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Mapping out the situation of labour trafficking in Cyprus



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INTRODUCTION

Cyprus is a destination country for victims of trafficking, mainly for sexual and labour exploitation, even though other forms of trafficking, such as for the purposes of begging, more commonly in children of Roma origin, street prostitution, removal of organs and marriages of convenience, also take place. The state however, has up to now acknowledged Cyprus, in the Government controlled areas¹ as a destination country mainly only for victims of trafficking for sexual exploitation and, only to a limited extent, of labour exploitation. In the Northern part² of the island, the non-government controlled areas, trafficking is neither banned nor acknowledged as taking place by the authorities.

As documented in innumerable research and other reports of international, European and local organisations, agencies, academics and NGOs³, as well as in a number of cases reported by NGOs, trafficking for sexual exploitation has been a major problem for a long number of years in the government controlled areas of Cyprus. The majority of trafficking victims for sexual exploitation come from Eastern European countries such as Moldova, the Ukraine, Russia and Belarus, as well as from the Philippines, Dominican Republic, and more recently from China and Vietnam, in the Government controlled areas. In the Northern part the majority of the victims, in either labour or sexual exploitation come from Moldova and Ukraine, as

well as Morocco, Kenya, Uzbekistan, Turkmenistan, Belarus, Russia, Kyrgyzstan, Kazakhstan, Paraguay, Georgia, Tunisia, Romania, Nigeria, Latvia, Egypt, Armenia, and Tanzania.

The extent of the problem in the Government controlled areas is best illustrated by the *Rantsev v. Cyprus and Russia*⁴ case, of 7 January 2010, in the landmark ruling of the European Court of Human Rights, about Oxana Rantseva, a young Russian woman who fell to her death in her attempt to escape her traffickers on 29 March 2001. With this ruling, Cyprus was convicted for its “failure to provide for an appropriate legal and administrative framework to combat trafficking and to properly investigate how and where the victim was recruited”⁵. Further, the Court “expresses the need for an urgent re-examination of the anti-trafficking policy, but also of the national immigration policy and practices in general. In its decision the Court found that many of the procedural requirements in force in Cyprus set the immigrant worker under the control of the employer, thus creating a breeding ground for trafficking and slavery.”⁶ Thus the findings of the ECtHR in the Rantsev Case are equally applicable in relation to trafficking for labour exploitation as will be illustrated further down in this study.

As noted by many commentators and NGOs, despite the progress in the legislation and policies for combating trafficking and sexual exploitation, in practice the problem of trafficking for sexual exploitation continues unabated and there are various problems in government policies and administrative practices, especially concerning the support, protection, integration and access to compensation of the victims. This is best exemplified by the much publicised abolition of the “artiste” visa, which up to 2008-2009 was granted to migrant women who worked in night clubs, cabarets and other sex trade establishments, and its replacement by visas for “creative” and “performing” group artists, the applications for which are examined, as in the case of other third-country migrants, by the Ministry of Labour, Welfare⁷ and Social Insurance,

1 The term «Government-controlled areas» refers to that part of Cyprus, which is under the control of the Government of the Republic of Cyprus after the 1974 events, also referred to as the «southern part», while the term «the non-Government controlled areas» refers to that part of Cyprus under the effective control of Turkey since the 1974 events, also referred to as «northern part». It is also noted that, whilst the Republic of Cyprus as a whole is a E.U. member state since 2004 when Cyprus joined as a full member, the application of the *acquis communautaire* is suspended in the non-Government controlled areas in accordance with Protocol No. 10 to the Treaty of Accession of the Republic of Cyprus to the E.U.

2 The northern part of the island is under the control of Turkey since 1974 and has proclaimed itself as the «Turkish Republic of Northern Cyprus », an entity not recognised by the international community.

3 See for example: *Journeys of Jeopardy: A Review of Research on Trafficking in Women and Children in Europe*, Prepared for IOM by Prof. Elizabeth Kelly, Child and Woman Abuse Studies Unit, University of North London, U.K., November 2002; Donna Hughes and Tatyana Denisova, *Trafficking in Women from Ukraine*, U.S.-Ukraine Research Partnership, 2002; *Report on trafficking of persons*, Ombudsman's Office, Nicosia, Nov. 2003; *The Protection Project, "The Cabaret Artistes of Cyprus,"* Johns Hopkins University, Washington, D.C., 2005; *Trafficking in human beings (TIP) Reports*, US Department of State, (Cyprus first featured in the TIP Reports in 2004; since then, it oscillates between two Tiers of the Watch List); *ENAR Shadow Reports – Racism in Cyprus*, annual reports prepared by KISA or with the support of KISA, for the years 2005 – 2010/2011; Mediterranean Institute of Gender Studies, *Mapping the Realities of Trafficking in women for the purpose of sexual exploitation in Cyprus*, 2007, <http://www.medinstgenderstudies.org/wp/?p=322>; Nicos Trimikliniotis & Corina Demetriou *Thematic Study on Child Trafficking in Cyprus*, August 2008, European Union Fundamental Rights Agency.

4 http://www.coe.int/t/dghl/cooperation/economiccrime/corruption/Projects/CAR_Serbia/ECtHR%20Judgements/English/RANTSEV%20v%20CYPRUS%20%20RUSSIA%20-%20ECHR%20Judgment%20_English_.pdf

5 Joy Ngozi Ezeilo, *Report of the Special Rapporteur on trafficking in human beings, especially women and children*, Human Rights Council, UN, 13 April 2011

6 Nicoletta Charalambidou, KISA's legal adviser, quoted in Anna Hassapi, *The Decision of European Court of Human Rights in the case of Rantsev v. Cyprus and Russia*, Cyprus Mail, 9 January 2010

7 'Welfare' is a recently added section of the Ministry.

instead of the Ministry of Interior as was the case previously. However, the new conditions and criteria for these visas are not publicised, nor is there transparency as to where people entering the country on these visas actually work. KISA and other NGOs locally and international organisations have expressed their concern that the only changes brought about by the abolition of the visa issue is the “decriminalisation” of the state, which was seen as part of the trafficking rings and system because of its special “artiste visa” policies, and the place where women are being trafficked and exploited, from cabarets to bars to private apartments or massage parlours⁸.

Previous research suggests that the northern part of Cyprus has been both a destination and a transit country of trafficking in women for sexual exploitation in the night club industry⁹. Debt bondage is found to be a common practice inside the ‘night club’ industry. Forced prostitution and violence inflicted by ‘bosses’ and ‘customers’ is found to be another form of human rights violation these women face. Trafficking in persons for the purpose of labour exploitation is another form of trafficking in the northern part of Cyprus, according to which persons from different countries including Pakistan, Philippines, Turkmenistan, Vietnam, China, Bulgaria and Turkey are recruited through traffickers and subjected to forced labour¹⁰.

new in northern Cyprus, its acknowledgement, at least as regards trafficking for the purpose of sexual exploitation, is. However, labour exploitation is completely dismissed as a possibility by the authorities. As a result, victims of trafficking for labour exploitation remain unidentified and abandoned in the northern part of Cyprus.



