

# Migrants and the Right to Equal Treatment in Cyprus

ΟΙ ΜΕΤΑΝΑΣΤΕΣ ΚΑΙ ΤΟ ΔΙΚΑΙΩΜΑ  
ΙΣΗΣ ΜΕΤΑΧΕΙΡΙΣΗΣ ΣΤΗΝ ΚΥΠΡΟ

WORKSHOP REPORT



PLATFORM FOR INTERNATIONAL COOPERATION ON  
UNDOCUMENTED MIGRANTS

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# Contents

<b>Introduction</b>	<b>3</b>
<b>Setting the Context: Access to Equality for Migrants in the EU and Cyprus</b>	<b>4</b>
<b>The Principles of the EU Reaffirmed: Liberty, Democracy, and Respect for Human Rights and Fundamental Freedoms</b> , <i>Georgios Markopoloutis, Head of the European Commission Office in Cyprus</i>	5
<b>The Context: Challenges Faced by Migrants in Cyprus</b> , <i>Eliza Savvidou, Office of the Commissioner of Administration (Ombudsman) of the Republic of Cyprus</i>	6
<b>The Benefits of Migration and the Importance of Integration</b> , <i>Eleni Mavrou, Minister of Interior, on behalf of the Cypriot Presidency</i>	7
<b>EU Institutional Framework on Equality and Third Country Nationals: What Implications for Migrants at the National Level?</b>	<b>8</b>
<b>Freedom, Justice and Security through Human Rights, Democracy and the Rule of Law</b> , <i>Lina Papamichalopoulou, Head of Unit D4: Non Discrimination Policies, DG Justice, European Commission</i>	9
<b>Impact of EU Institutional Framework Upon Migrants' Rights in Cyprus</b> , <i>Aristos Tsiartas, Head of the Authority Against Racism and Discrimination in Cyprus</i>	10
<b>Structural Deficits of the Cypriot Migration Framework for Achieving Equality</b> , <i>Doros Polykarpou, Executive Director, KISA – Action for Equality, Support and Antiracism</i>	12

<b>Making Equal Treatment Legislation Work for Migrants</b> <i>Niall Crowley, Independent Equality and Diversity Expert</i>	14
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<b>Fundamental Rights of Irregular Migrants and Obligations of Member States</b> <i>Ann-Charlotte Nygård, Programme Manager, Freedoms and Justice Department, EU Fundamental Rights Agency (FRA)</i>	15
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<b>Challenges in Implementing Equality Framework for Migrants: Practical Challenges at National Level and How to Overcome Them</b>	<b>16</b>
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<b>Protection and Migration Governance Challenges Arising from Popular Notions of ‘Circular’ and Temporary Migration/Contract Worker Schemes</b> <i>Patrick Taran, Specialist on International Labour Migration and Governance President, Global Migration Policy Associates</i>	17
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<b>The Rise of Racist Discourse and Violence and its Impact on Equality</b> <i>Kalliopi Lykovardi, Senior Investigator, Greek Ombudsman’s Office</i>	19
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<b>Policing for Equality: Experience From Another EU Member State</b> <i>Hans Schipper, Chief Superintendent in the Amsterdam Police</i>	21
---	----

<b>Recommendations</b>	<b>23</b>
------------------------	-----------

<b>ΟΙ ΜΕΤΑΝΑΣΤΕΣ ΚΑΙ ΤΟ ΔΙΚΑΙΩΜΑ ΙΣΗΣ ΜΕΤΑΧΕΙΡΙΣΗΣ</b>	<b>27</b>
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Εισαγωγή	27
Συστάσεις	29

# Introduction

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On 21 November 2012, in Nicosia, Cyprus, PICUM - the Platform for International Cooperation on Undocumented Migrants - along with its Cypriot member organisation, KISA - Action for Equality, Support and Antiracism (ΚΙΣΑ - Κίνηση για Ισότητα, Στήριξη, Αντιρατσισμό), organised an international workshop entitled "Migrants and the Right to Equal Treatment in Cyprus." This event was co-organised with the Office of the Commissioner of Administration (Ombudsman) of the Republic of Cyprus, the European Commission Representation in Cyprus, the Office of the European Parliament in Cyprus, Association Européenne pour la Défense des Droits de l'Homme (AEDH) and the European Network Against Racism (ENAR).

Gathering over 100 participants from Cyprus and beyond, this event highlighted the pressing need to challenge structural inequalities and institutional discrimination against migrants living and working in Cyprus, aiming to promote a greater understanding of the need for a holistic, human rights and equality-based approach in addressing the situations they face. High-level Cypriot officials, representatives of key EU institutions and leading international experts on labour migration joined with national and European-level civil society actors, migrant communities, academics and others to discuss challenges and opportunities to ensure equal treatment for migrants in Cyprus. The discussions focused on the following issues:

- i. Access, opportunities and possibilities in the labour market and fair working conditions;
- ii. Access to education, social protection, health care and public services;
- iii. Solidarity among Cypriot society to ensure equal opportunities and social inclusion for all.

## Overview of the Report

This report is based on the presentations and discussions of the international workshop. The first section sets the context by presenting the situation faced by migrants in Cyprus in accessing their fundamental rights without discrimination, in relation to EU and national obligations.

