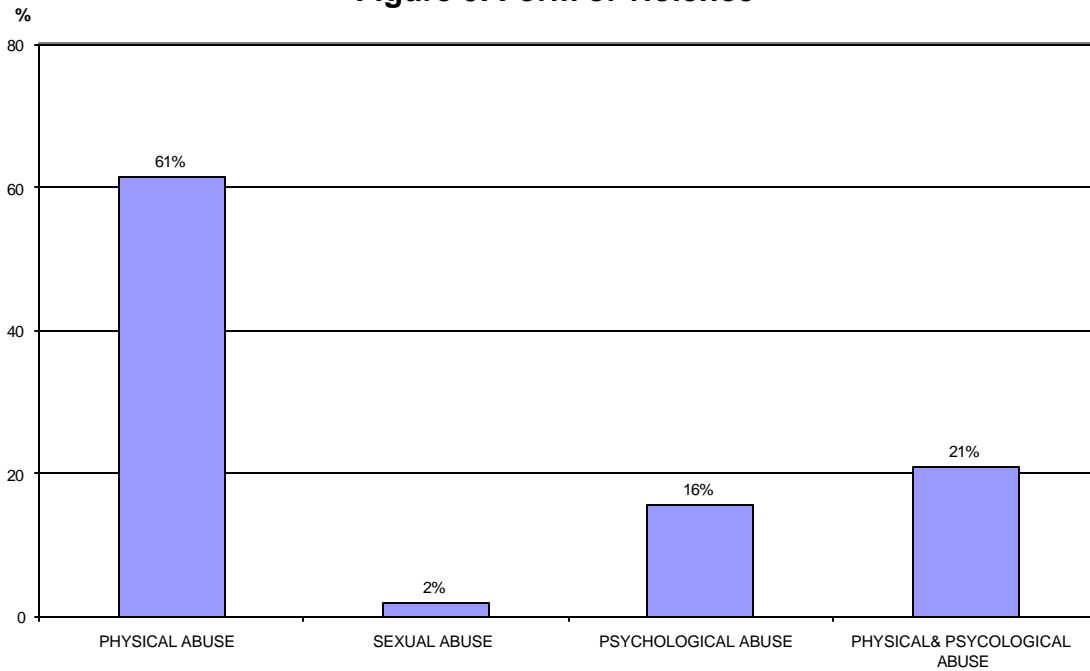


Figure 6: Form of violence



Appendix 8.1

(Answer 14.1.)

PLAN OF ACTION

For the Coordination of Actions on Combating Trafficking in Human Beings and Sexual Exploitation of Children

Group of Experts coordinating actions to combat trafficking in human beings and sexual exploitation of children, set up following a decision by the Council of Ministers no. 54.281 and dated 19/09/2001

FEBRUARY 2005

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APPENDICES

1. Decision of the Council of Ministers, no. 54.281 and dated 19/09/2001
2. Ombudswoman's Report
3. US State Department's Report for 2004
4. Police Report for the year 2004
5. List of bilateral agreements with other countries

1. INTRODUCTION

The trafficking in human beings constitutes a fundamental violation of human rights and human dignity. The trafficking in human beings is interpreted as the recruitment, transportation, transfer or harbouring of adults or minors, mainly women, with a view of labour exploitation, forced prostitution and sexual exploitation, including pornography.

It involves unprincipled practices, like exploitation and deceit of physically and financially vulnerable persons, as well as use of violence, use of coercion, force or threats on the basis of debts.

The problem of human trafficking raises serious concern in the international community. Statistics prove that trafficking with the view of labour exploitation is focused mainly in Africa, South America, Central and South-eastern Asia while in Europe, including Cyprus, trafficking is mainly focused on the sexual exploitation of the victims.

The profits from sexual exploitation are greater than the profit from labour exploitation and therefore organised criminal networks move in the circles of sexual exploitation. Human trafficking and exploitation are directly related to other forms of organised crime like money laundering, drugs, firearms trafficking and terrorism.

Due to the disturbing dimensions of this phenomenon, the Republic of Cyprus has taken action and proceeded to the implementation of various measures to fight against the problem. In this field (combat and repression) many actions have been made but many more are expected to follow.

The Council of Ministers discussed this problem during its meeting dated 19/09/2001 and with its decision no. 54.281 it decided to set up a group of experts to coordinate the actions to combat human trafficking and the sexual exploitation of children.

The decision to establish the Group of Experts is attached as **Appendix 1.**

The Group of Experts consists of representatives of the following Services:

1. Law Office [Sector of Criminal Law, Sector of European Union, Unit for Combating Money Laundering (M.O.K.A.S)]
2. Police
3. Ministry of Justice and Public Order
4. Ministry of Foreign Affairs
5. Ministry of Labour and Social Insurance (Services of Social Welfare)
6. Ministry of Interior (Immigration Department)
7. Non-Governmental Organisations:
 - (i) The Family Planning Association of Cyprus
 - (ii) Pancyprian Welfare Council
 - (iii) Movement for Equality, Support, Anti-racism
 - (iv) National Organisation for the Protection of Human Rights
 - (v) Association for the Prevention and Confrontation of Domestic Violence
 - (vi) International Association for the Protection of Human Rights

The Group of Experts has convened, in total, eight times and discussed the relevant problems; the measures already implemented by a number of services and examined recommendations for further measures that need to be taken for a successful repression of the phenomenon. In the framework of these meetings it was decided to draw up this Plan of Action with the purpose to approach all aspects of the problem as well as to define proposed measures for the prevention, repression and control of human trafficking.

Furtheron, the Group of Experts studied carefully the ex officio survey that the Ombudswoman carried out as to the status of entrance and employment of alien

women under the capacity of “artiste” (dancer in cabarets/nightclubs), dated 24/11/2003, attached as **Appendix 2**, as well as the US State Department’s annual Trafficking in Persons Report for the year 2004 in relation to the Illegal Transport and Trafficking of Human Beings attached as **Appendix 3**. In accordance with this Report Cyprus does not comply with the minimum standards for the elimination of trafficking in human beings and for this purpose it was included in the category “Tier 2 – Watch List” (second worse category). This category includes countries which –

- (a) Do not comply with the minimum standards of actions taken and in which the number of victims is great,
- (b) There is no proof of efforts being made to combat trafficking, and
- (c) Limit their effort to combat trafficking mostly on commitments for future measures to be taken on behalf of their governments.

The USA State Department Report is attached as **Appendix 3**.

A safe guideline for the implementation of effective measures and formulation of useful recommendations for others, are the various related international and European treaties or actions, as well as different organisations like the United Nations, the Council of Europe, the Organisation for Safety and Cooperation in Europe (OSCE).

The cornerstone in the combat of human trafficking is considered to be the Palermo Protocol, which constitutes the supplementary Protocol to the United Nations Convention against Transnational Organised Crime of 2000 and which sets the bases for fighting against the human trafficking on an international level.

Equally important in the repression of trafficking and protection of victims, are the following United Nations conventions:

- Convention on the Suppression of the Traffic in Persons and the Exploitation of the Prostitution of Others, of 1949.

- The Convention on the Elimination of All Forms of Discrimination against Women.
- The Convention on the Rights of the Child.
- International Labour Organisation Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.

Also the European Union took action in this field, and the following acts form part of its approach to the human trafficking problem: The Brussels Declaration on Preventing and Combating Trafficking in Human Beings of September 2002, the Council Framework Decision on Combating Trafficking in Human Beings dated 19/07/2002, the Framework Decision of 15/03/2001 on the Standing of Victims in Criminal Procedures, the Council Directive on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities, the Council Decision dated 29/05/2000 to combat child pornography on the Internet, and the Council framework Decision dated 20/01/2004 on combating the sexual exploitation of children and child pornography.

On the basis of the hereinabove, this Plan of Action includes the legislative and administrative measures, already implemented, and then a list of measures that the responsible departments intend to and/or must and/or is recommended that they implement to repress human trafficking and exploitation of children. These are categorised as follows:

- (a) Prevention
- (b) Repression
- (c) Protection of victims

2. COMPREHENSIVE BODY OF LEGISLATION

(i) Conventions

In the Republic of Cyprus the repression of human trafficking and exploitation is mainly regulated by the following International and European Conventions, ratified by the Cyprus Republic:

- (a) United Nations Convention against Transnational Organised Crime, and its Protocols, ratified by Law 11(III)/2003.
- (b) European Convention on Mutual Assistance in Criminal Matters and its Protocols, ratified by Law 2(III)/2000.
- (c) Agreement between the European Communities Member States for Communication of Criminal Proceeding ratified by Law 20(III)/2003.
- (d) European Communities Member States Convention on the Execution of Criminal Conviction Decision made in another Member State, ratified by Law 21(II)/2003.
- (e) European Convention on the Compensation of Victims of Violent Crimes, ratified by Law 2(II)/97.
- (f) United Nations Convention on the Elimination of All Forms of Discrimination against Women, ratified by Law 78/85 and the optional Protocol of the Convention, ratified by Law 1(III)/2002.
- (g) Convention on the Suppression of the Traffic in Persons and the Exploitation of the Prostitution of Others, of 1949.
- (h) The Convention on the Rights of the Child, ratified by Laws 243/90 and 5(III)/2000.
- (i) European Council Convention on Prevention of Corruption ratified by Law 23(III)/2000.
- (j) Convention on the Protection of the European Communities Financial Interests and its Protocols, ratified by Law 37(III)/2003.

- (k) Convention against Bribery involving officials of the European Communities or officials of Member States of the European Union, ratified by Law 2(III)/2002.
- (l) Civil Law Convention on Corruption ratified by Law 7(III)/2004.
- (m) European Council Convention against Cybercrime ratified by Law 22(III)/2004.
- (n) Additional Protocol to the Convention against Cybercrime to approximate criminal law on child pornography on the Internet, racism and xenophobia and attacks against information systems, ratified by Law 26(III)/2004.

(ii) Laws

- (a) The basic law that regulates the issue is the **Repression of Trafficking in Human Beings and Sexual Exploitation of Minors Law, L. 3(I)/2000**. This law emerged from the need to implement the Joint Action of 24/02/97 adopted by the European Union Council on the basis of article K.3 of the European Convention to combat trafficking in human beings and the sexual exploitation of children. This Law penalises sexual exploitation of adults and minors, the use of children in pornography, and the appointment by the Council of Ministers of a guardian to the victims of exploitation.
- (b) **The Protection of Witnesses Law of 2001, L. 95(I)/2001**, includes provisions with reference to the protection of witnesses that need assistance. The victim of an offence in violation of L. 3(I)/2000 is considered a witness in need of assistance.
- (c) **The Law ratifying the United Nations Convention against Transnational Organised Crime and its Supplementary Protocols L. 11(III)/2003** which includes punishment in relation to crimes that concern labour exploitation, sexual exploitation and sale of human organs.

- (d) **The Prevention and Suppression of Money Laundering Activities Law of 1996, L. 61(I)/96**, containing, inter alia, locating, freezing and confiscation of assets derived from predicate offences. Predicate offences are all offences as a result of which proceeds that were generated may become the subject of a laundering offence, and which entail a maximum sentence of one year and above.
- (e) **The Aliens and Immigration Law, Cap. 105 and Regulations** include, inter alia, provisions for residence and employment permits of foreign nationals, provisions for violation of residence and employment conditions and provisions for the registration of foreign nationals in the Aliens Register.
- (f) In addition to the hereinabove, the **Criminal Code, Cap.154**, includes provisions that regulate relevant issues. In specific, relevant are articles 118, 119, 121 and 122, 153, 154, 156, 157, 164 and 165.
- (g) **The Domestic Violence (Prevention and Protection of Victims) Law, L. 119(I)/2000.**
- (h) **The Compensation of Victims of Violent Crimes Law of 1997. L. 51(I)/97.**

(iii) Relevant Provisions of the hereinabove legislations

(a) Basic regulations of Law 3(I)/2000

As mentioned hereinabove the basic law regulating the issue is the **Suppression of Trafficking in Human Beings and Sexual Exploitation of Minors Law, L. 3(I)/2000.** Indicatively the following basic regulations are quoted:

Article 3

It is prohibited – the sexual exploitation and the trafficking of adult persons for profiteering purposes, in all cases that there is violence, use of coercion, force or threats.

It is also prohibited, under all circumstances, the trafficking and sexual exploitation of minors.

Article 5

Any person involved in trafficking any other person or persons with or without their initial consent or knowledge, for the purpose of future sexual exploitation commits an offence.

(b) Criminal Code, Cap.154

The issue is regulated by the relevant provisions of the **Criminal Code, Cap.154**.

By virtue of **article 164** of the Criminal Code, any person receiving income deriving from prostitution is guilty of offence punished with imprisonment up to 5 years. Offence is considered also the provision of assistance in exercising prostitution by a woman (**article 165**).

The promotion of any woman to prostitution, in Cyprus or abroad, constitutes a criminal offence, punished with imprisonment up to 5 years (**article 157**).

By virtue of **article 156** of the Criminal Code, maintaining, managing or participating in the operation of a brothel constitutes a criminal offence punished with imprisonment up to 2 years. Under certain circumstances, the tenant, the lessee, the holder, or the manager of the estate that is used for purposes of prostitution may be charged with criminal liability as well.

By virtue of **article 162** the forced detention of a woman, despite her will, to a brothel, is penalised and punished with imprisonment up to 5 years.

The promotion of a woman to prostitution, in Cyprus or abroad, consists a criminal offence, punished with imprisonment up to 5 years (**article 157**).

Under all circumstances, defilement of girls under the age of 13 is prohibited and in such a case, the foreseen punishment varies from imprisonment of 3 years to life imprisonment, depending on the girl's age (**articles 153 and 154**).

(c) The Law ratifying the United Nations Convention against Transnational Organised Crime and its Supplementary Protocols L. 11(III)/2003

The United Nations Convention against Transnational Organised Crime, signed at Palermo Italy on 13 December 2000 and which the Republic of Cyprus accessed with the decision of the Council of Ministers no. 52.761 and dated 5 December 2000, includes among others, provisions with reference to the criminal offence of participation in organised criminal groups (**article 4**), coverage (**article 5**) and corruption (**article 6**). Furthermore it penalises the trafficking in persons (**article 7**) and imposes relevant increased punishment. In the case that the action is committed against a minor it provides for an imprisonment up to 20 years or fine up to CyP£50.000 or both penalties. In the case that the offence is committed against an adult it provides for penalties of imprisonment up to twelve years or a fine amounting to CyP£15.000 or both. There is also a provision for penalisation of smuggling of migrants (article 8), an offence punished with imprisonment up to 10 years or a fine amounting to CyP£10.000 or with both penalties.

(d) Prohibition of illegal labour/employment of aliens

The issue is regulated by legislation, the **Aliens and Migration Law, Cap.105**.