Even though trafficking in persons is certainly not

8 30.09.2009 – KISA Report – The Position of Migrant Women in Cyprus - See more at: <http://kisa.org.cy/30-09-2009-kisa-report-the-position-of-migrant-women-in-cyprus/#sthash.KQ5An199.dpuf>

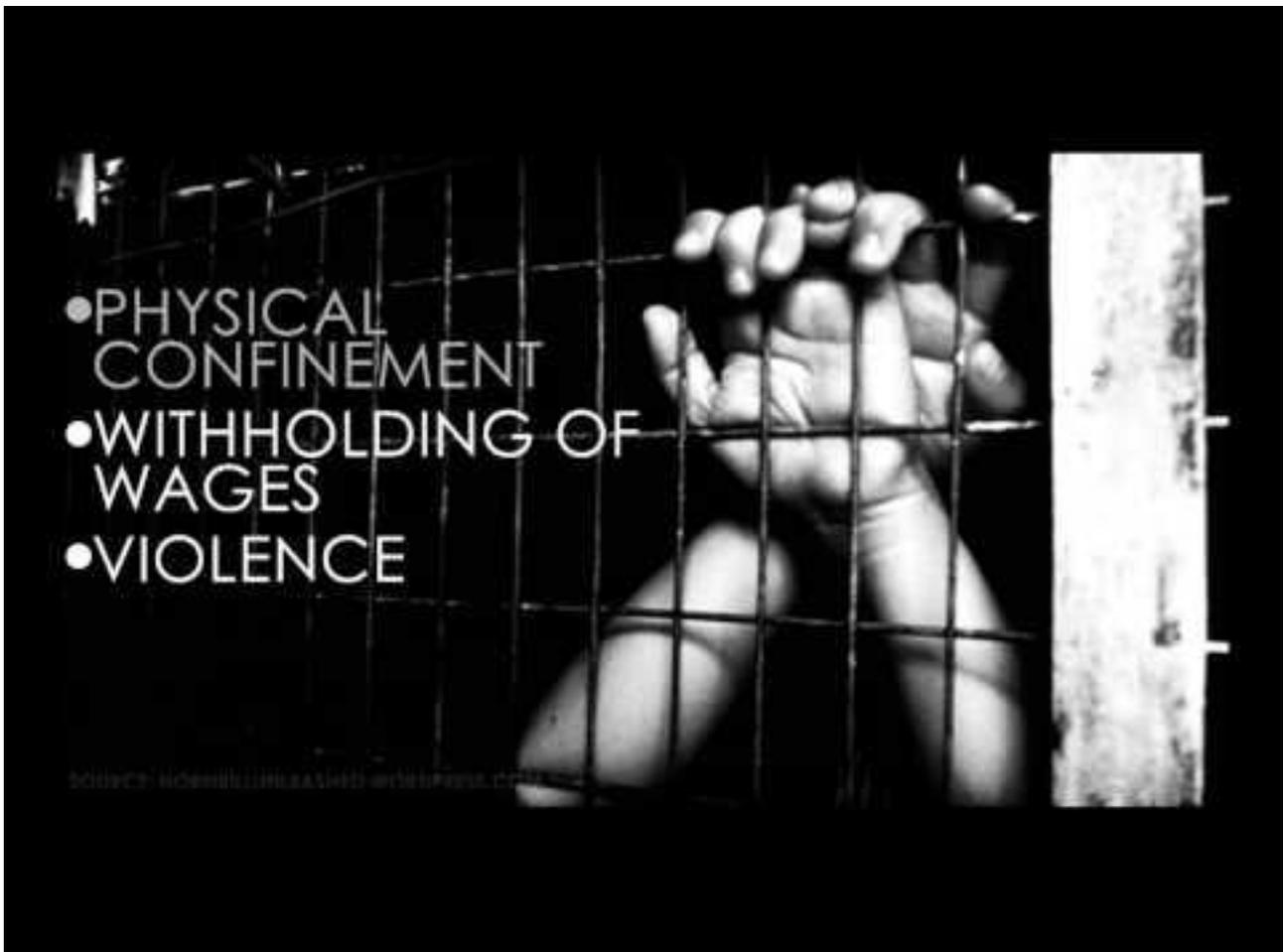
9 Yucel, Mine, Women Trafficking in the Turkish Cypriot Community, Prologue Consulting Ltd, 2009; Pasha, Faika Deniz, Human Rights of Women in northern Cyprus, Turkish Cypriot Human Rights Foundation, May 2012; United States Department of State, Trafficking in Persons Report, 10th ed., June 2010;

10 Goyuklu, Ceren, Human Trafficking for the Purpose of Labour Exploitation in Northern Cyprus, Turkish Cypriot Human Rights Foundation, 2014.

Scope and Methodology of this report

This report aims to map out the situation of trafficking in human beings for the purpose of labour exploitation in Cyprus, both in the Government and non – Government controlled areas on the basis of desk research, which provides an overview of the legal and institutional framework in place, the administrative practices as well as the structural set up, main stakeholders, data and statistics where available. The report also outlines

the major problems and weaknesses encountered by persons experiencing trafficking as well as NGOs and other stakeholders. In addition, the report takes into account a qualitative assessment of the situation on the ground, on the basis of the results of focus groups with victims of labour trafficking and questionnaires amongst both victims and relevant stakeholders. The problems faced by victims of trafficking, as recorded by the services and support offered by KISA and TCHRF during the period of the project are also feeding into the actual situation of labour trafficking on the ground.



Migration Model and Trafficking for labour exploitation in Cyprus

Trafficking for labour exploitation in the Government controlled areas has gone through years of denial, irrespective of the available evidence presented in reports and considerable pressure from national, European and international NGOs, agencies and other bodies¹¹. Indeed, the first national regulation to combat labour trafficking was not officially put into place until 2007, when the Combating of Trafficking and Exploitation of Persons and the Protection of Victims Law of 2007, replacing the Combating of Trafficking in Human Beings and Sexual Exploitation of Children Law of 2000, came to fill the legislative gap by including all forms of trafficking¹².

Even after the recognition phase, however, labour trafficking is still treated to a large extent more as an issue of labour disputes and violations of labour rights rather than for what it is, a very serious crime involving gross human rights violations of the victims, who remain in their majority unidentified and do not, therefore, enjoy the protection and rights provided for by the law. As a result, the measures taken to combat trafficking for labour exploitation, in the area of protection and support to victims, are limited mostly to information leaflets and awareness-raising campaigns. The continued failure of the state to provide effective identification, support and protection to victims of trafficking for labour exploitation is reflected also in the fact that the only shelter for victims of trafficking run by the Welfare Services Department, of the Ministry of Labour, Welfare and Social Insurance, and the only one in the whole country is intended only for

¹¹ *Trafficking for Labour in Cyprus*, a report in the frame of the EU-funded project: "Combating trafficking in human beings- going beyond", coordinated by CCME and authored by C. Christodoulou, A. Diamantopoulou, V. Dourida, A. Michalakieli, M. Papantoniou-Frangouli, Athens, Feb. 2011; *Global Report on Trafficking in human beings*, UNODOC, UN.GIFT, Feb. 2009; GRETA, *Report concerning the implementation of the Council of Europe Convention on Action against Trafficking in Human Beings by Cyprus*, First evaluation round Strasbourg, 12 September 2011

¹² Law 87(I)/2007 has been recently reviewed and repealed by Law 60(I)/2014 "The Combating of Trafficking and Exploitation of Persons and the Protection of Victims Law of 2014"

sexual trafficking victims.

Trafficking for labour exploitation is more evident in domestic work, in seasonal work in agriculture and animal farming, where the terms and conditions of employment and labour practices applicable to third country migrants, including their contracts, issued by the competent government services, as well as the collective agreement in force in the farming sector, increase their vulnerability per se as they are in substance themselves exploitative.

In the majority of cases, domestic workers are obliged to live at their employers' house which, by its very nature, is automatically exempted from

labour inspections and effectively barred from unionisation. Similarly, agricultural migrant workers are required to live at their workplaces, often in stables or barns, in the same space as the animals they tend, and which are evidently unsuitable for human habitation. In the majority of cases, exploitation is taking place due to long hours of work, sometimes

unpaid or not fully paid, confiscation or withholding of travel and residence documents, restrictions of freedom of movement and not allowance of any day off, violence and threats and many times sexual violence as well, debt bondage and inhuman and degrading living conditions or living conditions violating their right to private life. These feudal employment conditions render migrant workers in these sectors vulnerable to extreme exploitation. Such conditions, as the ones faced by the vast majority of migrants in Cyprus working in the above mentioned areas, were found by the ECtHR in *Siliadin v. France* (Application no. 73316/01) to amount to treatment contrary to Article 4 of the ECHR which provides that no one shall be held in slavery or servitude and no one shall be required to perform forced or compulsory labour.

In addition, migrant workers are potential targets for traffickers because of their race and ethnicity and their lack of awareness about their rights under national or international law or of the system





in Cyprus. The majority of the victims of trafficking in these sectors come from Vietnam, Bangladesh, Pakistan, India, Sri Lanka, the Philippines, and more recently from African countries such as Nigeria and Ghana. Labour trafficking is also spreading to other sectors of economic activity, such as the construction and tourism industries, where even EU nationals, mostly from Romania and Bulgaria, are trafficked and exploited.

Despite the fact that people in their own country may find themselves in exploitative situations (internal trafficking), in the case of Cyprus, as indeed in other European Union member states, migrants constitute the major target group for traffickers and therefore represent a population particularly vulnerable to labour exploitation and trafficking.

This is a direct consequence of the migration model, policies and practices in place in Cyprus. The problems of trafficking, therefore, can be fully appreciated only in the general context of the migration model in place, its major parameters and administrative practices. Even though a number of corrective policies and measures have been developed in recent years, introduced ostensibly to ensure respect and safeguarding of the labour and human rights of migrants, the basic tenets of this migration model still obtain. This migration model was instituted at the beginning of the 1990s, in agreement with the social partners (trade unions and employer associations), in order to meet acute labour shortages in low-skilled or unskilled jobs and in sectors such as agriculture, services, cleaning and catering services, the construction and hotel industries, jobs that Cypriots would not take up. Ever since, Cyprus has followed a very strict migration policy based on the issue of temporary

work permits that are not normally renewable for more than a maximum period of 4 years¹³. With this permit, a migrant is attached to a specific employer and a specific job. Migrants can change employer only if they are given the so called “release paper” by their employer and only after the first 6 months of employment or if they can prove to the competent authorities that their rights are violated by the employer, after filing a complaint to the Labour Relations department. With a release paper given either by the employer or by the authorities, depending on the case, a migrant has one month within which to find a new employer, otherwise they become automatically irregular. The same applies if a migrant worker abandons his/her employment due to severe exploitation and violation of their rights, very often including also sexual abuse and violence, and if they do not report a complaint to the authorities within 15 days after they abandon their employment. Very often, migrants in abusive and exploitative conditions find it difficult to report or file complaints against their employers to the Immigration Police, fearing immediate deportation, as a result of which they become immediately undocumented subject to detention and deportation. In addition, the employer can at any moment terminate the employment of the migrant employee without providing a “release paper”. In that event, the migrant will automatically lose their resident permit as well and therefore be subject to arrest, detention and deportation. Their absolute dependence and bondage to their employers make migrants very vulnerable to extreme exploitation and trafficking.

¹³ This replaced the 6-year permit with the expressed aim to prevent migrants from qualifying for the long-term residency under Directive 2003/109/EC. Exempted from the provision of this regulation are migrant domestic workers working for elderly, seriously ill or disabled people or people with special needs, families with young children, both parents who work, and people with large incomes.

Another key factor contributing to the vulnerability of third-country migrants is that the entry, residence and employment process of migrants is facilitated not by state structures and mechanisms but through private profit-making agencies, regulated by law, as well as by individuals within the migrant communities who act as middle-men/women, both in Cyprus and in their countries of origin. A direct consequence of the operation of private agencies is the extremely high cost of migration (ranging from €2000 – €10000, depending on the country of origin), the brunt of which is borne by migrants and, to a much lesser extent, by employers. In addition to the restrictive migration model and policies, the exorbitant migration debts are partly responsible for the large number of undocumented migrants in Cyprus.

With such huge migration debts, migrants are unwilling or unable to return to their countries of origin when their residence and employment permits expire or are revoked. They therefore end up with irregular status whereby they become extremely vulnerable to exploitation by traffickers. In addition, private agencies are often implicated in trafficking networks and working for this purpose in close association with similar agencies in the countries of origin of migrants. Another factor

contributing to the lack of any protection and/or support to victims of trafficking is the way migration authorities exercise their wide discretionary powers in relation to migrants, which, more often than not, are exercised in an arbitrary manner and in bad faith, without proper investigation of the cases and with a bias in favour of Cypriot employers. In the vast majority of the cases, even if the Labour Disputes department of the Ministry of Labour finds that the migrant workers submitted a justified complaint, migration authorities chose to deny them access to a new employer and order their deportation and very often detention in the meantime.

The extent of trafficking in the northern part of Cyprus is equally of serious concern. Contrary to the southern part of Cyprus, there is no legal framework in the areas not controlled by the Republic of Cyprus on any form of trafficking, even though a bill of law on trafficking has been pending for a number of years. The legal and political situation in the northern part of the island is an essential element which traffickers, on both sides of the divide, take advantage of. Victims of trafficking, in terms of their nationality are divided into two main groups: persons of Turkish nationality and all other countries. The majority of migrant workers are from Turkey. This group of migrant workers in





general is subjected to forced labour, however they very rarely may be identified as victims of human trafficking, at least officially. In sectors such as construction, industry and citrus production it is more likely to find victims of trafficking in persons. In addition to this, all victims of trafficking from Turkey are identified to be from the eastern regions of Turkey.

Other migrants have their origin in countries in Eastern Europe and Asia. Countries such as Romania, Bulgaria and Kazakhstan, are among the group of Eastern European countries, while the main Asian countries of migrants are Turkmenistan, Philippines, Pakistan, Azerbaijan, Kyrgyzstan, Bangladesh, China and Vietnam. Nationals of Pakistan, Turkmenistan and Philippines make up the majority of the trafficking victims. This can be explained by the fact that demand for labour force from these countries is driven by the opportunity present to exploit these nationals. The conditions migrant workers are subjected to within their country of origin, as well as in northern part of Cyprus result in increased vulnerability of migrant workers and dependency on the employer. The country of origin of a migrant is a factor that should be therefore taken into account as showing an increased risk of becoming victims. Migrants from third countries, other than Turkey, are vulnerable to exploitation, as they are more dependent on their employer for reasons such as lack of knowledge of

language and the absence of any legal mechanisms to protect their rights such as laws and complaining procedures, both in the northern part of Cyprus or in their country of origin. Travelling to and from the northern part of Cyprus requires transit from Turkey, something that increases the costs of travelling back to the country origin of migrant workers. This makes it difficult to leave the country when they wish to, thereby increasing the risk of irregular stay, more exploitation and eventually deportation.

It is important to note that the data available on the country of origin of victims of trafficking for labour exploitation are very limited. It is known however that there are victims of trafficking from countries other than Turkey and the ones mentioned above. As in the case of the Government controlled areas, a factor that contributes to trafficking and labour exploitation of migrant workers in the northern part of Cyprus is the migration model followed and which, in its core characteristics, does not differ substantially from the one followed in the Government controlled areas. Before applying for a work permit for a migrant worker, an employer who could be a natural person or a business must apply for a preliminary permit to the Department of Labour prior to arrival. The preliminary permit gives its holder the right to enter the northern part of Cyprus to work at certain workplace and occupation indicated in the permit. The

Legal and institutional framework

The Republic of Cyprus has ratified all international and regional legal instruments and transposed the relevant European Union law to combat trafficking in human beings¹⁴. Most recently, the trafficking law was reviewed once again, after the 2007 legal reform, referred to above, to transpose Directive 2011/36/EU on combating the sexual abuse and sexual exploitation of children and child pornography, replacing Council Framework Decision 2004/68/JHA. The new law, enacted on 10 April 2014¹⁵, incorporates these international and EU instruments and therefore includes all forms of trafficking, i.e. exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery and the removal of organs.

It provides for the prevention of trafficking, the identification and protection of victims and for the prosecution of those involved in trafficking, with prison terms varying from 10 to 25 years.

The law also regulates the institutional and structural framework for combating trafficking in human beings. The Minister of Interior is the national co-ordinator and chairs the Multidisciplinary Co-ordinating Group (MCG), which comprises the following authorities and competent government services and other stakeholders: The Law Office of Cyprus, the Ministry of Interior, the Civil Registry and Migration Department and the Asylum Service (both of which are part of the Ministry of Interior), the Ministry of Justice and Public Order, the Police and the National Machinery for the Rights of Women (both of which are under the Ministry of Justice), the Ministry of Foreign Affairs, the Ministry of Labour, Welfare and Social Insurance, the Department of Labour and the Social Welfare Services (both of which are under the Ministry of Labour), the Ministry of Health, the Ministry of Education and Culture, as well as NGOs¹⁶.