Employment of an alien without legal permit, or violation of the employment permit provisions, constitutes a criminal offence punished with imprisonment up to three years or fine of five thousand pounds or with both penalties.

Previous cases before the Supreme Court prove that the Court confronts the employers who employ aliens illegally, with absolute severity and these employers, almost as a rule, are punished with penalties of immediate imprisonment. The approach of the Court, as this is proved by the convicted cases, is that when illegal employment is punished with severity, the demand for illegal labour force is limited.

By virtue of the Aliens and Migration Regulations of 1972, the employment of aliens is only possible with a permit issued by Migration Officers (**Regulation 11**) and only if the relevant presuppositions are abided by.

Alien students entering the Republic of Cyprus are not allowed to work (**Regulation 13(9)**). The same prohibition is valid also for alien visitors (**Regulation 14(3)**).

Aliens illegally working in Cyprus commit a criminal offence, which is punished with imprisonment up to one year or one thousand pounds or with both penalties (**article 19** of the Law).

(e) Regulation and monitoring of aliens' residence

The **Alien and Migration Regulations of 1972** include specific provisions regarding the registration of aliens in an Aliens Register (**Regulation 31**). These provisions do not concern visitors, unless they will stay for a period exceeding three months.

Each alien entering Cyprus must, within 7 days following arrival, to present himself/herself to the competent authority and register to the relevant Aliens Register, and furtheron is obliged to furnish the authority with detailed information regarding his/her person and which are defined in the Regulations and including the address of residence in Cyprus (**Regulation 33**). Furthermore, the alien has various other obligations related to his/her registration, i.e. to inform immediately the competent authority for any possible alteration to the information already declared (**Regulation**

36). It is worth noting the obligation of any person providing accommodation to an alien person to inform the competent authority of the same within 48 hours (**Regulation 37**).

(f) Severe Punishments on the basis of Law 3(I)/2000

With regard to charge, and for satisfactory penalties for trafficking offences, the issue is regulated by the provisions of Law 3(I)/2000, which are the following:

Article 3

It is prohibited – the sexual exploitation and the trafficking of adult persons for profiteering purposes, in all cases that there is violence, force or threats or deceit of the victim or use of coercion. Penalty: Imprisonment up to 15 years.

It is also prohibited, under all circumstances, the trafficking and sexual exploitation of minors. Penalty: Imprisonment up to 20 years.

Article 5

Any person trafficking any other person or persons with or without their initial consent or knowledge, for the purpose of future sexual exploitation commits an offence. Penalty: Imprisonment up to 10 years. If the victim is minor then the penalty increases to 15 years.

(g) The Prevention and Suppression of Money Laundering Activities Law of 1996, L. 61(I)/96,

In specific, this Law provides, inter alia, locating, freezing and confiscation of assets derived from predicate offences. Predicate offences are all offences as a result of which proceeds that were generated may become the subject of a laundering offence, and which entail a minimum sentence of one year.

Furthermore the law provides for the possibility for conducting an investigation to ascertain the financial status of suspicious persons, as well as for the collection of all vital information with the issue of court orders for disclosure of information.

The said court orders have validity, regardless of any legal or other provision that raise obligation to secrecy or any limitations as to disclosure of information.

The Law also provides for confidentiality, since it constitutes an offence punished by imprisonment, for any person that proceeds to disclosure of any information that is possible to hinder or adversely affect questioning in process with regard to verification of income source.

Law 61(I)/96 includes specific provisions in relation to financial activities and sets specific obligations to Financial Institutions. Furthermore, it provides for compulsory report of suspicious transactions to the Unit for Combating Money Laundering or to the Police.

On the basis of **article 27** of the Law:

“Any person who -

- (a) knows or has reasonable suspicion that another person is involved in money laundering and
- (b) the information on which the knowledge or reasonable suspicions are based came to his notice due to his occupation or business

commits an offence if he/she does not reveal the said information to a Police Officer or to the Unit for Combating Money Laundering.”

(h) Protection of witnesses

Given that the victims of trafficking offences are primarily vulnerable women, in a foreign country and who have, with the persons who exploit them, a relation of absolute dependence under conditions of intimidation and threatening, it is important to take all measures so that these women trust the state, feel safe and are willing to give testimony before the Court against the violators of the law.

In Cyprus there are specific legislative regulations with reference to the protection of witnesses that need assistance. It is the **Protection of Witnesses Law of 2001 (L.95(I)/01)**.

By presumption of fact, when the victim of an offence in violation of the Combat against Trafficking of Persons and Sexual Exploitation of Children Law of 2000 (L.3(I)/00) is a witness in criminal processing with reference to the said offence, this victim is considered “as a witness in need of assistance” (**article 3(4)**) of the Law). Furthermore, a witness in need of assistance is any other person under the age of 18 (**article 3(1)**) of the Law).

Accordingly, when the witness is a minor and/or victim of a trafficking offence, the protective provisions of the Law 95(I)/01 are implemented. The Court is granted the power to order the conduct of the trial behind closed doors, as well as to take the deposition of the witness, in such a way that the accused and the victim are not in direct contact (placing of a special partition or use of closed television circuit or of any other electronic means) (**article 5** of the Law).

Furthermore, the Court may accept a video recorded deposition by the witness provided that all presuppositions set by the Law are abided by (**article 9** of the Law).

Publishing or disclosure of the name or the content of the deposition of a victim of such an offence is prohibited. Any violation of the obligation to confidentiality constitutes a criminal offence punished by imprisonment up to three years and/or fine (**article 15** of the Law).

Law 95(I)/01 provides for the establishment of a “Witnesses and Justice Co-operators Protection Programme” which is under the control and supervision of the Attorney General himself, who decides, according to the criteria defined in the Law, which persons who hold vital information and possibly in danger are to enter to Programme (**articles 16 and 18** of the Law).

When a person enters the Programme, then he/she and/or members of his/her family are entitled to protection provided by the Law, like guarding and/or escort, undercover moving to a different town or village in Cyprus or abroad, change of identity etc (**article 17** of the Law).

It is noted that any person who attempts in any way to influence a witness who is part of the Programme to deter from giving a testimony, commits offence punished by imprisonment up to 10 years (**article 19(1)** of the Law).

The requisite legislative framework exists. However, the necessary substructure is still lacking so that a practical implementation of some of the provisions of the Law would be possible, like for example, the taking of video recorded depositions.

(i) Protection and support of victims

A basic cornerstone in modern European approach to the phenomenon of trafficking in persons is that, it constitutes a modern form of slavery, which is based on exploitation of vulnerable persons. Within the framework of this approach the persons who are made objects of slavery are not confronted as violators but rather as victims.

In Cyprus, this issue has been regulated by law with the **Combat of Trafficking in Human Beings and Sexual Exploitation of Children Law 3(I)/00**.

By virtue of **article 7** of this law, the state has the obligation to offer to the victims of offences of trafficking, while the same are still in the jurisdiction of the Republic, every reasonable protection and support, including arrangements for their maintenance, temporary housing, medical care and psychological support.

Furthermore, by virtue of **article 10** of the Law, the Council of Ministers appoints a guardian of victims of exploitation, who has the powers set out in **article 11** of the law, i.e. provide consultation and guidance to victims, forward complaints of victims and take measures for those to be thoroughly investigated, see to the treatment and safe housing of the victims and advance, through the competent authorities, of the proceeding for prosecution of the violators of the Law.

(j) Corruption

The Republic of Cyprus has ratified and implements all International Conventions on corruption. These Conventions are the following:

- (i) European Council Convention on Penalisation of Corruption ratified by Law 23(III)/2000.
- (ii) Convention on the Protection of the European Communities Financial Interests and its Protocols, ratified by Law 37(III)/2003.
- (iii) Convention against Bribery involving officials of the European Communities or officials of Member States of the European Union, ratified by Law 2(III)/2002.
- (iv) Civil Law Convention on Corruption ratified by Law 7(III)/2004.

Other Laws related to the issue is the Law against Illicit Profit by Government Officials, L.65/65 and certain provisions of the Customs and Consumption Taxes law L.82/67.

(k) Right of victims to reparation

The right of victims to reparation has been regulated by law. In accordance with **article 8(1)** of Law 3(l)/00, person who is victim of exploitation, within the interpretation given by this Law, has a constitutional constructive right to compensation for any damages suffered by the fact of his/her exploitation.

Article 8(2) provides that the compensation must be fair and reasonable and states indicatively some factors, related to the setting of the compensation by the Court, inter alia, the future impact on the prospects of the victim, the extend of exploitation, the benefit of the party that committed the trafficking, the existence of relation of power or influence between the victim and the victimizer etc.

Furthermore, by virtue of **article 8(3)**, the Court has the power to adjudge further compensation, in certain designated cases.

3. MEASURES IN PROCESS OF IMPLEMENTATION OR EXISTING MEASURES BY GOVERNMENT DEPARTMENTS AND NON-GOVERNMENT ORGANISATIONS

3.1 Law Office of the Republic

(i) The Law Office presides over the Group of Experts established by the decision of the Council of Ministers no. 54.281 and dated 19/09/2001 (**Appendix 1**). It is represented in the Group by three officers from the Sector of Criminal Law, the sector of European Union and from the Unit for Combating Money Laundering.

(ii) Independently of the hereinabove, the Law Office is responsible for the coordination of the completion and dispatch of questionnaires from various international and European organisations that deal with the combat of trafficking and exploitation in human beings.

(iii) The Law Office is also the representative of the Republic of Cyprus to the Ad Hoc Committee on Action against Trafficking in Human Beings (CAHTEH), the competent body to draft a European Convention against Human Trafficking.

(iv) Among the other competencies of the Law Office is also to review the relevant legislative framework. For purposes of adjustment to the European Union policies in relation to human trafficking and sexual exploitation of children, the Law 3(I)/2000 was drawn up and for purposes of fulfilling our obligations as a country on an international level the validating Law on the Convention against Transnational Organised Crime, the Law 11(III)/2003 was drawn up.

(v) The Law Office was also the competent authority to draw up a new legislation draft in relation to Aliens and Migration issues, which is completed and includes relevant provisions. In specific, the said provisions implement the provisions of the Directive of the Council 2004/81/EC on temporary residency permits issued to third-country nationals who are victims of human trafficking or have been the subject of an action to facilitate illegal immigration, and who cooperate with the competent authorities. On the basis of the said provisions the third-country nationals, victims of human trafficking, are given a temporary residence permit with the purpose of offering them a period of thirty days to make the decision to cooperate with the competent authorities. In this period of thirty days the victims have the right to medical treatment and psychological support. For minor victims appropriate regulations are being established. Finally, these provisions provide for grounds for non-renewal and withdrawal of the temporary residence permit if the conditions of stay and the grounds for the issue of the permit are no longer satisfied.

(vi) The Law Office is also the competent authority for the following:

- The Attorney General of the Republic, in accordance with the Constitution of Cyprus, is the legal counsellor of the state and the only competent person to decide the criminal prosecution of persons.
- The Police dispatches to the Attorney General's Office all police files prepared for cases that concern accusations for issues in reference with trafficking and

exploitation in human beings, for receiving instructions whether there will be a criminal prosecution against the accused and for the formulation of the accusations.

- In the case of problem or doubt as to the handling of a case, the examining police officers of such cases, during criminal investigation, as well as police attorneys, who present cases before District Courts, often request the assistance of the Attorney General.
- Cases that will be judged before the Criminal Court are handled by an Attorney of the Law Office and/or public prosecutors.
- Law 95(I)/01 establishes a “Witnesses and Justice Co-operators Protection Programme”, which is under the control and supervision of the Attorney General himself, who decides, on the basis of the criteria defined in the Law, which persons who hold vital information and possibly in danger are to enter to Programme. When a person enters the Programme, then he/she and/or members of his/her family are entitled to protection provided by the Law, like guarding and/or escort, undercover moving to a different town or village in Cyprus or abroad, change of identity etc.

3.2 Ministry of Justice and Public Order

(i) The Ministry of Justice within the framework of its competencies considers that in order to abolish the phenomenon of trafficking in persons it is necessary to promote civil equality and equal opportunities, aiming to change existing mentality and social prejudices concerning gender roles, to strengthen women, to encourage their participation in public and political life and to prevent and fight violence against women.

(ii) Since 1985, the Republic of Cyprus has ratified the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (Law 78/85). Furthermore, in 2002, it ratified the Optional Protocol of the Convention (Law I(III)/02), which provides for the establishment of an inquiry procedure for complaints of

discrimination against women, initiated either by a competent committee of the United Nations, or following complaint.

(iii) This Convention constitutes the basic policy framework and the framework of legislative interventions, in the field of women's rights. It is particularly known among women due to great publicity given to it within the framework of public awareness campaigns organised by the National Women's Machinery (Central Agency for Women's Rights) and from other women/trade union and other organisations.

(iv) Already the Republic of Cyprus has submitted its 3rd, 4th and 5th Report on measures, which it has adopted to give effect to the provisions of the Convention in accordance with article 18 of the Convention.

(v) The Notes by the United Nations competent Commission (CEDAW), that examined the 1st and 2nd Progress Report from Cyprus, include intense concern as to the problem of trafficking and sexual exploitation of women, in violation of article 6 of the Convention.

(vi) The Government policy on the issues that concern women is formed on the basis of the provisions of the said Convention, as well as of other International Proposals and Action Platforms, including the Platform for Action of the 4th World Conference on Women of Beijing (1995) and the relevant Acquis Communautaire. The State policy has two primary goals:

- (a) to abolish legislative discrimination against women and the legally binding equality of men and women in all fields, and
- (b) to promote the principle of equality and of equal opportunities in action, something that presupposes, among others, change of mentality, promotion of specific programmes and policies that support and strengthen women in their multidimensional roles, as well as to embody the principle of equality in all plans and side policies (gender mainstreaming).

(vii) Within the framework of equal rights in civil matters, significant enactments have been promoted particularly in the sphere of family law and labour relations, for instance the Law on Equal Pay, the Protection of Motherhood, Maternity Leave and

Equal Treatment in Employment and Vocational Training. Furthermore, another example is the legislations with regard to Social Pension and Abolition of Discrimination in the acquisition and transmission of the Cyprus nationality.

(viii) The basic instrument in the formulation and promotion of equality of rights in civil matters is the National Women's Machinery (Central Agency for Women's Rights) that operates under the Ministry of Justice and Public Order and in which all Ministries as well as number of non-governmental organisations participate.

(ix) The basic function of the Agency is to eradicate discrimination against women and to promote real equality between men and women, through an updating of the laws, but also through programmes and activities that aim to strengthen women, i.e. programmes to increase participation of women in public and political life, prevention and combat of violence against women, financial independence, information of women as to their rights, mobilise the state so as to include equality in all of its policies and programmes (gender mainstreaming), to develop/promote research programmes in sectors that are of interest to women and to support women and other Non-Governmental Organisations to implement their own programmes promoting the advancement of women.