¹⁴ In the Annex attached to this report there is a list of all international and regional legal instruments ratified by the Republic of Cyprus. Also included in the list are some of the most important instruments not yet ratified by Cyprus.

¹⁵ The law on preventing and combating of Trafficking in Human Beings and for the Protection of the victims of 2014 (Law No 60(I)/2014).

¹⁶ A law enacted in March 2012 (L.13(I)/2012) increased the number of NGO members of the MCG from 2 to 4. Currently, the 4 NGOs members of the MCG are: KISA – Action for Equality, Support, Antiracism; MIGS – Medierranean Institute for Gender Studies; STIGMA – Organization for the Protection of Victims of Sexual Exploitation, and Cyprus

According to the law, the MCG provides the framework for close co-operation between all competent authorities and NGOs and is tasked with taking all necessary measures to combat trafficking and exploitation of human beings and to protect victims. In particular, the tasks of the MCG include the following:

- Preparation of an annual report on the implementation of the law regarding the situation of trafficking in human beings at national and international level. The report is submitted to the Council of Ministers for approval and, subsequently, to the House of Representatives for information.
- Monitoring, evaluation, revision, if deemed necessary, and preparation of the National



Action Plan¹⁷.

- Cooperation with countries of origin of victims and development of mechanisms for combating trafficking, at national and international level.
- Monitoring and analysis of developments in international law.

Directive 2011/36/EC requires member states of the EU also to appoint a national rapporteur or equivalent mechanism to monitor the implementation of the legislation and action to prevent and combat trafficking as well as to protect the victims. Cyprus has not as yet appointed a National Rapporteur or equivalent mechanism but, according to the Ministry of Interior, the Multidisciplinary Coordinating Group, set up in 2008, "de facto fulfils the same function as an equivalent mechanism."

According to the anti-trafficking law, the Police Office of Combating Trafficking in Human Beings (thereafter referred to as the Police anti-trafficking Office), set up in 2004, is the competent authority

STOP Trafficking.

¹⁷ The current Action Plan for Combating Trafficking in Human Beings for the period 2013-2015 was approved by the Council of Ministers on 10 April 2013, more than three months into the planning period.

to determine and identify victims of trafficking. The Social Welfare Services are, under the law, the first authority where victims of trafficking are referred to and must provide information in a language understood by the victims, welfare and psychological support and they are also responsible for providing shelters for victims.

Potential victims and identified victims are protected from deportation, at least for an initial reflection period of one month. The recent 2014 legislation included more stringent provisions in relation to the right of third country nationals to remain in the country pending the determination of their identification by the Police as victims and during reflection period in order to decide



whether they would like to cooperate with the Police. More specifically, in the previous law it was provided that the one month residence permit for reflection could be extended, taking into account the individual circumstances of each victim. The more recent legislation provides for an absolute period of one month for reflection period which may not be extended. Moreover, the law provides for the granting of a residence permit to victims of trafficking after the reflection period, only if they are willing to cooperate with the Police for the prosecution of the perpetrators and only if the Police or the Attorney General actually decide that they will prosecute the perpetrators. It is only exceptionally and only after an individual risk assessment of the consequences of the return of the victims, that victims may be provided under the law with a residence permit if prosecution is over or not pursued at all. Moreover, the law does not safeguard the right of residence of the victims, as long as criminal proceedings are under way. As the majority of the victims of labour trafficking are third country nationals, their position under the new legal framework as regards security of residence, either at the initial stage of identification and reflection or subsequent to their identification, is actually worsened, contrary to the letter and spirit of Council Directive 2011/36/EC, which

seeks to enhance the protection under EU law to victims of trafficking. The Department of the Civil Registry and Migration Department of the Ministry of Interior is responsible for issuing the residence permits to victims as well as for any other measure in relation to their residence in Cyprus.

According to the law, victims have a set of rights before identification and during criminal proceedings. The Directive 2011/36/EC and the European Convention against trafficking in human Beings of the Council of Europe provide that all victims of trafficking should also enjoy protection and support for a reasonable period after the end of the criminal proceedings, including the right

to seek compensation against perpetrators and anybody who may be held responsible for the crimes committed against the victims, including the state, if the victim cannot be compensated by the perpetrators. The newly enacted legislation, by limiting residency rights to victims the way described above, does not safeguard these protection rights after the conclusion of the criminal proceedings or after the decision not to initiate criminal proceedings by the competent authorities, regardless of the victim's willingness to cooperate. The law provides also a set of rights for the victims in the context of the criminal proceedings, such as the right to receive information on the criminal proceedings, the right to have legal advice when necessary and when relevant depending on the position of the victim in the criminal proceedings, the rights to be informed of the result of the criminal proceedings and if necessary to be protected from retaliation by the perpetrators, free translation and interpretation services.

In relation to social and economic rights, victims should have access to social and psychological assistance and support, access to vocational training and retraining, health and medical care and full access to the labour market. The Department of Labour is responsible for finding jobs for victims.

The exercise of all the rights provided in the law involves the engagement of a number of other services and authorities, such as for example the Ministries of Health and Education, hence the Multidisciplinary Coordinating Group's role to coordinate action and develop action plans to combat trafficking and to support the victims.

Finally, the law provides for the obligation of the state to ensure that bilateral agreements are signed with the major countries of origin of the victims of trafficking to ensure transnational cooperation in combating trafficking and the protection of the victims.

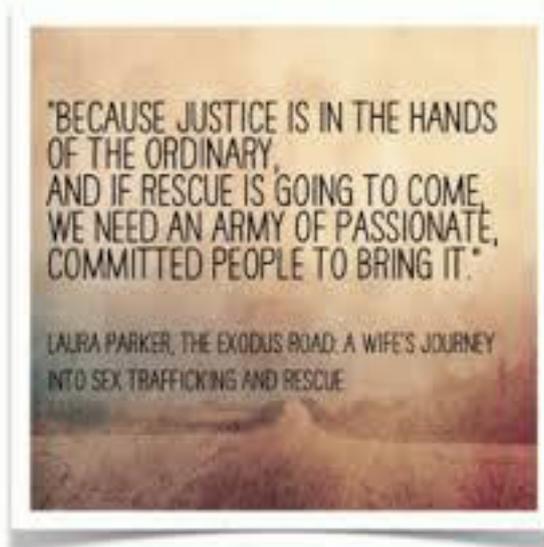
In the northern part of Cyprus, as already mentioned, there is no specific legal framework to prevent and combat trafficking or for the support of the victims. A draft law bill, which defines trafficking in persons and provides for the punishment of traffickers and the protection of the victims, has been prepared; however it has never been discussed and enacted into law due to the lack of the necessary political will to address trafficking.

Despite the lack of anti-trafficking specific legislation in the northern part of Cyprus, several legal instruments are in place that could be used to actually combat trafficking, if the necessary political will is there. The European Convention of Human Rights which bans slavery and slavery related practices is applicable and binding upon the authorities in the north together with the United Nations Covenant on Civil and Political Rights, which also bans forced labour. In addition to the two aforementioned international conventions, the constitution and the Criminal Code prohibit forced labour: According to paragraph 3 of Article 49 of the constitution, nobody can be forced to work and that forced labour is prohibited. Article 254 of the Criminal Code provides that any person, who forces any other person to work against their will, commits a light felony and can be sentenced up to a year in prison. In addition, the labour legislation contains

general provisions concerning the protection of workers, as well as regulations specific to migrant workers. The Law on Work Permits of Foreigners and the by-laws based on this law regulate employment of migrant workers in the northern part of Cyprus by setting out procedures of issuing and cancellation work permits and classification of migrant workforce for permits. In addition to this, the provisions of the Aliens and Immigration Law also apply to migrant workers. However, the

available legal framework as regards migrant workers may be described as a mixture as it consists of provisions that on the one hand protect and provisions that victimise the migrant workers, on the other. The Law came into force in 2006, and immediately after the enactment of the law, 50,000 registrations of migrant workers were reported. In addition, since September 2008 the law provides for compulsory contributions to the Social Insurance and Reserve

Fund, in order for preliminary working permits to be issued for migrant workers. After the introduction of the compulsory contributions, the number of registered workers fell to 32,000. However, the decrease in the number of registrations of migrant workers cannot be interpreted as decreasing demand for these workers. On the contrary, migrant workers are still under high risk of trafficking, as employers try to avoid the legal means of recruiting workers and resort to other means, often illegal and often involving trafficking in persons. In addition, the action taken by the government focuses on eliminating undocumented workforce and increasing employment opportunities for citizens, by decreasing the supply of migrant workforce. It does not aim to prevent trafficking in persons per se and protecting migrant workers who are victims of trafficking.