(x) In addition to the National Women's Machinery, other Bodies / Committees / Agencies have been established and are operating in the public sector that promote equality between men and women, within the framework of the competencies of each body. Among others the following:

- Commissioner for Administration (Ombudswoman)
- National Organisation for the Protection of Human Rights
- Committee on Equality in Employment and Vocational Training (Employment Equality Law)
- Committee on Research and Evaluation of Work (Law on Equal Pay for Work of Equal Quality).

(xi) Furthermore in the private sector there is a significant number of Non-Governmental Organisations that provide remarkable services of interest to women, among others the following:

- Association of Prevention and Confrontation of Domestic Violence
- The Family Planning Association
- Aliens' Support Group
- Information and Assistance Centre for Women "Apanemi"

3.2.1 Police

(i) The Chief of Police, having examined the problem of trafficking in human beings and taking into consideration the great dimensions that the issue is taking on an international level, and the measures taken to eliminate and prevent this phenomenon, ordered the establishment and operation of the Office against Trafficking in persons, at Department C of the Police Headquarters which is under the direct command and control of the Divisional Police Commander. The said office initiated its operation on 26 April 2004 and the purposes of its formation focus on the following:

- To collect, process and evaluate information with regard to trafficking in persons (slavery, prostitution and other relevant offences).
- To coordinate all activities of the District Directions and of other Services.
- To organise and participate in operations.
- To keep statistical data.
- To create and update databases.
- To follow up and monitor cases pending before the Court.
- To carry out reports.

- To carry on investigations in relation to the Internet and circulation of child pornographic material.
- To draw up Action Plans.
- To cooperate with foreign Services.

(ii) This Office is staffed, at present, by two members of the Police Force – one Police Lieutenant – Specialised Criminologist and one Depute Sergeant – Examiner, both women. The members of the office are specialised in Trafficking in Persons and Domestic Violence. They have received training abroad, and in Cyprus, on issues concerning trafficking in persons and domestic violence.

(iii) The newly established Office is in close cooperation with the Crime Prevention Platoons, the District Police Directions, the Cyprus Information Service of the Police Headquarters and of Police Directions, the Aliens and Immigration Service, the Criminal Investigation Department, the Service against Drugs, as well as with other Police Services.

(iv) Apart from the coordinated operations and the cooperation of the Office against Trafficking in persons with the competent Departments, the members of the Office interview personally the victims of such cases, so as to better understand the real situation and have an actual scope on trafficking for sexual exploitation in Cyprus.

(v) The aim of this interviews is for the Police to acquire a better understanding of the way that these women arrive in Cyprus, under what status and what conditions, if they suffered violence or threat or if they came with their consent and if they were aware of what exactly they would do as part of their employment in Cyprus, so that the Police will be able to draw up a better action plan. It is worth noting that all cases of prostitution have their own uniqueness and that every woman has a story of her own to tell.

(vi) Lately, Police has registered various stories, apart from the depositions of the specific alien women. While describing their personal stories, some women mentioned that they prostituted after suffering violence or threats by their employers

or that they were threatened and promoted to prostitution so that they would “repay” the money that the employers spent to employ them in Cyprus (i.e. travel documents, medical expenses etc.). One characteristic phrase that is repeated by many artistes in the expression, “when my contract is terminated I will leave and I will never set foot in this country”. However, there were other alien women that said that entered the trafficking chain knowing they will work as prostitutes but this did not stop them from coming to Cyprus since the “profession” is profitable. Some of them said that if their salary were higher, maybe they wouldn’t prostitute. Furthermore, there were incidents recorded of women that lived under conditions of constant threat, inspired by their employees so that they would depend – “hang” – on them in their every move.

(vii) According to the Police records, with regard to alien “tourists” that become victims of prostitution, there is also a great diversity in facts. Some of them come to Cyprus with their consent and knowing that they will prostitute with the purpose of raising a respectable amount of money and then go back to their country, while others proceed to prostitution upon threat, after arriving in Cyprus.

(viii) The greatest percentage of alien artistes that become victims of prostitution, usually know that they will work as prostitutes in Cyprus. What they do not know, is that later on they will be deprived from their human rights and that they will not have a choice as to prostitution or not and with who or with how many. Some women in their interviews mention that they come from countries with fragile social and economic conditions and their only solution is to prostitute in Cyprus. Very often these women refuse to give a written testimony or accusations because they prostitute on their own will or because they are afraid to accuse their employer so as to avoid possible retaliation when they go back to their country.

(ix) The Office against Trafficking in Persons has created and maintains a constantly updated database, where all details of cabarets, dancing nightclubs and of other similar premises suspicious of having alien women prostituting are maintained. This database was created for the better organisation of operations from the Office and for

the better briefing of the competent department for possible new information or for changes possibly being done in issues of management of such a premise.

(x) The preparation for an operation to be successful and lead to positive results, e.g. the arrest of the procurer and removal of the victims, always demands great amount of preliminary work and coordination. The operations are usually performed with the cooperation of the Aliens and Immigration Service, the Information Service of the District Department of Crime Investigation of the Mobile Immediate Action Units, of the Crime Prevention Platoons and where applicable of the Service against Drugs.

(xi) Recently the Office for the Combat of Trafficking in Human Beings has issued a confidential report that describes the current conditions in relation to human trafficking for the year 2004. This report is attached as **Appendix 4**. This includes the measures taken by the Police Force, statistical data, information for the victims etc.

(xii) Since 26/04/2004 that the Office was established until 31/12/2004 the complaints for cases with regard to profit making from prostitution, sexual exploitation etc have substantially increased. During the first four months of 2004 only 17 complaints were made, while after the establishment of the Office against Trafficking in Women for sexual exploitation, 74 new complaints were filed until the end of the year. In total during the period 01/01/2004 to 31/12/2004 91 cases were reported with 194 accused, while during the year 2003 for the corresponding period, the total number of cases was 10 with 26 persons facing accusations.

(xiii) Within the measures that the Police Force has taken to prevent and eliminate the phenomenon of trafficking in persons, is also the close cooperation with the Judicial Authorities, the Law Office, the Civil Registry and Migration Department, the Social Welfare Services as well as with the Unit for Combating Money Laundering. With this close cooperation between the department/services involved, what is primarily aimed is to avoid further exploitation of the victims, to promptly present the suspects before justice, to safeguard the testimony of the victims since often they are forced to leave Cyprus and return to their country, to investigate cover-up offences and to provide assistance to the victims. Police Force also works closely to proportional services of international organization like the UN, INTERPOL, F.B.I.,

EUROPOL, as well as with Embassies of other countries in Cyprus. Within the framework of international cooperation, the Ministry of Justice and Public Order has signed bilateral agreements with other countries for cooperation in the fight against organized crime, including the trafficking in human beings; countries like the Russian Federation, Italy, Estonia, Hungary, Greece, Albania etc. A list of these Bilateral Agreements is attached as **Appendix 5**.

(xiv) With regard to the cooperation of the Police Force with EUROPOL, it is noted that on 04/07/2003, a bilateral cooperation agreement was signed for exchange of information for all forms of crime including trafficking in persons.

(xv) Furthermore, the Cyprus Police Force is working closely with the Liaison Officers of other countries that are in Cyprus, in the collection, exchange and evaluation of confidential information and statistical data for all forms of organized crimes, including the trafficking in persons.

(xvi) It is pointed out that the Police Force, within the framework of its international cooperation, participates actively in international operations for the purpose of fighting this problem. In specific, it participates in the operation "FALCON" that is carried on an initiative by the Interpol General Secretariat in cooperation with the government of the United States of America, in which 99 countries participate.

(xvii) The Police Force participates in international research and studies being carried out on human trafficking, e.g. in the research under the name "RED ROUTES", conducted by the Interpol General Secretariat.

(xviii) Police Force carries out regular inspections in cabarets, music bars, pubs, and dance clubs, "disreputable" hotels and in the so-called "massage parlors". Due to the increased police activity, indicatively it is mentioned that during the period 01/05/2004 – 30/08/2004, 546 onsets were performed for inspections. During these onsets, the alien artistes are checked with regard to their employment terms and conditions in these premises. Apart from these onsets the Aliens and Immigration Service summons in its offices these women, without prior notice and without the presence of their employers for an interview as to their employment terms, if their

employer promotes them to prostitution and in general to investigate possible complaints made by them.

(xix) Emphasis is also given to the field of training with the conduct of seminars for the training of all the Police members on issues in relation to human rights and the related conventions ratified by the Republic of Cyprus, as well as on issues in relation to prevention, investigation and suppression of the offences in trafficking in persons.

(xx) Police Force is at all times aware about all community programmes offered by the European Union, which it evaluates correspondingly. In specific, it examines and evaluates all programmes running and according to existing but also future needs, it participates in the most important ones, especially the ones involving the training of its members.

(xxi) Members of the Police Force have participated and still participate in a series of programmes launched of the European Union, e.g. the OISIN, FALCONE, etc., which have been recently replaced by the programme AGIS, as well as in the programme ODYSSEUS, that was replaced by the programme ARGO.

(xxii) Furthermore, the Police Force participates in the programmes organized by the European Police College (CEPOL), EUROPOL, INTERPOL, OSCE, the International Centre for Migration Policy Development – ICMPD) as well as in programmes of other organisations and services of the European Union, like the Technical Assistance Information Exchange Unit (TAIEX).

(xxiii) Finally, it is noted that the Cyprus Police has dispatched members (Liaison Officers) at embassies and consulates of other countries with the purpose to authenticate visas etc. In specific, members of the Police have been placed, on a permanent basis, at the Embassies of Cyprus at Teheran, Beirut, Cairo, Tripoli, Belgrade, New Delhi, Beijing, Moscow, Damascus and Katar. Besides the issue of passport visas, these members constitute a liaison between the authorities of the Republic and the country where they reside, to exchange information in relation to various issues, including the trafficking in human beings.

(xxiv) Furthermore, Cyprus is represented by Police members dispatched to the European Union Police Mission (EUPM) in Bosnia-Herzegovina, in the Police Mission PROXIMA at Skopja, in Brussels, in Hague and Lyon.

(xxv) Upon arrival to the Republic of Cyprus, members of the Aliens and Migration Service hand out to all aliens coming to Cyprus for employment purposes, including artistes, a booklet in their mother language with all necessary information as to their rights. This booklet includes telephone numbers to the Aliens and Migrations Service offices in all Cyprus with the urge to address immediately the Police in the case of any problems with their employers in relation to their employment conditions, or in case they wish to report any case of abuse or mistreatment or violation of their human rights.

(xxvi) Police has installed in all entry and exit points of the Republic (Larnaka and Pafos Airports, and at the ports of Lemesos, Larnaka, Pafos, Zygi and Agios Raphail) equipment that may detect false or forged travel documents. This equipment is connected with the Sector of Documents Verification at the Police Headquarters so that the experts of the Headquarters may check at any time any suspicious travel documents and express an opinion as to their authenticity. The personnel in charge of this equipment have already been trained in handling it.

3.3 Ministry of Labour and Social Insurance

Within the framework of the efforts for the upgrading of cabarets and decrease or elimination of the dependence of artistes on their employers, the Ministry of Labour and Social Insurance was summoned to examine the issue of definition of qualifications and salary amount, taking into consideration the practice already followed in other countries. The Ministry undertook to regulate the issue with the preparation of a standard employment contract that will include provisions, inter alia, as to the salary amount and the other terms and conditions of employment of cabaret artistes.

3.3.1 Social Welfare Services

(i) On 09/08/2000 the Council of Ministers with its decision no. 50.203, by virtue of the Combat of Trafficking in Human Beings and Sexual Exploitation of Children Law

(N.3(l)/2000), appointed the Directress of the Social Welfare Services as guardian of victims of exploitation. Pursuant to the Law, the guardian has the competency to counsel and guide the victims of exploitation, to care for their medical treatment, see to their safe housing, rehabilitation, employment or repatriation, to record complaints, see to those being investigated and to the prosecution of the violators of the Law.

(ii) Up to date, persons whose cases prove that they are victims of sexual exploitation are immediately placed in state houses for the elderly for a period of 3 weeks, where their basic needs are satisfied (e.g. food, clothing, and allowance to cover their personal expenses). Depending on the incidents, each case is handled in the best way so as to protect the victim.

(iii) At present the Social Welfare Services have appointed specific Welfare Officers (from the existing personnel) at the district welfare service offices to handle the victims of sexual exploitation. Interdepartmentally, all personnel of Social Welfare Services have been given instructions as to the handling, housing, support and financial assistance to the victims of sexual exploitation.

(iv) On the basis of the need for a more effective handling of the victims of sexual exploitation, and on an initiative of the Social Welfare Service, a Cross departmental Committee was established. This Committee consisted of representatives by the Law Office, the Ministry of Justice and Public Order, the Police Force, the Department of Labour, the Civil Registry and Migration Department and the Services of Social Welfare. The Cross departmental Committee had as ulterior purpose to introduce a "Manual for cases of Sexual Exploitation", which would include in detail the role and the procedure to be followed by each government service/department involved in the process for a better and more effective approach to the victims. This Manual will be forwarded to the Council of Ministers for approval, for a joint commitment as to its implementation. Already, for this purpose two meetings were summoned and the departments/services involved committed to send their contribution for the said manual to be prepared before the end of January 2005. It is expected that the Manual will be ready within the first five months of 2005.

(v) In the Budget of 2005, Cap. 15.04.3 Article 04.525 a provision amounting to £38.000 for the operation of a “Victims of Exploitation Protection Centre” was approved. It is estimated that for the operation of the Centre the Government will buy services from specialized professionals and will cooperate with Non-Government Organisations (NGOs). The Social Welfare Services have issued two announcements on 10/01/2005 and 31/01/2005 addressed to NGOs, which aim to seek appropriate management or a network among the organisations to take over, in cooperation with the Social Welfare Services, the operation of the said Centre that is expected to begin its works in July 2005.

(vi) Social Welfare Services are in frequent communication and maintain a close relation and cooperation with NGOs. Furthermore, it is worth noting that NGOs that run programmes covering social needs (which are not covered by the state or from a different organization) may be subsidized if they satisfy the criteria and presuppositions of the Scheme through the State Subsidies Scheme of the Social Welfare Services.

3.3.2 Department of Labour

The Department of Labour undertook with the assistance and cooperation of other related Services to prepare an information booklet as to the rights and obligations of aliens, nationals of third countries employed in the Republic of Cyprus. This booklet is expected to be completed by the end of March 2005.