Administrative practices and implementation of the law

The results of the focus groups discussions and interviews with relevant stakeholders conducted by the two project partners in the context of this project and, together with the outcomes of the services offered to victims of labour trafficking during the period of the project, in addition to reports of independent institutions, such as the Commissioner of Administration and Human Rights¹⁸, show that despite the comprehensive legal framework against trafficking in the Republic of Cyprus that aligns with the majority of international and European human rights instruments relating to trafficking in human beings, the reality on the ground as this is experienced by victims, NGOs and professionals in the area, is far from satisfactory.

The vast majority of persons, who have experienced/ experience conditions of trafficking in Cyprus, are persons with migratory status, who have worked/work as unskilled workers in the following areas: domestic work, farming/agriculture industry, sex industry, and hotel and catering. Persons identified as 'victims of trafficking' are usually requested to stay in Cyprus for a long time, as they are witnesses in criminal proceedings, which typically take many years to complete. During this period, persons who have been identified as victims of trafficking face various problems regarding their rights to access adequate livelihoods and health care, as well as issuing a residence permit. According to the law, persons identified as victims of trafficking should have access to employment, access to welfare benefits, full access to medical care, and they should be

granted a residence permit without being charged for it. In reality, however, they find themselves, once again, in poor living conditions, without real access or without adequate access to any of these rights.

More specifically, the following shortcomings in the protection of the victims as well as the whole structural mechanism adopted to prevent and combat trafficking in human beings have been identified:

1. Even though the law does not provide for the protection and support measures only for those trafficking victims who are willing to testify in court, in the majority of cases the competent



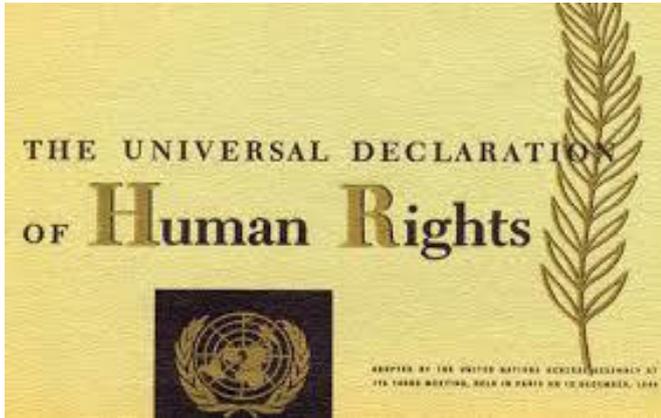
authorities disregard this principle and pressure victims to testify in court, otherwise they are not identified as victims of trafficking at all and they are subjected to detention and deportation measures, whereas

they are not provided even with the minimum of support and protection.

2. Trafficking victims receive social welfare benefit only until they testify in court. Immediately after their court testimonies, almost all victims are deported back to their countries of origin, while the law does not exclude the possibility of integration of the victims in the host country.
3. Deportation is also instrumental in preventing victims from seeking compensation, while they are not provided with psychological and other support. In the rare cases they are allowed to stay on, victims of labour trafficking are very seldom, if at all, allowed to change either their occupation or their employment sector.
4. Notwithstanding the commendable work of the Police anti-trafficking Office, especially in view of its very limited human and other resources and its staff recently extended to 8 persons, the identification of victims by the police is highly

¹⁸ Position of the Commissioner of Administration as the Independent Authority on Human Rights on the framework for Prevention and Combating Trafficking in Human Beings in Cyprus, A/Δ 4/2013, 17 October 2013 and Position of the Commissioner of Administration as the Independent Authority on Human Rights on the Institutional Framework in relation to Prostitution in Cyprus, 13 January 2014. http://www.ombudsman.gov.cy/Ombudsman/ombudsman.nsf/presentationsArchive_gr/presentationsArchive_gr?OpenDocument

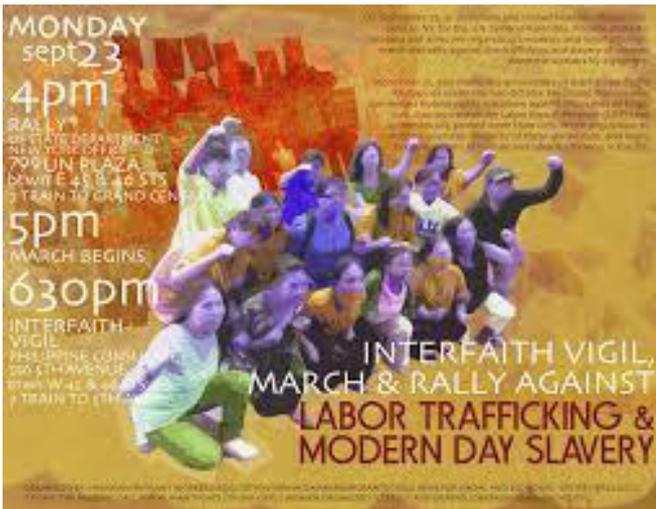
problematic and entails almost automatically a focus on the prosecution of perpetrators rather than on the protection of victims. It also causes reluctance and fear amongst victims, particularly of labour trafficking, whose identification is far more difficult, to report cases of trafficking to the police.



well as other NGOs shows that many cases of labour exploitation in domestic work remain unidentified. In particular, in the context of the current migration model followed, the most pertinent available mechanism to identify victims of labour trafficking is the labour disputes committee of the Ministry of Labour, Welfare and Social Insurance, which examines complaints of migrant workers against their employers. However, the committee has not referred to the Police even one single case of potential victim of labour trafficking as they consider all the abuses and exploitation of migrant workers by their employer as “labour disputes”. It is obvious that the persons comprising the committee are not trained on identifying victims of trafficking and/or if trained, they are not willing to cooperate and coordinate with the Police or Social Welfare Services on the matter.

5. Media reports and information reaching NGOs and other stakeholders about corruption and implication in trafficking networks of police officers in general (not of the anti-trafficking Office), at time high-ranking ones, have not up to now been seriously investigated and/or did not lead to the prosecution and conviction of anyone, a fact that further contributes to lack of confidence in the police both by victims and the general public.
6. As indicated by data of the Police anti-trafficking Office for the years 2009-2011, there was a marked decline from 113 to 52 to 32 victims identified, respectively. The anti-trafficking Police unit identified 34 victims of trafficking in 2012. Thirteen of the 34 victims identified during the reporting period were men whereas 18 of the 34 identified victims were subjected to labour trafficking. The fact that 34 persons have been identified as victims of labour trafficking in 2012 is commendable, but it must be noted, however, that the majority of these persons relate to one case only. In 2013, there was a significant decrease in both investigations (decreased by 68%, and prosecutions (decreased by 70%), as well as convictions (55%)¹⁹.
7. The experience of the two project partners as
8. Even though the anti-trafficking legislation provides for a number of tools and powers for the authorities to use in order to convict traffickers, the legislation has not been used up to now effectively to actually convict anyone under its provisions per se. The majority of those convicted are convicted under the Penal Code related to trafficking crimes and receive lenient sentences, which range from fines up to two years’ imprisonment.
9. Victims of labour trafficking do not get any support or information during the criminal procedure, which is normally unacceptably long and delayed. KISA, in the context also of the project, monitors one of the few cases of identified victims of labour trafficking, which has been introduced against one only of the perpetrators in 2012. It involves at least 35 identified victims of labour trafficking. The case is as a rule postponed, victims do not get accurate information on the reasons of postponement, the company exploiting the migrants is not prosecuted as a legal person and continues to be licenced to employ migrant workers. The victims are not guided through the procedure and, if it were not for KISA monitoring the case through a lawyer, victims would be unable to understand the process. Victims are not prepared at all either as witnesses or as victims.