3.4 Ministry of Interior

(i) After the publication of the Report by the US State Department in June 2004, the Minister of Interior, the Ministry of whom is the competent service for the relevant legislation, convened a meeting with the purpose to discuss the content of the report in relation to Cyprus. The Minister of Justice and Public Order was invited to attend the first meeting that was convened on 21/06/2004.

(ii) The Minister of Interior taking into consideration everything stated during the meeting gave instructions:

- (a) To convene immediately a meeting of a Ministerial Committee consisted of the Ministers of Interior, Justice and Public Order, Labour and Social Insurance and Commerce, Industry and Tourism with the purpose to create a policy framework to fight against trafficking in human beings,
- (b) To the Ministry of Interior in cooperation with the Town Planning Department and the Union of Municipalities, to give immediately strict orders to the Town Planning authorities to proceed to the inspection of all permits of cabarets and dance clubs, with the purpose of shutting down all operating illegally.
- (c) To expedite the completion of the Plan of Action prepared by the Group of Experts.
- (d) To expedite the preparation of the new Aliens and Immigration Law and regulations, which will regulate adequately the issues concerning the cabaret artistes, in accordance to everything discussed during the meeting.
- (e) To the Ministry of Labour and Social Insurance to verify whether there are agents who violate the relevant legislation as to running Private Employment Agencies.
- (f) To the Civil Registry and Migration Department and the Immigration Office (Police) to examine the issue of residence and employment of cabaret artistes in the case that they leave the premises of their employment due to exploitation by their employer or in case of dismissal.
- (g) To the Department of Town Planning and Housing in cooperation with the Municipalities to investigate the number of persons residing in each premise with the purpose, if possible, to limit them. The issue was brought back for discussion in the Ministerial Committee for Aliens.

Concluding the meeting, the Minister of Justice and Public Order suggested the establishment of an Ad Hoc committee to investigate and promote the hereinabove measures.

(ii) A second meeting of this committee followed on 11/10/2004, which aimed to follow up the implementation of the decisions made during the meeting dated 21/06/2004. The Minister of Labour and Social Insurance was invited to attend the meeting of 11/10/2004. During this meeting various other measures that need to be taken by all departments involved were discussed, and indicatively the following are mentioned:

- (a) To conduct an investigation to locate the exact number of cabarets and nightclubs operating without licence and possibly revoke others.
- (b) CTO requested by the Town Planning and Housing Department a list with cabarets and nightclubs that do not meet the operation criteria and presuppositions and stated that is prepared to proceed to suspension of operation of these premises. Furthermore, CTO may proceed to suspending the operation of all premises that do not have a suitability certificate issued by the Municipalities. Finally it was mentioned that within the framework of amending the Recreation Centres Law (including cabarets and nightclubs), it will be examined the possibility of introducing a new provision for a clean criminal record as a presupposition for people applying to acquire a licence to run a cabaret or a nightclub.
- (c) The Minister gave instructions to the Town Planning and Housing Department to proceed immediately to lay down the proposed amendment of the Development Plan to the Town Planning Council. Furthermore, he asked the Town Planning and Housing Department to give instructions to the Municipalities and Town Planning Authority to suspend the issue of new building licences to cabarets and nightclubs until the final decision of the Town Planning Council.
- (d) To expedite the Plan of Action processed by the Group of Experts,
- (e) To expedite the preparation of the new Aliens Law and regulations to adequately regulate the issues of cabaret artistes.

- (f) The Minister requested by the Ministry of Labour and Social Insurance, in cooperation with the Law Office, to examine the issue of designating qualifications and salary amounts, taking into consideration policies followed in other countries.
 - (g) The Ministry of Labour and Social Insurance is the competent authority to verify whether there are any violations of the Private Employment Agencies Law by the agents of the artists.
 - (h) The Minister requested by the Ministry of Labour and Social Insurance, in cooperation with the Law Office, to review the amendment of the Legislation as to Private Employment Agencies and in relation to artistic agents.
 - (i) To examine the issues of residence and employment of artistes in case they leave their employment due to exploitation by their employer.
 - (j) The Services involved seek ways and methods for a more effective cooperation so as to provide immediate assistance to victims of exploitation.
 - (k) The Town Planning and Housing Department in cooperation with the municipalities to investigate the number of persons residing in each premise, with the purpose, if possible, to limit them. The Minister requested by the Housing Department to run a direct investigation of the issue always in cooperation with the Municipalities and to brief correspondingly the Ministry of Interior.
- (iv) Raising public awareness around the human trafficking could be proven one of the most important measures for prevention but also for repression of the problem. Towards this direction, the Ministry of Interior in cooperation with the Cyprus Gender Equality Observatory, plan the development of a large-scale public awareness campaign with the purpose to inform and mobilise the Mass Media, the public, government officers, NGOs and in general all parties involved both in the nature of the phenomenon as well as in the measures taken by the Government to repress it.

Within the framework of awareness, on Wednesday 02/03/2005 a press conference will be organised to present the informative booklet for aliens, nationals of third countries entering the Republic of Cyprus for employment as cabaret artistes, which was prepared by the Civil Registry and Migration Department in cooperation with the Cyprus Gender Equality Observatory (point V).

Furthermore, the National Machinery for Women's Rights has planned to organise in March, declared as the month for women, various events promoting women's rights. Part of these events will be dedicated to the discussion of issues that concern human trafficking.

3.4.1 Civil Registry and Migration Department

(i) The Cyprus Gender Equality Observatory is a Non Government Organisation that is subsidised to a great extent by the National Machinery for Women's Rights and was established following a Decision of the Council of Ministers. It constitutes a consultative body for the Government and it is presided over by the Minister of Justice and Public Order. The CGEO has dedicated great part of its activities to human trafficking and has organised various seminars and training programmes on this issue.

The Civil Registry and Migration Department issued, in cooperation with the Cyprus Gender Equality Observatory, an informative booklet for aliens, nationals of third countries entering the Republic of Cyprus to be employed as cabaret artistes. This booklet records the procedures for entering the country, residence and employment of alien artistes in Cyprus as well as their rights and obligations. The booklet, inter alia, states expressly that the employer does not have any right to impose pecuniary penalties to the alien nor to terminate her employment without cause and without informing the Aliens and Immigration Service of the Police, to keep her under confinement during her non-working hours, to retain her passport or other personal documents, to force her to escort clients within or outside the nightclub, to send her to work to another employer, and also that the employer commits an offence in case he forces her to prostitution or to sexual exploitation or in any other way. Furthermore, the booklet describes the procedure to be followed for filing complaints in the case of

violation of the employment terms or of sexual or other exploitation or forced prostitution as well as the support supplied by the Social Welfare Services as the Guardian of victims of sexual exploitation. At the end of the booklet are listed all useful phone number to Government Offices, which the aliens may call for further information and assistance as well as the number of the Commissioner for Administration and of NGOs.

The booklet is published in Greek, Russian, English, Bulgarian and Romanian and is distributed in all entrance points to all aliens coming to Cyprus to work as cabaret artistes.

(ii) In the cases that the victims of human trafficking are willing to cooperate with the authorities with the purpose to prosecute the traffickers, the Civil Registry and Migration Department in cooperation with the Police grants to the victims immediately residence and work permits, in the same or a different sector. To accelerate the whole procedure a special officer has been appointed to the Civil Registry and Migration Department, who undertakes these cases.

(iv) Today, at Cyprus there are 80 Cabarets, which employ 807 artistes and 31 nightclubs that employ 180 artistes. The employment of these artistes is based one the Aliens Law, Cap. 105 and the relevant Regulations, P.I. 242/72.

(v) In specific:

- In 2000 following a political decision the number of alien artistes employed in cabarets/nightclubs was decreased.
- Each alien employee is briefed in writing in her native language both for her rights as well as for her obligations.
- A committee was establish to examine labour disputes related to aliens, which consists of one representative by the Ministry of Interior (Directress of the Civil Registry and Migration Department), one representative by the Ministry of Labour and one representative by the Ministry of Justice and Public Order (Aliens and Immigration Service).

(vi) The Department also works closely with NGOs (e.g. APANEMI, KISA), from where it retrieves important information regarding the victims. All information, oral or in writing are immediately investigated and all requisite measures are applied according to each individual case.

3.4.2 Town Planning and Housing Department

(i) Following instructions of the Minister of Interior, the Department of Town Planning and Housing, in cooperation with the CTO and the Union of Cyprus Municipalities, conducts an investigation to locate the cabarets and nightclubs operating illegally.

(ii) The results so far prove that today there are 80 cabarets, out of which 66 are operating legally (57 have building permit and 9 have both building and town planning permit), while 10 more do not have any permit and operate on the tolerance of the competent Services. With reference to the said cabarets, the competent authorities were asked to explain the reasons for not taking the appropriate measures against the owners. For the other 4 premises, the Town Planning Authorities have rejected the applications to be granted a town-planning permit. However, for 3 of them, there are applications for town-planning permit pending, by deviation. The use of the forth has been terminated. Also, there are 56 nightclubs that operate legally.

(iii) The investigation has not yet been completed and more detailed information is expected from various Town Planning Authorities for the operation of cabarets and nightclubs without the relevant permit. Furthermore, the completion of the investigation is anticipated so that all illegalities of existing premises operating with permit can be ascertained.

(iv) The Director of the Town Planning and Housing Department has recommended to the Town Planning Authorities to examine thoroughly the applications for cabarets and nightclubs, on the basis of the letter and the spirit of the existing development plans and to attribute the necessary emphasis on the protection of the neighbouring comfort and to secure the presuppositions of operation. Correspondingly the Cyprus Union of Municipalities was informed as well as the Board for the Consideration of Planning Deviations.

(v) For a more rational regulation of the issues regarding cabarets and nightclubs, the Town Planning and Housing Department prepared a proposal to amend the development Plans and to incorporate in these a new land planning policy, which will be confining in the appropriate cases and will discourage the erection or creation (with the change of usage of other premises) of new cabarets and nightclubs, where this is justified. Already, the new Local Development Plan for Ayia Napa includes a relevant forbidding provision. The hereinabove proposal was submitted to the Town Planning Board with the purpose to be approved and included in the final Local Plans that are expected to be completed approximately towards the end of the first six months of 2005. In addition a corresponding proposal was drawn up for the amendment of the Policy Declaration, on the basis of the relevant procedures.

(vi) With the purpose of dealing with the cases where great number of cabaret artistes crowd in apartment, and on various occasions held despite their will by their employers, recommendations were given to the competent authorities to make use of article 15 of the Streets and Buildings Law, in accordance with which “the competent authority with an order may shut down any building that according to the authority’s opinion is unsuitable for human occupation due to unhealthy conditions, bad ventilation or crowding, or is considered dangerous due to construction flaws...”

3.5 Non Government Organisations

(i) Within the framework of Community Work Services and mobilisation of voluntary initiatives, the Social Welfare Services are authorised to provide financial support, in the form of state subsidy, for the establishment, operation or expansion of voluntary organisations programmes for social welfare, which provide social services that are considered by the Social Welfare Services as necessary in accordance with the socio-economic status in our country. The supply of state subsidy aims the promotion and enhancement of voluntary activities in the area of social care and welfare.

(ii) Organisations, Members to the Pancyprian Welfare Council, unions, institutions, limited liability companies registered according to the legislation in force, are non-profit entities that have as their primary object of establishment and operation, always in accordance with their articles of association, to satisfy the social needs of the wider

public or those of specific population groups and are primarily and systematically engaged with voluntary contribution in the form of providing social services and run programmes to satisfy these needs.

3.5.1 Association for the Prevention and Confrontation of Domestic Violence

Any assistance or support by the Association to the victims of human trafficking, is given necessarily within the framework of a possible maltreatment or abuse of the person in the family as well as of dependants of the person, e.g. underage children.

This means that the assistance by the Association in the form of its three major programmes,

1. Psychosocial Support
2. Shelter for Abused Women and their children, victims of domestic violence, and
3. Legal Assistance Fund,

to the victims of trafficking in human beings or sexual exploitation of children is possible, if these persons have suffered any kind of abuse by their partner or any other member of their family and they request the assistance of the Association in specific for this reason.

3.5.2 The Family Planning Association of Cyprus

Among the activities of the hereinabove Non Government Organisation are the following:

- To promote human rights in the area of sexual and reproductive health,
- To engage in awareness campaigns and training programmes especially on sex education and self respect,
- To organise in cooperation with the Ministry of Health educational programmes for alien cabaret artistes on the prevention of sexually transmitted infections (including AIDS) in their mother language. Women that return to Cyprus and already have a standard knowledge on health issues are

trained as training cores and offer support and information to the other women in their group, which in this form is more accessible and acceptable.

- In the new five-year strategic plan the Association aims to address and confront problems in the field of sexual and reproductive health of all persons but mainly of those marginalized, including alien groups employed in Cyprus.

3.5.3 Movement for Equality, Support, Anti-racism

The Movement (KI.SA) is willing to undertake, in cooperation with other bodies and with the government, various actions to fight against trafficking in persons with the following presuppositions:

- The state will fully subsidize the programme,
- KI.SA. to be recognised as an independent, non government organisation
- To provide separate, safe premises for the personnel of the human trafficking programme
- To secure the safety of the personnel

KI.SA is willing to take initiatives and action in the fields of prevention (training, research, information) assistance and protection of the victims. It already has specific suggestions for each sector separately.

3.5.4 Pancyprian Welfare Council

The PWC has a double mission consisted of, on the one part, the management of a Pancyprian autonomous organisation in the form of District and local offices, in the framework of which hundredths of programmes are run in the area of social providence and welfare, and on the other hand it constitutes the coordinating body of a great number of pancyprian social voluntary organisations. According to the records of registered associations as members to PWC, there are 6 District Welfare Councils, 37 Pancyprian and 235 local social voluntary organisations, councils and Committees of Community Welfare.

Among the primary aspirations of the PWC is to identify social problems and needs, to actively contribute in civil dialogue and social policy formulation/implementation processes, to evaluate and coordinate the activities of the member organisations, to develop international relation and especially within Europe, to resolve and/or direct towards the resolution of lasting problems that sensitive and vulnerable population groups face.

The PWC does not have a member organisation whose object is exclusively in this specific field (trafficking) but it can make efforts to encourage the establishment of a non government organisation exclusively involved in the problem of human trafficking/exploitation. The PWC is more than willing to support any voluntary organisation to focus on this problem to use information programmes on the actions of other countries.

3.6 Group of Experts

As mentioned hereinabove, with the Decision of the Council of Ministers no. 54.281 and dated 19/09/2001, a Group of Experts was set up for the coordination of the actions against trafficking in human beings and sexual exploitation of children. The Group of Experts decided and undertook to prepare this Plan of Action, which besides addressing the problem and the measures already taken, includes recommendations and proposals as to advisable measures of prevention and repression of the phenomenon of trafficking in human beings as well as provisions as to the protection of the victims.