19 US State Department, *Trafficking in Persons Report 2014*



10. Victims do not have adequate access to their social and economic rights, including housing. The only available shelter for trafficked persons provides accommodation only to victims of sex trafficking and not labour trafficking. As a result, victims of labour trafficking have to find their own way as regards housing, during the initial period of their identification and during which they are more vulnerable, or they are given accommodation by the Social Welfare Services in low budget and very low standard dubious hotels.

In 2013, KISA dealt with approximately 50 cases of persons trafficked for labour exploitation. Out of these 50 cases, 30 were new cases (for which files were opened in 2013) and 20 persons for whom KISA had opened files before 2013, but they applied to KISA again in 2013 for various problems they faced. In the same year, TCHRF in cooperation with other NGOs had some 19 cases of persons believed to have been trafficked. The experiences from these cases confirm the problematic areas outlined above.

The issues concerning persons trafficked for labour exploitation and with which KISA's Migrant and Refugee Centre dealt in 2013 are described below.

➤ **Identification of persons as victims of trafficking**

As mentioned above, the police are the only responsible authority/body for the identification of victims. This is problematic, mainly because usually persons who have experienced/are experiencing trafficking, do not trust the police. The other main problem in identifying persons as 'victims of

trafficking' is that often the persons themselves cannot articulate their experiences in such a way to facilitate identification. Usually, migrants visit KISA's Migrant and Refugee Centre to discuss problems they face (often problems that are not related to trafficking) and through the interview/s, it is revealed that they have or they might have experienced trafficking. KISA cooperates with the police, forwarding them cases for identification purposes and following up with them.

➤ **Access to adequate livelihoods**

The access of persons identified as victims of trafficking to satisfactory livelihoods is guaranteed either through employment or through public assistance.

The problems identified are the following:

A. Employment

Persons identified as victims of trafficking do not usually have any expertise/specialization and there are no vocational training for them, in order to gain such expertise. This results to their concentration in specific sectors (domestic work, entertainment, and farming and agriculture industry), where labor/sexual exploitation is frequent and thus, there is a high risk of re-victimization when they find employment. Moreover, salaries in those sectors are very low, having as a result for persons identified as victims of trafficking unable to have adequate livelihoods for themselves and their families.

More specifically, in 2013, KISA's Migrant and Refugee Centre dealt with the following issues:

- Information to persons identified as victims of trafficking regarding their rights to employment and how to access them.
- Access to the labour market.
- Support, advice and mediation on issues related to labour relations and working conditions.

B. Public assistance

As regards access of victims to public assistance, KISA dealt with the following matters during the period of the project:

- Information on the rights of persons, who are identified as victims of trafficking, to public assistance and the relevant procedures as those were not received by the Welfare Services.

- Problems with the access to the procedures of applying for public assistance.
- Delays in examining applications for public assistance.
- Delays in paying public assistance.
- Communication failure between persons identified as victims of trafficking and the officers the Social Welfare Services (SWS).
- Problems in relation to the behaviour of SWS officers towards persons who have been identified as victims of trafficking.
- Interruption of public assistance.

➤ **Access to health care**

According to the law, persons, who are identified as victims of trafficking have full and free access to health care. Unfortunately, this right is restricted in practice by various factors. More specifically, in 2013, KISA's Migrant and Refugee Centre dealt with the following issues:

- Information to persons identified as victims of trafficking regarding their rights to health care and on how to apply for a health card.
- Problems in accessing health services (most commonly, problems in relation to the behaviour of persons working at public health services, communication problems - lack of interpretation/translation services and lack of awareness regarding cultural differences).
- Access to services/treatments that are not available at the public health services.
- Lack of therapeutic programs to address trauma/post-traumatic stress disorders for persons, who have experienced trafficking.

➤ **Problems regarding resident permits**

According to the law, persons who are identified as victims of trafficking should have immediate access to all of their rights, including the right to a resident permit. In practice, resident permits take a long time until they are issued and this entails serious consequences for persons, including: 1) their quest for employment, as most employers ask migrant workers to prove that they have a valid residence permit in order to proceed with their employment, 2) access to other services which all require a valid residence permit in order to grant access to any type of right, 3) their access to public assistance, as the SWS ask for a valid resident permit in order to accept their application for public assistance, and 4) their access to health care, as the resident permit is also a prerequisite when applying for a

health card. Within this framework, KISA's Migrant and Refugee Centre offered:

- Information to persons identified as victims of trafficking regarding their rights to issuance/renewal of a resident permit and how to access them.
- Mediation with the relevant authorities (Civil Registry and Migration Department, Ministry of Interior) regarding their rights to issuance/renewal of a resident permit (especially regarding requests of a fee and/or bank deposit and/or medical insurance to apply for renewal of their residence permit and their family members' and delays in the issuance/renewal of residence permits).



➤ **Legal advice**

KISA's Migrant and Refugee Centre informed persons identified as victims of labour trafficking of their legal rights, offered advice on how to deal with court proceedings, in which they must testify as witnesses against their traffickers, and informed them of their rights to apply for compensation as victims of trafficking. In this context, KISA monitors closely one of the most important cases of labour exploitation which is ongoing since 2012 and supports and advises victims accordingly.

In addition to the information, support and mediation services provided to migrants who have experienced and /or are potentially at high risk of being trafficked through its Migrant and Refugee Centre, in the year under review, KISA also carried out other advocacy, publicity, dissemination actions and reports, as well as networking and exchange actions, either on its own or in cooperation with .In the non-Government controlled area, as there is no law pertaining to trafficking in persons as

well as no definition of the term in the legal context, it is neither possible to detect and identify cases officially, nor it is possible to identify and acknowledge the victims as 'victims'. Thus, traffickers cannot be prosecuted, and victims cannot be protected.

This lack of information about identification of forced labour and protection of victims will possibly interfere with the proper implementation of the law when and if it ever gets enacted. Because of the lack of legal framework and the shortcomings in the current legal system, it is not possible to provide protection for the trafficking victims. Moreover, the authorities have not reached a level of even acknowledging the problem as such. As a result of the lack of legal framework, there is also a lack of administrative policies for the identification and protection of victims of trafficking. The administration in the northern part of Cyprus has not developed any specialised procedures for identifying victims among vulnerable groups and has not provided any care and shelter facilities, neither has it taken any initiative in order to create awareness on this issue and it has not supported civil society organisations anti-trafficking efforts, even though labour trafficking is evident in many different sectors in northern Cyprus. Because of these deficiencies, there is no effective social

service provided to victims considering their basic rights and needs, including accommodation, healthcare, etc.

In addition, there is confusion as regards the different phenomena of 'trafficking in persons' and 'migrant smuggling', which poses an obstacle in bringing important issues to light in the northern part of Cyprus. It is therefore important that more training and information is provided to the authorities as regards the already ratified by the government international documents against forced labour, in order to understand and gain a deeper knowledge of labour exploitation in the north.

As to the profile of the victims, it can be said that there are both men and women victims. Whereas before 2004 there was less demand for women migrant workers due to conservative moral values restricting employment of foreign nationals in household services, this has changed in the last few years and there are large numbers of women victims of trafficking for forced labour. In addition to this, there are findings indicating also children victims of trafficking. Victims identified in this research were between the ages of 21 to 45. The majority of migrant workers who are under risk of exploitation are unskilled workers. In addition to





this, there are skilled workers who are under risk of trafficking in persons. Gender and country of origin of the victims determine the sector victims are employed in. Women and men are employed in different sectors and roles. Women victims of trafficking work as care workers, shop assistants, tailor and domestic workers, while men work in construction and labour intensive industry where muscle power is required and work is associated with high risk of danger.