4. OMBUDSWOMAN'S REPORT

On 24/11/2003 the Commissioner for Administration (Ombudswoman), published her ex officio report as to the status of entrance and employment of alien women as artistes in entertainment clubs (cabarets). The research is attached as **Appendix 2**.

In specific the Ombudswoman made the following recommendations:

- The immigration authorities and mainly the Civil Registry and Migration Department to proceed to an ab-initio review of its policies according to the regulations in force. The entrance by thousandths of alien women under the

status of artistes with the purpose to be exploited by trafficking circuits, in knowledge of the authorities that issue the permits, must stop.

- To reinforce the Social Welfare Services Department with the appropriate funds and the requisite human resources so that the Guardian of Victims of exploitation may exercise the competencies vested in it by virtue of the Law.
- In all actions against human trafficking to establish a close cooperation of all government services with non government organisations focusing on human rights, women's rights and protection of immigrants. Non Government Organisations must be supported by state subsidies to create shelters for victims of exploitation and to run programmes for the support and rehabilitation; a practice implemented in Europe with success.
- To upgrade the measures of police and judicial cooperation to combat human trafficking on a local as well as on an international level. Provided that the up to date Police control has been proven inefficient and ineffective, the Ombudswoman considers vital that the police authorities create a Unit to Combat Human Trafficking, with experienced and trained staff in violence against women and human trafficking.
- To prepare an informative booklet as to the rights of aliens, in general, immigrants coming to work in Cyprus. The informative booklet that is currently being distributed among the women arriving to Cyprus to work as cabaret artistes is judged, according to the Ombudswoman, as unacceptable (Report, chapter 3). She is of the opinion that the new booklet must be prepared by the Ministry of Labour and Social Insurance in cooperation with the Civil Registry and Migration Department. With regard to its content, the Attorney General of the Republic may offer a consultation. The said informative booklet must provide clear and distinct information regarding the authorities or bodies where immigrants may approach to protect and claim their rights (Office of the Commissioner for Administration, Guardian of Victims of Exploitation, District Labour Offices) with brief description of the competencies

of these bodies and the contact information (telephones, addresses). This booklet must be given to all immigrants during their registration at the Local Aliens and Immigration Offices, translated in various languages.

5. US STATE DEPARTMENT REPORT FOR 2004

- (i) On 14/06/2004 the US State Department released its annual Trafficking in Persons report, which places Cyprus in the second category (2nd Tier-watch list). (Attached as **Appendix 3**).
- (ii) On the basis of the Report for 2004, Cyprus was placed in the category “Tier 2-Watch List”. This category includes countries that -
 - (a) are deficient with reference to the minimum standards related to their actions and in which the number of victims is great,
 - (b) there is no proof of efforts being made to combat trafficking, and
 - (c) their efforts against trafficking are based largely on the government’s commitments for future implementation of measures.
- (iii) The hereinabove category is the second worse after category “Tier 3”, which included the states that do not comply with the minimum standards, while there are also categories “Tier 1” and “Tier 2”, which include the countries that comply with all standards, and countries that although they do not fully comply with the set criteria they make significant efforts towards this direction, respectively.
- (iv) In general the report on Cyprus proves that the actions of the competent authorities were underway on all three points reviewed by the Americans (prosecution of violators, protection of the victims, prevention). The Report mentions specific police actions made public, e.g. arrests of suspects, charging and prosecution, conduct of interviews with alien artists, distribution of informative material and conclusion of a legal cooperation agreement with Bulgaria dealing with international crime and trafficking.

(v) Particularly negative is the reference to Cyprus as a destination country for women trafficked from Eastern Europe, primarily Ukraine, Romania, Moldova, Russia, Belarus, and Bulgaria for the purpose of sexual exploitation.

(vi) The report makes reference to the establishment of the Office of Trafficking by the Cyprus police, the conduct of inter-ministerial dialogue to examine the report of the Ombudswoman and the establishment of a Group of Experts coordinated by the Attorney General's Office. The government's efforts were underway at the close of the reporting period.

(vii) In the report it is stated that the Government of Cyprus does not fully comply with the minimum standards for the elimination of trafficking; however, it makes significant efforts to do so. Cyprus is included in this year's report due to evidence of significant trafficking from source countries, advocates in Cyprus and the Ombudswoman's 2003 trafficking report. Cyprus is on Tier 2 Watch List because its efforts against trafficking are based largely on the government's commitments to implement the Ombudswoman's recommendations in the near future. The government should focus specifically on better understanding the nature of the problem and developing a partnership with NGOs to improve victim identification and support. Under the title "Prosecution" it is stated that Cyprus' comprehensive anti-trafficking law prohibits trafficking in women and children across international borders for the purposes of sexual exploitation and prescribes punishment of up to 20 years' imprisonment. The law is gender-specific and does not address internal or labour trafficking. In March, Cypriot courts convicted four individuals of forcing women into prostitution. Late in the reporting period, Cypriot police established the Office of Trafficking and Cyber-crime and the Human Trafficking Prevention Unit. Neither entity had sufficient time to measure successful results.

(viii) Under the title "Protection" it is mentioned that Anti-trafficking legislation provides protections for women and child trafficking victims, but such protections have rarely been mobilized. Anti-trafficking legislation designates the head of the Welfare Department as the "Guardian of Victims," but the government did not identify specific resources for trafficking victims. During the reporting period, three victims were referred to the Welfare Department, and were offered general assistance. Like other foreign

workers, “artistes” are required to undergo a medical exam upon arrival and renewal of their visas, but “artistes” must additionally be tested for sexually transmitted diseases. Towards the end of 2003, police began bringing “artistes” to district police stations for personal interviews without employers present, and they increased checks on cabarets. Such efforts were intended to expand opportunities to this vulnerable group to file complaints that would enable police to initiate investigations. The law provides victims the right to seek compensation, shelter and medical care, as well as to change employers or have a guardian appointed.

(ix) Under the title “Prevention” it is stated that in an attempt to prevent the exploitation of “artistes,” the government gave arriving “artistes” information leaflets, available in several languages, explaining their rights and obligations and providing emergency information. However, there are no anti-trafficking programs targeting groups of possible victims of traffickers, nor the public at large. The Ombudswoman’s report generated brief media attention and some ongoing inter-ministerial dialogue. The Attorney General’s office coordinated the work of the anti-trafficking Group of Experts, which included representatives from relevant ministries, police and NGOs. The Group of Experts was formulating a national strategy for official approval during the reporting period.

(x) From everything mentioned under the title “implemented measures” (hereinabove) it is obvious that the Republic of Cyprus after its many successful actions in this field, will not be justifiable if it continues to be in a reproving listing.

6. MEASURES TO BE IMPLEMENTED

As a conclusion to the hereinabove description is more than apparent that the problem of trafficking in human beings and their exploitation is complicated and demands an absolute coordination of actions involving many bodies and authorities.

6.1 PREVENTION

Measures that concern prevention focus on the upgrade of the social and financial status of women, to eradicate any form of discrimination against women as well

as to minimise the factors that put women and children, and in other cases men as well, in a vulnerable position that consequently leads to their trafficking and exploitation.

The Group of Experts makes the following recommendations for measures that need to be implemented by each department separately according to its capacity and powers in the field of prevention (i.e. combating the problem from its initial stage).

6.1.1 Ministry of Justice and Public Order

(i) Reinforcement/Support of the National Machinery for Women's Rights so that it may respond efficiently to the demands of its mission and of its expanded competencies but also to be able to be actively mobilised in the field of prevention and repression of sexual exploitation of women especially to everything related to the raising of public awareness and to the protection of victims.

(ii) Reinforcement/Support of all institutions/bodies/committees monitoring the implementation of legislation that govern the issues of equality and women' rights and which undertake to investigate complaints or accusations for violations of equality (extrajudicial machineries for investigation of complaints).

6.1.1.1 Police

(i) In cooperation with the Ministry of Labour the compilation of a booklet stating the rights of aliens, in general of immigrants coming to Cyprus is rendered absolutely necessary. This booklet that will be handed out by the Aliens and Immigration Service at the time of registration of the alien in the Aliens Register will refer in detail and in comprehensible language to the rights and obligations of aliens. Furthermore, this booklet must provide emergency contact information (addresses, telephones, brief summary of powers) of the competent bodies/authorities where aliens may address for purposes of protection, filing of complaints and in general of protecting their rights. Already this booklet is ready and currently is in the final stage of its processing. (End of April 2005).

(ii) To continue the systematic and thorough checks without notice to cabarets and nightclubs employing artistes and to inspire to the public the seriousness with which the police authorities are handling the problem.

(iii) When the alien contacts the offices of the Aliens and Immigration Service to be registered in the Aliens Register (within 7 days following arrival) must be interviewed by a member of the AIS, from a person of the same sex, during which interview the alien will be called to answer a number of questions, among others the following:

- Country of Origin
- Age (Is it in accordance with her papers?)
- Organiser of the trip
- Who paid for the trip
- How she acquired visa to enter the Republic
- How much will she earn as emolument for her work
- Place of residence within the country
- Does she have debts to anyone from this trip?
- Is she experienced in the specific field of work, i.e. did she dance anywhere else, etc.
- Who is her employer
- Will she send money to her country and in what way
- Who paid for her travel documents

The answers might indicate whether this person is a possible victim of exploitation.

(iv) The Aliens and Immigration Service at the stage of registration of the aliens in the register will hand out the booklet that describes the rights and the obligations of alien employees in Cyprus.

(v) Recording of information on the data basis that will be created within the framework of information exchange between the Embassies of Cyprus and Consulates and the Police with regard to the flow of alien workers and tourists in Cyprus.

(vi) Promotion of public awareness campaigns on the issues of human trafficking, sexual exploitation and exploitation at work and pornographic material on the Internet. (December 2005).

6.1.2 Ministry of Foreign Affairs

(i) The general text that will be composed by the Ministry of Labour and will include all rights and obligations of aliens employed in Cyprus must be distributed also via the Embassies of the Republic of Cyprus to those interested in their mother language.

(ii) In the framework of cooperation of the Ministry of Foreign Affairs with the Police an exchange of information must be taken on between the Cyprus Embassies and Consulates and the Police authorities regarding the flow of alien workers and tourists in Cyprus. This information should be recorded in a data base so that it is possible to be evaluated as to the flow of persons who are considered possible victims of sexual exploitation.

6.1.3 Ministry of Labour and Social Insurance

6.1.3.1 Social Welfare Services

(i) The Social Welfare Services should organise in cooperation with other competent authorities programmes for adult education in the field of sexual exploitation of adults, use of pornographic material on the internet. (December 2005)

(ii) To promote in cooperation with the Ministry of Education and Culture seminars for children on human rights and the safe use of the internet. (December 2005).

6.1.3.2 Labour Department

(i) The Labour Department must proceed to draft a general booklet (not the specific one mentioned hereinbelow) in various languages which will state the rights and the obligations of foreign workers in Cyprus and which will be available at all Embassies of Cyprus abroad. (April 2005)

6.1.4 Ministry of Interior

(i) The Ministry of Interior in cooperation with non government organisations to promote an informative campaign for target groups of possible victims of exploitation and to engage in public awareness campaigns in relation to the problem and the measures being taken for prevention and repression of the phenomenon and for the protection of the victims. (July 2005)

(ii) In case that the issue of a short or long stay visa is prescribed by the new Aliens and Immigration legislation for entering Cyprus, the consulates or embassies of the Republic abroad should distribute an informative booklet on the rights and obligations of foreign workers in Cyprus.

6.1.4.1 Civil Registry and Migration

(i) The Civil Registry and Migration Department should elaborate a detailed information leaflet stating all rights and obligations of foreign workers in general, of those in a high risk category possible to suffer sexual exploitation as well as for those possible to suffer exploitation at work. (April 2005).

(ii) To examine the possibility of decreasing the work permits in cabarets and nightclubs.

6.1.4.2 Town Planning and Housing

(i) To complete check on cabarets and music nightclubs that operate without licence. (June 2005),

(ii) To run strict and thorough examination of new applications on the basis of the standards for operation of cabarets.

(iii) To amend development plans and include in these of a new land building policy, which must be confining and discourage the erection or creation of new cabarets and music nightclubs (operating as cabarets). (June 2005).

6.1.5 Ministry of Commerce, Industry & Tourism

6.1.5.1 Cyprus Tourism Organisation

The Cyprus Tourism Organisation to take drastic measures even suspend operations of clubs in cases that these operate without suitability certificates issued by Municipalities.

6.1.6 Non Government Organisations

(i) NGOs should be encouraged by the Government to maintain a close contact and cooperation with it with regard to programmes of information of adults as well as of children and high-risk groups.

(ii) In general NGOs should be reinforced/supported by the state so that they will be able to offer the necessary and useful services and assistance in the field of prevention, at maximum.

(iii) A close cooperation to be maintained between the state and the NGOs with the purpose to engage in public awareness campaigns and programmes and to target exploitation high-risk groups.

6.2 PROSECUTION

For the repression of the phenomenon of human trafficking it is important that there are adequate law regulations that will see to the prosecution of the traffickers/violators of the law and to the protection of the human rights of the victims, including the protection of the witnesses. Many measures have already been taken in this field, but more amendments to the law are about to be made so that it is more comprehensive in relation to various detected omissions in the implementation of the acquis or to facilitate the prosecution of the violators to Courts.

6.2.1 Law Office

(i) With the purpose of a comprehensive body of legislation with regard to human trafficking and exploitation in general, which will create the appropriate machineries and structures to repress the phenomenon and also to better implement all related international conventions ratified by the Republic, it has already been decided that the Law Office will draw up a new Legislation draft expected to be completed by the end of April 2005.

(ii) The purpose of the Legislation is to fully implement the Provisions of the Convention Protocol to combat Transnational Organised Crime as well as the framework decisions of the European Council.

(iii) With regard to the needs that have emerged for the suppression of the phenomenon of human trafficking and exploitation, the existing legislation must be amended in the following fields:

- The Aliens and Immigration Law
- The Private Employment Agencies Law

(iv) In specific to the new Aliens and Immigration Law, the first draft of which has already been submitted by the Law Office to the Ministry of Interior and the consultation over it is about to commence, to abolish the special status for artistes that is in force today and which is based on the basis of a policy of the Ministry of Interior. According to the policy applied today, the Civil Registry and Migration Department makes the decision with regard to the employment of alien artistes to a specific employer – without the prior approval by the Department of Labour that is a presupposition for other alien workers – and following it issues an entry and employment permit for a period of three months with the possibility to renew for a further period of three months. After the permit expires the artistes have to leave the country for a period of six months minimum and then they have the right to return to Cyprus and work again as artistes for an additional period of six months. The artistes do not have the right to change employer, unless they file a complaint against him for sexual harassment. In the case they leave their employment without filing a complaint they are declared illegal immigrants and are

deported. The policy that is implemented today creates a dependence relation between the artistes and the employers and this makes the first particularly vulnerable.