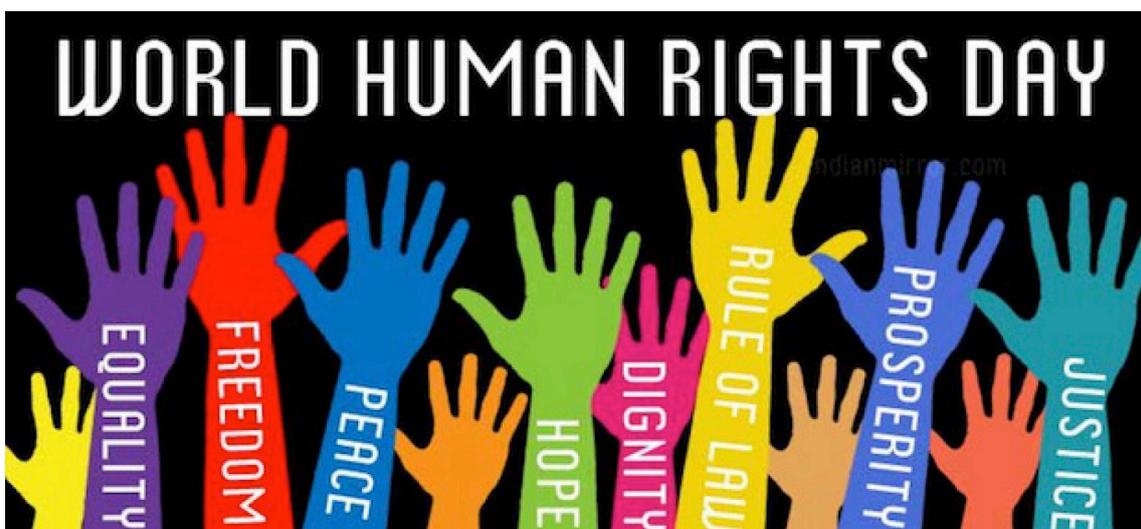
The country of origin of migrant workers is also a factor that to some extent affects the occupation and sectors victims are employed in. It can be said that the sectorial differentiation formed based on requirements of the work and demands of employer such as cheap labour, duration of the employment,

worker's dependency on the employer. These factors affect employers' preference to employ migrant workers. People working in citrus production, household services, construction and industrial sectors are under more risk of becoming victims. Forced labour may emerge in different forms. The forced labour practices include debt bondage, holding legal documents and threats of use of violence, violence, or abuse of a power position by employers. There are serious violations regarding working conditions that migrant workers are subjected to.

Contrary to the unwillingness of the authorities to acknowledge and address labour trafficking and trafficking in general, civil society organisation are quite active in this field. NGOs have been trying

to raise awareness over issues of trafficking in northern Cyprus. These included the following: Feminist Atölye (FEMA), which is a feminist activist group that especially works on violence against women, women's representation, sexual rights of women, woman's human rights, LGBTQ rights and sex trafficking (sexual slavery). FEMA was one of the organizers of the demonstration on sexual trafficking that brought up the problems of sexual trafficking victims who are forced to work under slavery conditions. Baraka Kültür Merkezi is a democratic grassroots organization working in the field of culture, which is seen as having an influence on almost every dimension of our lives. The organization brought up both the issue of labour and sexual exploitation in the year under review, with public announcements on the problems of the Vietnamese workers paid really low wages, not able to meet their basic needs and working under unsafe conditions. Additionally, Baraka produced a documentary, which includes interviews with victims of labour trafficking, and which clearly shows the poor working conditions, bad safety conditions, long working hours and really low wages of migrants. The documentary was instrumental in raising awareness about this area as it was the first documentary specifically prepared for the labour exploitation of migrant workers, showing their experiences through their own words. Baraka was

also one of the organizers of the demonstration against sexual slavery mentioned above. Trade Unions have also taken up the issues of trafficking and exploitation of migrant workers. Kıbrıslı Türk Tabipler Birliği, the union of doctors, has in the past few years put human rights issues, such as violence against women, discrimination, labour and sexual exploitation, on its agenda. In 2013, they issued two press releases on human rights breaches of victims of sexual trafficking and asked parliament to enact laws to prevent this. They were also one of the organizers of the demonstration against sexual slavery. KTÖS, the union of primary school teachers, has always brought up the issue of poor working conditions for migrant workers, slavery conditions, low wages and safety problems at work. In 2013, they addressed the issue of trafficking in their conferences and press releases. They argued that the state should have more control and checks over the working areas and closely watch the conditions of migrant workers. KTÖES, the union for secondary and high school teachers, worked in the past year on discrimination against migrant workers, very long working hours and the need for new laws and practices in order to prevent the exploitation of the workers. They criticised the state of the lack of legal framework to prevent trafficking and its inability to have efficient control over these areas.



RECOMMENDATIONS

The problems, weaknesses and shortcomings in the field of labour trafficking in Cyprus, as outlined above, accentuate the concern of NGOs, both in Cyprus and abroad, and of international and regional organisations and other stakeholders, in relation, first, to the situation of trafficking victims, most importantly their protection, and, secondly, to the risks involved in neglecting or avoiding dealing with the problems decisively and effectively. Otherwise, the situation will almost inevitably lead to further spreading of exploitative practices as victims are neither not identified, nor protected, and, subsequently, traffickers not sanctioned, with immeasurable costs both to the migrant and other victims of trafficking and to the Cypriot society at large.

In order to assist and contribute to the authorities in both parts of Cyprus taking on their responsibilities and addressing these issues and problems, the report includes the following recommendations.

In the Government controlled areas-

- The migration policy should be transparent, specific regulations governing it should be publicised and easily accessible to migrants in Cyprus and to perspective migrants in the countries of origin directly from the state and not through private intermediaries, so that potential victims of trafficking have adequate knowledge of the regulations governing the stay and employment regime in Cyprus.
- The migration model should be reviewed so as to comply with the international human rights obligations of Cyprus, including UN and European Union obligations, as in the context of the current migration model, these standards may not be met.
- The Cypriot authorities must address the immediate and deep-rooted causes and routes of trafficking for labour exploitation and provide adequate, accessible and effective remedies to all victims and potential victims facing exploitation and trafficking, without discrimination on any ground.
- The recognition of victims is a difficult and complicated procedure, especially for the victims and should, therefore, be undertaken by human-rights based agencies or organisations, such as NGOs, which will be designated by the state and cooperate with all competent services and authorities. To this effect, the Cypriot authorities must proceed with the conclusion of cooperation protocols with NGOs, as provided for by the National Action Plan to combat trafficking in human beings for 2013 – 2015. In addition, the state must provide substantial funding to designated NGOs in order to carry out this important task.
- The protection of victims and the provision of psychological and other support, including shelter, health care and information about their rights, employment and compensation, must take precedence and be followed rather than preceded by the prosecution of traffickers and other perpetrators. To this effect, the Social Welfare Services must proceed immediately to the review and activation of the Manual of inter-governmental cooperation. In addition, the state must provide funding to NGOs that provide these services to victims.
- The state must adopt specific measures and strict policies for combating corruption in the persecuting authorities and all other government services.
- The repatriation of victims must take place only on a voluntary basis and only after an informed decision by victims.

In the non-Government controlled areas-

- Legislation against trafficking should be put into place as a matter of urgency.

- An action plan should be adopted to address labour trafficking concerns and shortcomings.
- A system of identification and referral of victims of trafficking should be put in place.
- The migration model should be reviewed and made transparent and accessible to all migrant workers.
- Training and retraining of all authorities involved on trafficking should be organised
- The authorities should acknowledge trafficking as a serious crime that takes place in the northern part of Cyprus and organise awareness raising campaigns.

List of relevant institutions and organisations

Governmental Authorities

Ministry of Interior

Multidisciplinary Coordination Group
c/o Ministry of Interior
1453 Nicosia – Cyprus
Tel: +357 22867879 – Fax: +357 22867724
Email: mdritsou@cd.moi.gov.cy

Civil Registry and Migration Department
Ministry of Interior
Tel: +357 228044400 – Fax: +357 22804598
Email: migration@crmd.moi.gov.cy

Asylum Service
Ministry of Interior
Tel: + 357 22445245 / 22445265
Email: info@asylum.moi.gov.cy

Ministry of Labour, Welfare and Social Insurance

7 Byron Avenue
1463 Nicosia - Cyprus
Tel: +357 22401600 – Fax: +357 22670993
Email: administration@mlsi.gov.cy – Website: www.mlsi.gov.cy

Welfare Services Department
Ministry of Labour, Welfare and Social Insurance
63 Prodromou Avenue
1468 Nicosia – Cyprus
Tel: +357 22406709 – Fax: +357 22667907
Email: central.sws@sws.mlsi.gov.cy – Website: <http://www.mlsi.gov.cy/mlsi.sws>

Department of Labour
Ministry of Labour, Welfare and Social Insurance
9 Clementos Street
1061 Nicosia – Cyprus
Tel: +357 22400844 – Fax: +357 22400809
Email: fws@dl.mlsi.gov.cy – Website: www.mlsi.gov.cy/mlsi/dl

Department of Labour Relations
Ministry of Labour, Welfare and Social Insurance
SILVEX Building
54 Grivas Digenis Avenue
1096 Nicosia – Cyprus
Tel: +357 22451500/501 – Fax: +357 22661977
Email: info@dlr.mlsi.gov.cy – Website: www.mlsi.gov.cy/mlsi/dlr

Ministry of Health

1 Prodromou & Chilonos Street 17
1448 Nicosia – Cyprus
Tel: +357 22605300/301 – Fax: 00357 22772238

Email: perm.sec@moh.gov.cy – Website: www.moh.gov.cy

Cyprus Police

Ministry of Justice and Public Order

Police Headquarters

1478 Nicosia – Cyprus

Tel: +357 22808080 – Fax: +357 22808597

Email: police@police.gov.cy – Website: www.police.gov.cy

Office of Combating Trafficking in Human Beings

Criminal Investigation Office

Cyprus Police

Tel: +357 22808063, 22808573, 2280855

Email: rsuperman@police.gov.cy

Aliens & Immigration Service

Nicosia District

Cyprus Police

6 Agamemnonos Street

2411 Nicosia – Cyprus

Tel: +357 22802353 – Fax: +357 22775551

Email: aliensim@police.gov.cy

Independent Authorities

Law Office of the Republic of Cyprus

1 Apelli Street

1403 Nicosia – Cyprus

Tel: +357 22889100 – Fax: +35722665080

Email: att.gen@law.gov.cy – Website: www.law.gov.cy

Commissioner of Administration (Ombudsman) and Human Rights

ERA House, 2 Diagorou Street, 1097 Nicosia, Cyprus

Tel: +357 22 405500 – Fax: +357 22 672881

E-mail: ombudsman@ombudsman.gov.cy – Website: www.ombudsman.gov.cy

Anti-Discrimination Body

Ombudsman's Office

ERA House, 2 Diagorou Street, 1097 Nicosia, Cyprus

Tel: +357 22405500 – Fax: +357 22672881

Email: anti-discrimination@ombudsman.gov.cy – Website: www.no-discrimination.gov.cy

Equality Authority

Ombudsman's Office

ERA House, 2 Diagorou Street, 1097 Nicosia, Cyprus

Tel: +357 22405507 - Fax: +357 22672881

Email: equality@ombudsman.gov.cy – Website: www.no-discrimination.gov.cy

Note: Both the Equality Authority and the Anti-Discrimination Body are independent authorities and operate in the framework of the Ombudsman's Office.

NGOs

KISA – Action for Equality, Support, Antiracism
48 Arsinoe Street, 1010 Nicosia, Cyprus
P.O. Box 22113, 1517 Nicosia, Cyprus
Tel: +357 22878181 – Fax: +357 773039
Email: kisa@cytanet.com.cy – Website: www.kisa.org.cy

MIGS – Mediterranean Institute for Gender Studies
46 Makedonitissas Avenue, P.O.Box 24005, 1703 Nicosia, Cyprus
Tel: + 357 22352311 (ext.115) Fax: +357 22353682
Email: info@medinsgenderstudies.org – Website: www.medinstgenderstudies.org

Cyprus STOP Trafficking
Tel: +357 22771063
Email: info@cyprusstoptrafficking.com + cyprus.stop.trafficking@gmail.com

STIGMA – Organization for the Protection of Victims of Sexual Exploitation
Tel: +357 25770238 opvsastigma@gmail.com
Email: opvsastigma@gmail.com

Caritas Cyprus Migrant Centre
P.O. Box 56312
3306 Limassol, Cyprus
Tel: 99672602
Email: caritascyprus.migrants@gmail.com

TCHRF – Turkish Cypriot Human Rights Foundation
Haşmet Gürkan Sokak
Nicosia, Cyprus
Tel: +90 (392) 2291749
Fax: +90 (392) 2291746
Email: info@ktihv.org – Website: www.ktihv.org

RRA - Refugee Rights Association
49 Salahi Sevket Sokak
Arabahmet, Nicosia, Cyprus
Tel.: +90 (392) 2284910
Email: rracyprus@gmail.org

FEMA – Feminist Atolye (Feminist Workshop)
Kizilay Street (Sosyal Riskleri Onleme Vakfi) 1
Nicosia, Cyprus
Website: <http://feministaolye.org>

List of international and European legal instruments on trafficking in human beings Signature, ratification, accession, transposition by Cyprus

	Legal instrument	Signature	Ratification/ accession (a)
	International Convention for the Suppression of the Traffic in Women and Children Geneva, 30 September 1921		1960 by succession + 16.05.1963 as an independent state
UN	Slavery Convention (1926)		
	Slavery Convention, signed at Geneva on 25 September 1926 and amended by the Protocol New York, 7 December 1953		21.4.1986
	ILO Convention (No. 29) Concerning Forced Labour (1930)		13.06.1952
	International Convention for the Suppression of the White Slave Traffic Paris, 4 May 1910		1960 By succession
	Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949)	30.1.1982	5.10.1983
	Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956)		11.5.1962
	ILO Convention (No. 105) on the Abolition of Forced Labour (1957)		23.9.1960
	International Covenant on Civil and Political Rights (1966)	19.12.1966	2.4.1969
	International Covenant on Economic, Social and Cultural Rights (1966)	9.1.1967	2.4.1969
	Convention on the Elimination of All Forms of Discrimination against Women (1979)		23.7.1985
	Convention on the rights of the child (1989)	5.10.1990	7.2.1991
	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (1990)		
	ILO Convention (No 182), on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (1999)		27.11.2000
	Convention Against Transnational Organised Crime (2000) and Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the Convention on Transnational Organized Crime (2000)	12.12. 2000	6.8.2003
	Optional Protocol to the Convention on the Rights of the Child, on the Sale of Children, Child Prostitution and Child Pornography (2002)	8.2.2001	6.4.2006

COUNCIL OF EUROPE	European Convention for the Protection of Human Rights and Fundamental Freedoms (1950)	16.12.1961	6.10.1962
	European Convention on the Compensation of Victims of Violent Crimes (1983)	9/1/1991	17/1/2001
	Council of Europe Convention on Action against Trafficking in Human Beings (2005)	16/5/2005	24/10/2007
EU	Legal instrument	Transposition	
	Council Framework Decision 2002/629/JHA of 19 July 2002 on combating trafficking in human beings	YES	
	Council Directive 2004/81/EC of 29 April 2004 on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities	YES	
	Council Framework Decision 2001/220/JHA of 15 March 2001 on the standing of victims in criminal proceedings	NO	
	Council Framework Decision 2004/68/JHA of 22 December 2003 on combating the sexual exploitation of children and child pornography	YES	
	Council Directive 2004/80/EC of 29 April 2005 relating to compensation to crime victims	YES	
	Council Framework Decision 2008/841/JHA of 24 October 2008 on the fight against organised crime	YES	
	Directive 2009/52/EC of the European Parliament and the Council of 18 June 2009 providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals	YES	
	Directive 2011/92/EU of 15 April 2011 on Preventing and Combating Trafficking in Human Beings and Protecting Victims	Not transposed yet	
	Directive 2011/36/EU of the European Parliament and of the Council on combating the sexual abuse and sexual exploitation of children and child pornography, and replacing Council Framework Decision 2004/68/JHA	YES	



kisa

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