(v) The philosophy around the new Aliens and Immigration Law in relation to the artistes is that of they are equally treated as any other nationals of third country employed in other sectors of economy in Cyprus, by setting equal presuppositions for acquiring an entry, employment and residence permit for all categories of foreign workers. On the basis of this new law, all vacant positions must be published in Cyprus and in the Member States on the “eures network” and the announcement must describe the specific post and the necessary qualifications. The vacant positions must be filled by order of priority to the nationals of Member States to the European Union (Cypriot citizens and citizens of the other Member States), to citizens of the accession countries, the nationals of third countries legally residing in the European Member States including Cyprus, to nationals of third countries who have already worked in Cyprus in the past and finally to nationals of third countries who wish to come for the first time to Cyprus for purposes of employment. Furthermore, any kind of dependency relation between the employer and the employee must be eliminated. All employees, nationals of third countries will have the possibility to change employer, provided that they will secure employment in the same work sectors, and after the lapse of three years they will be able to be employed and in other sectors of the economy if they get an employment contract.

(vi) The said bill must also establish the issue of a special residence permit to victims of trafficking and exploitation that will be an adequate motive so that they cooperate with the prosecuting authorities, but that will be subject to certain terms and conditions to avoid abuse. In addition the bill must determine the criteria for the issue of the residence permit, the presuppositions of residence and the cases of non-renewal or revocation as well as the duration that is set to six months with the possibility to renew for a further period of six months.

(vii) The bill must provide that all victims are informed for the possibility to acquire the residence permit and that they are given a reasonable time to think conscientiously whether they wish or not to cooperate with the prosecuting authorities (police and

courts) – in view of the risks that this entails – so that their cooperation will be based on a conscientious decision and therefore it will be more effective. Given the extremely vulnerable position of the victims they must be provided with all possible assistance and care.

(viii) Furthermore, in the framework of drawing up the new legislation body on human trafficking and exploitation to examine the possibility to impose sanctions on the employer in the case of an infringement decision against him in relation to the said offence, e.g. temporary prohibition of activity, revocation of licence, temporary or definitive closing of the premises used when committing the offence. Moreover, in the same framework to consider the possibility of prohibiting forced detention of passports of alien employees by their employees. and possibly the criminalisation of this action.

(ix) With regard to the law governing the private employment agencies, from a conducted research it was ascertained that it presents weaknesses and breach of certain formalities as to the implementation of the law by the artistic agents. Also the law seems to have certain voids. The amendment of the existing law by the Law Office in cooperation with the Ministry of Labour and Social Insurance is imperative so that specific standards and presuppositions will be set for running these agencies as well as mechanisms of monitoring the Offices. The legislation is directly associated with the new Law against human trafficking and its amendment will be examined in the framework of preparation of the new legislation against human trafficking. The first draft is expected to be completed by the end of April 2005.

(x) With the purpose to fight possible corruption a bill is promoted with the title the Independent Council of Police Internal Control Law, drafted by the section of Human Rights at the Law Office. This law will establish the creation of an independent council that will be responsible to investigate complaints and allegations that concern corruption, bribery, violation of human rights and severe violations of the Police disciplinary code. In relation to the latter, the law will regulate the involvement of a Police member in external factors or in financial or other interests or in actions that violate that human rights legally consolidated by the Constitution and with various International Conventions ratified by the Republic of Cyprus.

(xi) Include a provision in the undergoing bill about Children so that the person convicted for an offence in relation to children will not be able to practice any kind of work related to the care of minors.

6.2.2 Ministry of Justice and Public Order

(i) The Ministry of Justice should undertake the management of the National Monitoring Mechanism as mentioned in detail, hereinbelow in Chapter 7.

(ii) To promote the organisation of seminars for judges and lawyers with the purpose to train them on this issue and also to promote the necessity for rapid hearing of such cases. (December 2005).

(iii) To examine the possibility of amending the existing legislation according to which if the victim reporting the case returns to the origin country to be able to testify in court with the use of any electronic means and this deposition to be transmitted directly to the Court, i.e. the presence of the witness in Court will not be necessary.

6.2.2.1 Police

(i) It is necessary to develop a more comprehensive plan for collecting information in relation to offences committed pursuant to the Law 3(I)/2000 and of the Protocol of the Convention on Transnational Crime, to lead to an accurate monitoring of the course of cases involving such offences. In specific it is absolutely necessary to have a base in the form of a table to present the accusations, the corresponding offence and the relevant provisions of the Law, which cases end up in Court and which not, and the decision (conviction or acquittal and penalty) including also the stage of Appeal, as well as if the person convicted has been released.

This is already being done and the Office against Human Trafficking maintains a data base that mentions all cases concerning human trafficking and other related offences with all details, as well as the penalties (in the Police report, pp. 24, 25, 26, find the table in detail without the information for obvious reasons).

(ii) The special booklet by the Ministry of Labour with the rights of aliens and in general of the immigrants coming to Cyprus must be distributed by the Aliens and Immigration Department at the time of registration of the alien in the aliens register and this must mention in detail the rights and obligations of the aliens. Furthermore, it must give exact information as to bodies responsible where the aliens can go for protection, filing complaints and in general to claim their rights. This booklet must make a brief description of the competencies of these bodies and give contact information (addresses, telephones). Already the Office against Human Trafficking has prepared an information leaflet that is still under further elaboration and soon it will submit it to the Immigration Officer for approval.

(iii) In the case that the victim reporting the case returns to the origin country and therefore the presentation of the case to the court will not be possible, it is being examined whether it is possible, in the case of known address, for a woman police officer to escort the victim back to Cyprus to give a testimony. Due to the high cost of this service, this solution must be used in rare cases.

(iv) To continue the systematic and thorough checks without notice in cabarets and nightclubs employing artistes and to convince the public of the dedication of the police to combat this phenomenon.

(v) The check being done to the artistes with the purpose of locating possible problems of such nature could be done in cooperation with the Immigration Department regarding their arrival in Cyprus and the time of commencement of their employment. For example the Immigration Department could notify the Chief of Police on a monthly basis for the new artistes arriving to Cyprus so that they meet with the Police to check the employment conditions within one month after beginning to work.

(vi) During the interviews that the Police conducts to the possible victims of traffickers, and in the cases of possible filing of complaint/accusation but there is obvious hesitation or fear on behalf of the victim to proceed with the complaint, the Police could ask the assistance of social services in their effort to encourage and reassure the victim.

(vii) To run checks at the premises where the artistes reside and if crowding or unhealthy conditions are ascertained to proceed with filing an accusation with the purpose of taking drastic measures pursuant to the relevant Streets and Buildings Law.

(viii) Possible cooperation between the police and non-governmental organisations aiming to take depositions by the victims, since this procedure will be coherent with the existing law framework.

(ix) To run training programmes for more Police members in relation to human trafficking and sexual exploitation of children.

(x) To create a list of all pubs operating all over Cyprus with lists of the names of aliens employed in these. Already the creation of this register has begun and its completion is expected soon. (December 2005).

(xi) To establish a register of all artistic agents that will mention their possible relation to premises for which there is substantial information for sexual exploitation of persons.

(xii) To acquire a fund for the writing and distribution of a leaflet to inform the aliens employed in Cyprus of what is considered human trafficking and sexual exploitation and the ways in which they can assist the authorities to fight this phenomenon.

(xiii) To draw up a questionnaire to be distributed to the aliens leaving from Cyprus with questions including the way they were treated by their employers, the possible problems they faced but did not report (the name of the alien would not be a presupposition) so that the Police will better understand the actual problems and try to find more efficient ways to eliminate them. A relevant fund must be approved.

(xiv) To secure a fund for research and educational programmes in relation to human trafficking.

(xv) To create Offices against Human Trafficking in all Districts and to achieve absolute coordination with the Head Office against Human Trafficking. (December 2005).

6.2.3 Ministry of Labour and Social Insurance

- (i) To define the qualifications and the salary of alien artistes.
- (ii) To prepare an employment contract to regulate the issue of qualifications, salary and other employment terms. (April 2005)
- (iii) To prepare an informative leaflet for the rights and obligations of alien employees. (April 2005)

6.2.3.1 Social Welfare Services

- (i) After the centre for victims of exploitation will start operating, to locate the needs in human resources and if it is deemed necessary to increase the staff of the Services and to proceed to a specialisation of the staff for a firm and successful response. (December 2005).
- (ii) The specialised Welfare Officers at the Social Welfare Services to support the persons who decide to proceed to filing complaint. Furthermore, they must explain to the victims their rights pursuant to the Law against Trafficking in Human Beings and Sexual Exploitation of Children L.3(1)/2000 in cooperation with the police officer responsible for the case.
- (iii) In the case that the Police, during a friendly interview with a possible victim, senses denial or fear to cooperate or to file a written complaint, then the Social Services with their specialised staff may assist the police in reassuring the victims for their safety.
- (iv) If the victims refuse to cooperate or are afraid and are not proposed to proceed to complaints, the Social Services must follow the case with the purpose to convince the victims to file complaints after of course explaining to them their rights in case they agree to file complaints and in general to cooperate with the authorities.
- (v) The specialised Welfare Officers must explain to the victims all the options they have, in detail, and encourage them to make a decision when they will be ready. This stands for the cases that the person is a victim of sexual exploitation.

(vi) In case there is an infringement decision regarding an offence involving a minor, the violator will be prohibited of exercising any profession related in any to children care. This provision can be included in the undergoing bill for Children. (May 2005)

(vii) To develop in cooperation with NGOs programmes directed to target groups of possible victims of sexual exploitation. These programmes must aim to raise the awareness of the victims as to what is the interpretation of sexual exploitation, what are their rights and which services or organisations they may contact in such cases.

(viii) To examine the funds required for making known the telephone hot line, as described further down.

6.2.3.2 Labour Department

(i) In cooperation with the Police the Department must proceed to preparing a special leaflet for the rights of the aliens coming to Cyprus to work, which will be distributed by the Aliens and Immigration Service at the time of registration of the alien to the alien register. This leaflet must mention the rights and the obligations of the aliens in a comprehensible language. Moreover, it must include exact information for the bodies responsible (addresses, phone numbers and competencies) and which the aliens may contact for protection, filing of complaints and in general to defend their rights.

6.2.4 Ministry of Foreign Affairs

(i) To define as immediate priority to complete in cooperation with the Law Office the new Aliens and Immigration Law. (June 2005).

(ii) In cooperation with related departments like the CTO and Town Planning to examine the possibility to impose sanctions to the employer in the case of an infringement decision against him, e.g. temporary prohibition of activity, revocation of licence, temporary or definitive closing of the premises used when committing the offence.

(iii) To consider the possibility of prohibiting forced detention of the passports of alien employees by their employees and possibly the criminalisation of this action.

(iv) To establish the issue of a special residence permit to victims of trafficking and exploitation that will be an adequate motive so that they cooperate with the prosecuting authorities, but this must be subject to certain terms and conditions to avoid abuse. To determine the criteria for the issue of the residence permit, the presuppositions of residence and the cases of non-renewal or revocation as well as the duration that is set to six months with the possibility to renew for a further period of six months.

(v) The trafficking victims cooperating with the authorities should be given a temporary residence permit. They must be informed for this possibility and be given a reasonable time to think conscientiously whether they wish or not to cooperate with the prosecuting authorities (police and courts) – in view of the risks that this entails – so that their cooperation will be based on a conscientious decision and therefore it will be more effective. Given the extremely vulnerable position of the victims they must be provided with all possible assistance and care.

(vi) To exchange information with the Police on a monthly basis for the new artistes arriving to Cyprus so that the Police may check the employment conditions within a specified time after beginning work.

(vii) To raise information campaigns for the public, the government officers and of possible violators with regard to the intentions of the state and more specifically of the Police to take all requisite measures to eliminate the problem.

(viii) To maintain constant cooperation with NGOs that have contact with possible victims and to communicate to these organisation the seriousness in which the state faces the victims.

6.2.5 Non Governmental Organisations

(i) To maintain a constant cooperation and interaction between the Government departments and NGOs with the purpose to locate and assist victims.

- (ii) To maintain a close cooperation between the Police and the NGOs with the purpose to get depositions and witnessing from the victims.
- (iii) To create a hot line that the citizens will be encouraged to use to report cases of child pornography on the internet.
- (iv) To encourage the creation of a hot line and to promote the hot line number using various public awareness means, e.g. to print the number on milk cartons, on sugar sachets or condoms, or other products of broad usage among the citizens.
- (v) To develop campaigns and in places where condoms are disposed to have handouts with the number of the hot line.

6.3 PROTECTION OF THE VICTIMS

State Services that provide protection to the victims are considered indispensable. It is also very important to secure the safe return of these victims to their countries and finally it is vital that the proper attention is given to their rehabilitation. The following measures have these as primary aims.

6.3.1 Ministry of Labour & Social Insurance

6.3.1.1 Social Welfare Services Department

- (i) Immediate promotion of the operation of the specialised programme “Shelter for Victims of Sexual Exploitation”, which will provide services of protection and support to the victims. Protection and support will be provided according to the needs of each individual case. To provide preliminary consultation and evaluation of the social, psychological, medical needs of the victim. (July 2005).
- (ii) After the shelter for victims of exploitation will start operating, to locate the needs in human resources and if it is deemed necessary to increase the specialised staff of the Services for better and effective results. (December 2005)

(iii) The Shelter must be constantly monitored and evaluated (in relation to the rendered services according to the operation regulations) from the Social Welfare Services.

(iv) The Social Welfare Services must continue their efforts for cooperation with NGOs to develop programmes that will fulfil specific needs of victims of sexual exploitation and which are not covered by any of the government programmes or of any other organisations and to provide services to the victims on a 24-hour basis.

(v) To precipitate the completion of the interdepartmental instruction guide to be submitted to the Council of Ministers for approval with regard to the handling of cases of victims of exploitation. This manual will include and will be limited to the procedures that concern the duties and the powers of the guardian with the victims of exploitation as these are defined by the Law. (March 2005). The Manual must be dispatched to the Minister of Labour and Social Insurance with the purpose to submit it for approval by the Council of Ministers for a joint commitment to its implementation.

(vi) The specialised Welfare Officers must offer their services and support and assist the victim even in the cases that the victim refuses to make a relevant statement or file a complaint.

(vii) State Services and NGOs to promote or develop programmes jointly that will aim to abolish discrimination against victims of sexual exploitation.

(viii) When handling cases of sexual exploitation the Welfare Officers must use the services of interpreters so that the victims will have the opportunity to better express themselves in their own language and describe their experiences and receive support. The Social Welfare Services must seek to increase the number of interpreters and to find interpreters, if possible, of the same sex with the victim.

(ix) During the hearing of a case the victim may have immediate access to or be accompanied by a psychologist or a social worker to provide the necessary support to the victim.

(x) The Social Welfare Services must take all measures deemed necessary to protect the personal details of the victim pursuant to the Personal Data Protection Law, as well as of the human rights of the victim.

(xi) To promote programmes with the participation of the victims for their rehabilitation or their preparation to return to their country.

(xii) When the victim is a child, to provide support not only to the child but also to its family.

(xiii) The guardian must make sure that all competent services and organisations inform the victims as to their legal rights and in general to explain the procedure that will follow after the submission of the complaint up to the hearing of the case in court. In specific to explain their rights for their residence permits, their right to change employer and the provision of other legal services that concern their repatriation and in case of a hearing by the Court, the possibility of actionable rights to general and specific compensations.

6.3.2 Ministry of Interior

6.3.2.1 Migration Department

(i) For the victims to acquire their independence and not return to the exploitation network the temporary residence permit must include the right to have access to the labour market, to vocational training and studies.

(ii) To establish the issue of a special residence permit to victims of trafficking and exploitation that will be an adequate motive so that they cooperate with the prosecuting authorities, but this must be subject to certain terms and conditions to avoid abuse. To determine the criteria for the issue of the residence permit, the presuppositions of residence and the cases of non-renewal or revocation as well as the duration that is set to six months with the possibility to renew for a further period of six months.

(iii) The trafficking victims cooperating with the authorities should be given a temporary residence permit. They must be informed for this possibility and be given a

reasonable time to think conscientiously whether they wish or not to cooperate with the prosecuting authorities (police and courts) – in view of the risks that this entails – so that their cooperation will be based on a conscientious decision and therefore it will be more effective. Given the extremely vulnerable position of the victims they must be provided with all possible assistance and care.

6.3.3 Non Governmental Organisations

- (i) NGOs must be encouraged by the government to provide support to the victims under the guardianship of the Social Welfare Service on a 24-hour basis.
- (ii) NGOs must be encouraged by the government to provide information programmes to the victims in relation to their rights, their rehabilitation and repatriation.

7. CONTROL MECHANISM

The establishment of a control mechanism, on the basis of the hereinabove legal framework, to monitor compliance with the provisions/measures/recommendations is necessary.

In accordance with the decision of the Council of Ministers, no. 54.281 and dated 19/09/2001 the Group of Experts was established for the coordination of actions against human trafficking and sexual exploitation of children (**Appendix 1**). The Group of Experts will gather information on the action taken by the responsible bodies, which will then be dispatched to the Ministry of Justice and Public Order. It is due to the nature of responsibilities of this Ministry that is recommended that the same coordinates this monitoring mechanism. Therefore with this mechanism the Ministry will monitor closely the implementation of measures for the prevention and repression of exploitation and human trafficking.

Since various jurisdiction and/or competencies of involved services are distinctly regulated by the Laws, there is a need for coordination and/or promotion and/or monitoring of actions, which will be the responsibility of the Ministry of Justice and Public

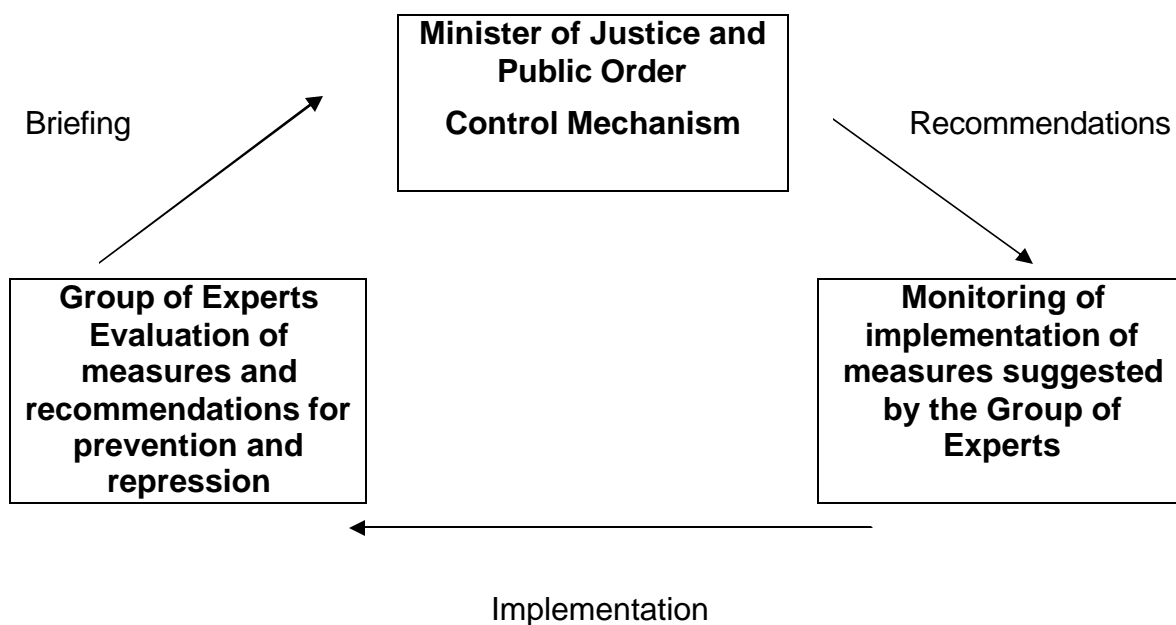
Order on each occasion, who seems to be the natural responsible person for the general coordination of the issue.

In specific, it is recommended that the Minister of Justice and Public Order on each occasion be appointed as the National Monitoring Body who will draw up a cooperation agreement between the responsible government departments and the NGOs, which will include the powers and responsibilities of each party and which will describe clearly the process of operation of the Control Mechanism.

Guidance to the operation of the Control Mechanism will be the already formulated recommendations of the departments and the interdepartmental manual that the Social Welfare Services Department will prepare, as the guardian of the victims.

The Ministry of Justice and Public Order will be informed regularly of the opinions of the Group of Experts as mentioned hereinabove and following will have the responsibility of implementation of the measures for the prevention and repression of the phenomenon of labour exploitation and sexual exploitation of children and adults.

The following diagram represents the operation mode of the Control Mechanism.



8. ASSESSMENT

On the basis of the hereinabove – everything that has been done, all being done and everything that will be done – it is estimated that the Republic of Cyprus will be in a position to confront this disturbing global phenomenon. We are already following the right track focusing on respecting human rights – trafficking is a fundamental violation of human rights – which Cyprus must and wish to protect like the “apple of its eye”.

With the measures proposed in the Plan of Action it is believed that the problem will be eliminated or at least that it will significantly decrease.

Appendix 8.2

(Answer 14.2.)

Plan of Action for the Coordination of Actions on Combating Trafficking in Human Beings and Sexual Exploitation of Children: Legislative Measures

- **New Aliens and Immigration Law:** The new legislation, which will replace the existing one, will be in compliance with the Community Acquis where relevant. It clearly prescribes the conditions of entry and employment for all third country nationals, conditions and prerequisites for the granting of work permit for all categories of workers and it abolishes the special conditions for the so-called “artist permit”. It also gives the right to workers to change employers, on certain conditions set by the Law and it abolishes the workers` dependence on their employers.

With regard particularly, to the victims of trafficking, it regulates their residence regime, including a reflection period giving them time to recover and to decide whether they wish to cooperate with the competent authorities for the prosecution of the traffickers, or not.

The drafting is completed and the bill is at the competent Ministries for consultation.

Meanwhile in the effort of the Republic to be in full compliance with the Community Acquis, the existing Aliens and Immigration Law will be amended so as to transpose into the national legislation the following EU Directives:

- Council Directive 2003/109/EC of 25 November 2003 concerning the status of third country nationals who are long term residents: The Directive mainly determines the terms of conferring and withdrawing long term resident status granted by a Member State in relation to third country nationals legally staying in its territory, and the rights pertaining thereto. This Directive constitutes an instrument for the

integration of long term residents into society in which they live, and safeguards the equal treatment among the long term residents with the citizens of the Member State they reside, in a wide range of economic and social matters.

- Council Directive 2003/86/EC of 22 September 2003 on the right to family reunification: This Directive recognizes that measures need to be adopted in conformity with the obligation to protect the family and respect family life. The purpose of the Directive is to determine the conditions for the exercise of the right to family reunification by third country nationals residing lawfully in the territory of the Member States.
- Council Directive 2003/110/EC of 25 November 2003 on assistance in cases of transit for the purposes of removal by air: The purpose of this Directive is to define measures on assistance between the competent authorities at Member State airports of transit with regard to removals by air.
- Council Directive 2002/90/EC of 28 November 2002 defining the facilitation of unauthorized entry, transit and residence: The purpose of this Directive is to provide a definition of the facilitation of illegal immigration in order to combat the aiding of illegal migration, both in connection with unauthorized crossing of the border in the strict sense and for the purpose of sustaining networks which exploit human beings. This Directive supplements other instruments adopted in order to combat illegal immigration, illegal employment, trafficking in human beings and sexual exploitation of children.

The bill has been approved by the Council of Ministers and was laid before the House of Representatives for enactment.

- **New Law for the Trafficking of Human Beings:** The scope of the new legislation is to harmonise the national legislation with the Community Acquis and to facilitate the implementation of the Republic's international obligations and commitments, such as the United Nations Protocol on Trafficking in Human Beings attached to the International Convention on Transnational Organised Crime. In the new legislation the term "trafficking" will, in addition to sexual exploitation of women and children, also mean labour exploitation, slavery, removal of human organs, etc., and will have clear provisions for the prevention of trafficking, for the protection of the victims and for the prosecution of those involved in trafficking.

The drafting is completed and the bill is at the competent Ministries for consultation.

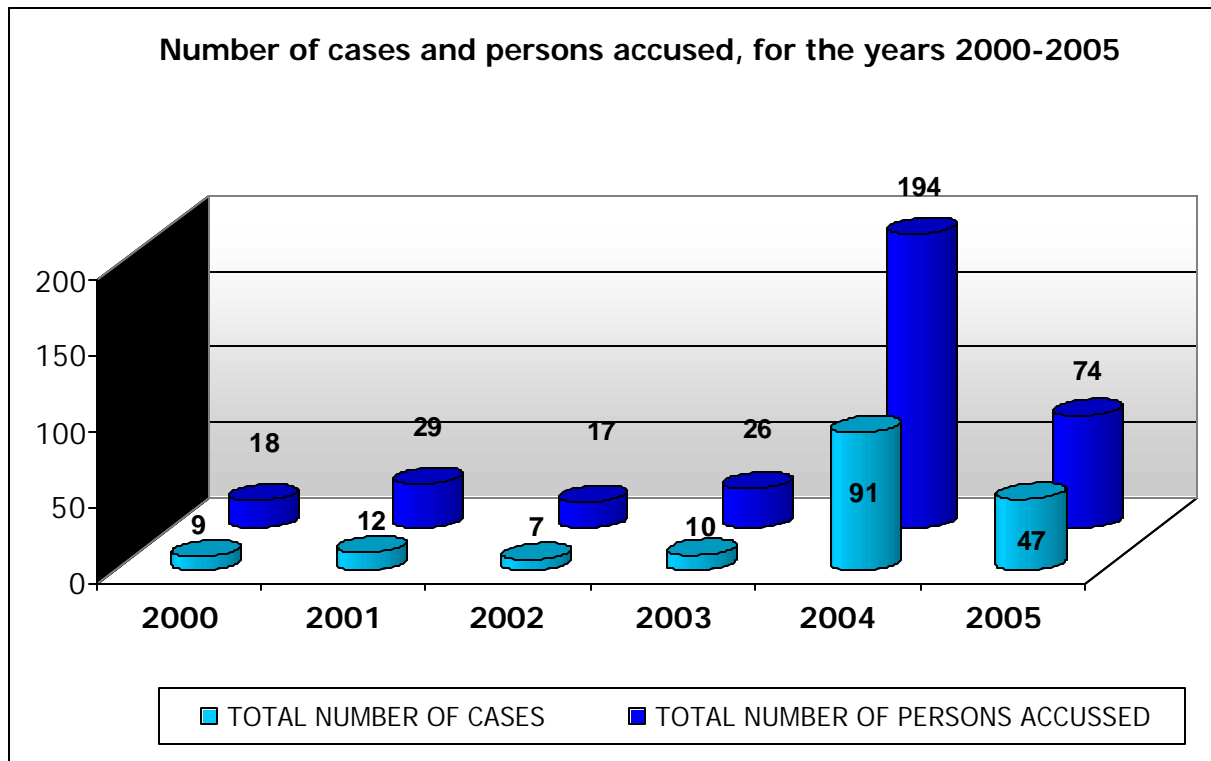
- **Legislation on Private Employment Agencies:** The existing legislation has weaknesses, especially in relation to trafficking and it needs to be amended to be compatible with the new law on the trafficking of human beings. An amending bill, which will set more clear criteria and prerequisites for employment agents and will provide the mechanism for supervising private employment agencies, is expected to be ready for consultations by June 2006.

Appendix 9

(Answer 14.2 and 15.2.)

Number of Cases Presented to Court and number of Persons charged with offences relating to Trafficking of Human Beings

The figure below indicates the increase of cases that were investigated, or are still under investigation by the Police, for the years 2000 – 2005. It be noted that for the year 2004, 194 persons were brought to justice, and for the year 2005, 74 persons were brought to justice. The statistical information below relates to the following offences of Sexual Exploitation, Procuring, Living on Earnings of Prostitution, Suppression of Brothels, Procuring Defilement of a Woman by Threats and Indecent Act.



For the year 2005 the outcome of the 47 cases was as follows:

- 26 cases are pending trial at the Courts
- 6 cases are still under investigation

- 5 cases, persons involved were convicted
- 4 cases, persons involved were acquitted
- 2 cases were otherwise disposed of
- 2 cases were classified as non existing
- 1 case was filed as nolle-prosequi
- 1 case was dismissed

It should be mentioned that 36 persons were charged with trafficking in persons for sexual exploitation, under the Law 3(I)/2000, while 5 persons were charged with trafficking in persons for sexual exploitation of minors, under the Law 3(I)/2000.

PART 1

Employment Indicators

FEMALES	2002	2004
Employment Rates		
15-24	35,8	34,7
25-54	72,0	73,3
55-64	32,1	32,6
15-64	59,0	59,7
Gender gap in employment		
15-24	1,9	5,6
25-54	21,2	19,8
55-64	34,9	38,3
15-64	19,8	20,2
Employment rates of tertiary education graduates		
15-24	79,6	78,0
15-64	82,9	84,1
Gender gap in employment of tertiary education graduates		
15-24	2,8	-0,8
15-64	8,9	7,9
Unemployment by educational level		
Less than upper secondary	5,2	7,8
Upper Secondary	4,5	4,9
Tertiary	3,0	3,9
Gender gap in unemployment		
Less than upper secondary	-2,3	-2,7
Upper Secondary	-1,5	-2,1
Tertiary	-1,2	-1,6
Gender gap in pay	25,1	25,1
Employment share of women in total employment	44,0	43,8
Employment share in the occupational category of legislators & managers	18,0	17,5
Employment share in High-skilled non manual occupations	44,3	42,5
Employment share in skilled & unskilled manual occupations	31,1	31,4

Source: Statistical Service of Cyprus, Labour Force Survey

PART 2

Equal Treatment for Men and Women in Occupational Social Insurance Schemes

Law 2002 - 133(I)/2002

According to the on Equal Treatment for Men and Women in Occupational Social Insurance Schemes Law 2002, men and women shall enjoy equal treatment and any direct or indirect discrimination on the grounds of sex, is prohibited, in particular in relation to:

- the scope of the schemes and the conditions of access thereto ,
- the obligation to contribute and the calculation of contributions,
- the conditions governing the entitlement, the duration and the retention of entitlement to benefits, and
- the calculation of benefits including supplementary benefits due in respect of a spouse or dependants.

Furthermore, the principle of equal treatment does not prejudice any provisions in sexual insurance schemes which relate to the protection of women by reasons of maternity.

Provident Funds (Amendment) Law 2002 - 130(I)/2002

In addition to the Equal Treatment for Men and Women in Occupational Social Insurance Schemes by Law 2002 - 130(I)/2002, the Provident Funds legislation has been amended by Law 130(I)/2002, so as to render any provisions in the constitution of a provident fund which may be contrary to the principle of equal treatment between men and women, null and void. Protection of women by reasons of maternity does not constitute discrimination.

Appendix 11

(Answer 24)

PART 1 (Answer 24.1)

1. Education in Rural Areas

Table 1: Percentage distribution of Women Aged 20-64 by Educational Level and Urban/Rural Residence, 1992 and 2001

Educational Level	1992			2001		
	Total %	Urban %	Rural %	Total %	Urban %	Rural %
Total	100	100	100	100	100	100
Never attended school	2	2	4	1	1	1
Not completed Primary	10	7	16	4	2	7
Primary	29	24	40	20	16	31
Gymnasium (3 years)	8	7	9	9	8	11
Lyceum (completed secondary)	32	37	23	37	39	33
Third level education	19	23	8	29	34	17

Source: Statistical Services of Cyprus, Population Censuses 1992, 2001

PART 2 (Answer 24.2)

2. Health in rural areas

Table 2: Percentage of women who ever had a test for breast cancer by age and urban/rural residence

Age Group	Ever Had a Test for Breast Cancer %		
	Total	Urban	Rural
<u>Total</u>	<u>63</u>	<u>63</u>	<u>64</u>
50-54	73	72	77
55-59	67	69	64
60-64	57	57	54
65-69	48	44	55

Source: Statistical Services of Cyprus, Health Survey, 2003

Table 3: Percentage of women who ever had a test for cervical cancer by age and urban/rural residence

Age Group	Ever Had a Test for Cervical Cancer %		
	Total	Urban	Rural
<u>Total</u>	<u>81</u>	<u>82</u>	<u>79</u>
25-29	64	63	66
30-34	81	80	82
35-39	83	85	79
40-44	85	88	78
45-49	87	87	88
50-54	85	85	86
55-59	88	91	80
60-64	73	75	67

Source: Statistical Services of Cyprus, Health Survey, 2003

Table 4: Percentage distribution of women's self assessment of health status by urban/rural residence

%

Assessment of Health status	All Ages			Aged Less than 30			Aged 30-64			Aged 65+		
	Total	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural
Very Good/Good	78	78	79	95	94	98	82	82	82	38	37	39
Fair	16	15	17	2	2	2	14	14	14	44	42	47
Bad/Very Bad	6	7	4	3	4	1	4	4	3	18	21	13

Source: Statistical Services of Cyprus, Health Survey, 2003

PART 3 (Answer 24.3)

3. Employment in rural areas:

Table 5: Female participation rates by age and urban/rural residence 1992 and 2001

Age-Group	1992			2001		
	Total %	Urban %	Rural %	Total %	Urban %	Rural %
<u>Total</u>	<u>43</u>	<u>46</u>	<u>38</u>	<u>46</u>	<u>49</u>	<u>40</u>
15-19	25	22	30	12	11	14
20-24	65	67	60	58	57	61
25-29	62	67	49	77	80	71
30-34	60	65	48	73	77	63
35-39	61	64	52	70	73	61
40-44	60	61	57	69	72	60
45-49	54	55	52	63	66	57
50-54	44	44	44	51	53	45
55-59	34	33	38	35	36	33
60-64	19	16	24	17	16	18
65-69	8	6	11	4	4	5
70-74	4	2	7	2	2	3
75+	2	1	3	1	1	1

Source: Statistical Services of Cyprus, Population Censuses 1992, 2001

Table 6: Employment in the sector of agriculture, 2000-2004

	Total		Male		Female		No of total Female employment
	No	% of annual change	No	% of annual change	No	% of annual change	
2000 %	14732 100.0%		9359 63.5%		5373 36.5%		112,541
2001 %	14,400 100.0%	-2.3%	9,100 63.2%	-2.8%	5,300 36.8%	-1.4%	133,300
2002 %	16,100 100.0%	11.8%	10,100 62.7%	11.0%	5,900 36.6%	11.3%	138,600
2003 %	16,672 100.0%	3.6%	10,939 65.6%	8.3%	5,733 34.4%	-2.8%	145,487
2004 %	16,756 100.0%	0.5%	10,780 64.3%	-1.5%	5,976 35.7%	4.2%	147,240

Source: Statistical Service of Cyprus, Labour Force Surveys

PART 4 (Answer 24.4)

Actions undertaken by the NMWR to support female employment in rural areas:

European Programmes

- *Women in the Business World – Enhancement of Female Entrepreneurship*

In the framework of this programme, which the NMWR managed and realised, a series of seminars targeted at women in rural, problematic and underdeveloped areas were organised. Three such seminars were organised in Cyprus and one in each country-partner in the project: Germany, Greece and Poland. In Cyprus the seminars covered the rural areas of all districts of Cyprus.

The subject of the seminars was “Female entrepreneurship and how this contributes to the increase of the family income”. The seminars

included, among others, the presentation of success stories of women entrepreneurs, presentation and detailed analysis of existing schemes and sources of finance, which these women could make use of, in order to develop entrepreneurial activity. Furthermore, the seminars tried to cultivate a “can-do” attitude among this section of the population and to convince these women about the potential and the need for developing entrepreneurial activity. Problems faced in the areas covered by the seminars were discussed and recorded.

At a conference organised in Athens, in the framework of the same programme, a special session was devoted to the presentation of good practices as regards female entrepreneurship in rural areas, e.g. partnerships of women in the Greek islands for the production and promotion of traditional products. It is planned that the experts who presented this good practices come to Cyprus to practically transfer this good practice to Cypriot women in the rural areas.

- *Gender Equality – A Responsibility of Both Sexes*

This programme is also managed and realised by the NMWR and deals with the priority theme “the role of men in the promotion of gender equality, particularly the role of men and fathers in the reconciliation of work and private life”.

In the framework of this programme:

- A new seminar aiming at women in rural areas will be organised on the subject: Employment through Entrepreneurship. The seminar will focus on the positive effects the development of entrepreneurial activity has on the economy and on the personal lives of those exercising it. It will try again to persuade women in rural areas to utilise their entrepreneurial potential, by offering practical advice and examples which they could follow.
- A survey will be conducted in order to identify the attitudes of young people as regards gender equality and gender roles in work and family life. The survey will specifically cover rural areas

and will allow comparison between rural areas and the cities. The findings will be used to suggest corrective action, if needed, in order to improve the gender power order in rural areas and to facilitate the access of women to the labour market and their professional advancement.

Other informative seminars:

The BPW organised two seminars, one in Limassol area and one in Paphos area during which the Government schemes supporting female and young entrepreneurship were presented and analysed. The seminars also brought the participants into direct contact with the units/bodies from which they can get assistance in applying for these schemes and in obtaining further financing.

Training of women to enter the labour force:

The BPW in cooperation with the Cyprus Human Resource Development Authority are designing a new scheme for the training of unemployed women / inactive labour force, so that they are better qualified to enter the labour market. According to official statistics, in Cyprus about 55.000 women belong to the inactive labour force, the majority of which are in rural areas. The scheme will be developed based on the findings of a survey being conducted now, to identify the needs of businesses and of the labour market in rural areas.

Access to finance:

The Women's Cooperative Bank offers special loan schemes for women start-ups in rural areas. Through these schemes, women who make use of one of the governmental schemes can obtain a micro loan (CYP 5.000 – 10.000) from the Women's Co-op without guarantee. Beside the financial aspect, the Women's Co-op also offers advisory services to these women, regarding the business plan and other aspects of the effort to start a business.

Participation of rural women in Farmer's Organizations:

Women farmers are under-represented in the Agricultural/Farmer's Organizations. More specifically the representation of women is as follows:

- Pancyprian Organization of Farmers "Agrotiki":
 - Membership of Women is only 20% of total membership. Out of 3000 members around 600 are women.
 - In the District Councils and in the Executive Secretariat, 25% are women. Out of 15 members, 4 are women.
 - In the Central Council 22% are women. Out of 100 members, 22 are rural women

"Agrotiki" has set up a women's section in an effort to advance the status of women farmers organizing special activities towards this direction. A research project on the "Role of Rural Women in the Contemporary Cypriot Society", with special emphasis on their participation and impact in the society has been approved to be carried out with the financial support of the NMWR.

- Pancyprian Farmers Union of Cyprus (PEK).

Women represent the 10% of its members and the 5% of the Councils (Central and Locals).

- "Cyprus Panagrotikos Association".

The Supreme Council consists of 130 numbers out of whom 25 are women. The president of the disciplinary board consisting of 5 members is a woman.

All farmer organizations are members of the National Committee of NMWR and, thus, they have all the benefits as well as the opportunities for financial support, information and education, networking, etc.

Appendix 12

(Answer 26)

Table 1: Foreign Residents by Citizenship and sex, as at Census 2001 (Stock of Migrants)

CITIZENSHIP	Total	Males	Females
TOTAL	<u>64,810</u>	<u>28,720</u>	<u>36,090</u>
EUROPE	45,253	21,009	24,244
EU Countries (15)	32,214	16,463	15,751
Austria	132	66	66
Belgium	109	54	55
Germany	803	320	483
Denmark	79	34	45
Spain	44	15	29
Finland	203	37	166
France	381	164	217
United Kingdom	11,871	5,472	6,399
Greece	17,459	9,858	7,601
Ireland	258	87	171
Italy	223	113	110
Luxembourg	3	1	2
Netherlands	234	96	138
Portugal	19	11	8
Sweden	396	135	261
few EU Countries (9)	479	143	336
Malta	5	2	3
Estonia	8	3	5
Lithuania	40	8	32
Latvia	56	15	41
Hungary	77	32	45
Poland	158	39	119
Slovenia	7	3	4
Slovakia (Slovak Republic)	28	12	16
Czech Republic	100	29	71
Other Europe	12,560	4,403	8,157
Bulgaria	2,411	716	1,695
Romania	1,778	579	1,199
Federal Republic of Yugoslavia	1,190	554	636

**Table 1: Foreign Residents by Citizenship and sex, as at Census 2001 (Stock of Migrants)
(cont'd)**

CITIZENSHIP	Total	Males	Females
Moldova, Republic of	384	65	319
Russian Federation	4,952	1,888	3,064
Ukraine	1,259	372	887
Other European Countries	586	229	357
ASIA	16,033	5,748	10,285
Lebanon	869	487	382
Syrian Arab Republic	1,436	1,097	339
Armenia	459	225	234
Georgia	984	478	506
Bangladesh	329	321	8
China (incl. Hong Kong)	782	376	406
India	1,313	759	554
Iran (Islamic Republic of)	552	344	208
Sri Lanka	4,939	854	4,085
Philippines	3,245	144	3,101
Remainder of Asia	1,125	663	462
AMERICA	1,220	555	665
AFRICA	1,320	891	429
OCEANIA	290	147	143
NOT STATED	694	370	324

Source: Statistical Service of Cyprus

**Table 2: Percentage of foreign residents on total population by sex, as at
Population Census 2001**

Percentage of Foreign Residents		
Total	Males	Females
9.4	8.5	10.3

Source: Statistical Service of Cyprus

Table 3: Long – term Immigrants, 2002-2004

Year	Total	Males	Females
2002	14,370	6,682	7,688
2003	16,779	8,815	7,964
2004	22,003	10,502	11,501

Source: Statistical Service of Cyprus

Table 4: Employment of Foreign workers by sector of economy, 2002-2004

SECTOR OF ECONOMY (NACE)		2002	2003	2004¹
A	Agriculture, hunting and Forestry	3,003	3,474	3,763
B	Fishing		40	43
C	Mining and quarrying		46	54
D	Manufacturing	2,778	3,344	3,834
E	Electricity, gas and water supply		23	10
F	Construction	2,506	3,431	4,510
G	Wholesale and retail trade, repair of motor vehicles, motorcycles etc	2,751	3,410	4,087
H	Hotels and Restaurants	7,045	7,721	8,626
I	Transport, storage & communication		437	629
J	Financial intermediations		133	173
K	Real estate, renting & business act.		880	1,204
L	Public administration, defence etc		51	32
M	Education		524	591
N	Health and social work		674	761
O	Other community, social, personal srv.		857	925
O	Other services	3,208	3,556	4,315
P	Private households	10,537	12,236	14,045
Q	Extra territor. Organ. And bodies		2	5
	TOTAL	31,828	37,283	43,292

Source: Department of Social Insurance

¹ this number includes E.U citizens

Appendix 13

(Answer 27.3)

Asylum Service Statistical Data

	2002		2003		2004		2005		2006 as at 28/02/2006	
	cases	persons	cases	persons	cases	persons	Cases	persons	cases	persons
Total Applications	839	952	4032	4407	9284	9870	7291	7745	642	685
Total Pending	713	809	4341	4805	8627	9330	10427	11279	10223	11064
Total Decisions	126	143	404	411	4998	5345	5491	5796	846	900
Rejections	126	143	266	271	2504	2734	2981	3126	315	341
Recognised	0	0	0	0	15	30	16	41	2	4
Humanitarian	0	0	10	12	26	56	49	121	11	28
Closed files	0	0	128	128	2453	2525	2445	2508	518	527