The second section presents an overview of the link between migration and equality within the broader EU and international policy framework relating to fundamental rights and non-discrimination. Considering the application of EU anti-discrimination legislation to third country nationals of all residence statuses, this section clarifies the implications of these frameworks in regulating equal treatment for migrants in Cyprus.

In the third section, the practical challenges to equality and non-discrimination for third country nationals are outlined through an exploration of the links between migration, equality and integration. Practical strategies to overcome these challenges are presented in two country examples of relevant initiatives in Greece and the Netherlands.

The final section offers a set of recommendations based on the discussions during the event, including during the thematic parallel workshops sessions. The workshops provided a space to further discuss and develop recommendations in three focus areas: promoting equal opportunities and non-discrimination; challenging Cyprus's temporary labour migration model; and strengthening commitment to gender equality for migrant women.

Proposing key avenues for action, the recommendations aim to assist key stakeholders, including the Cypriot government, public authorities, as well as a broad range of civil society actors in addressing the urgent social justice and human rights issues facing Cyprus.



# Setting the Context: Access to Equality for Migrants in the EU and Cyprus

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The European Union Charter on Fundamental Rights and other international human rights treaties ratified by EU Member States guarantee fundamental rights and freedoms to all on their territories. The right to equality underlines that these rights are enjoyed without discrimination based on ethnic origin, gender, status or nationality.

While Cyprus has otherwise achieved significant advancements in the domain of human rights, equality and non-discrimination, direct and indirect discrimination and institutional discrimination restricts migrants' employment opportunities, access to education, social protection and health care, and reduces avenues for solidarity and social inclusion. In the worst cases, this situation causes migrants to lose their status and become irregular, rendering them more vulnerable to further discrimination and social exclusion.

## The Principles of the EU Reaffirmed: Liberty, Democracy, and Respect for Human Rights and Fundamental Freedoms

**GEORGIOS MARKOPOLOUTIS**, Head of the European Commission Office in Cyprus



The migration, globalisation and rights triangle is one of the most social, economic and political challenges shaping the world since the beginning of the 21<sup>st</sup> century. Whilst EU member states have a sovereign right and responsibility to protect and control their borders, irregular migrants are nonetheless entitled to human rights.

Migration flows are diverse and constantly developing across the globe and therefore it is essential for the EU as a regional entity, as well as its member states, to have in place consistent and responsible policies on migration. In the midst of the economic crisis, migrants have become scapegoats and increasingly victims of violence and exploitation, excluded from legal protections. The European Commission however is committed to condemning all forms and expressions of racism and xenophobia.

**“An immediate challenge facing many societies in Europe now is how to deal with the appalling rise in violence against migrants.”**

Georgios Markopoloutis, Head of the European Commission Office, Cyprus

As the EU’s population ages, labour migration is essential and thus must be addressed and managed by a comprehensive and flexible migration policy, centred on solidarity and responsibility to protect the rights of migrants and their families, as well as ensuring their equal access to opportunities in their host societies. The EU is in the process of developing structures, such as the Single Permit Directive,<sup>1</sup> to support labour migration patterns to ensure that migrants in the EU can enjoy common rights, similar to those of EU nationals, with regards to working conditions, pensions, social security and access to public services. The directive also provides a provision enabling migrant workers to obtain work and residence permits via a single procedure.

The EU was founded on shared principles of liberty, democracy, respect for human rights and fundamental freedoms. All EU societies share the notion that every individual is of equal worth and should have equal access to rights. Migrants play an essential role in our society but their role is often undervalued. They have a right to be treated equally and the European Commission will remain engaged in ensuring they achieve this.

<sup>1</sup> [Directive 2011/98/EU](#) of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State. OJ L 343, 23.12.2011, p. 1-9.



## The Context: Challenges Faced by Migrants in Cyprus

**ELIZA SAVVIDOU**, Office of the Commissioner of Administration (Ombudsman)  
of the Republic of Cyprus



Cyprus is currently facing major challenges in the field of migration. In the last ten to fifteen years, it has faced unprecedented migration flows which in a very short time have changed many of the demographic and cultural conditions of Cypriot society.

Currently, there are 180,000 migrants living in Cyprus, constituting 25% of the population, of which 67,000 are third country nationals from outside the EU. Cyprus has been unable to adapt to the arrival of migrants. The situation has even exacerbated in the last years because of the economic crisis, which has unfortunately laid a fertile ground for the cultivation and manifestation of xenophobic attitudes and behaviour, including violence.

**“Although migration has beneficial effects on the local economy and it enriches Cypriot culture, traditional Cypriot society has developed and maintained defensive and xenophobic attitudes against ‘foreigners.’”**

Eliza Savvidou ,Cypriot Ombudsman Office

Based on the number and subject matter of complaints received by the Ombudsman Office, it is clear that vulnerable groups and especially migrants, including those with spouses or parents with Cypriot citizenship, are facing obstacles in accessing basic services including health care and welfare benefits.

Regardless of how complex the situation may seem and regardless of the economic crisis, it is important to consider the fundamental values of Cypriot society as well as the State’s obligations upheld by international and European treaties. The simple existence of institutional frameworks protecting fundamental rights of all persons without discrimination is not sufficient, it is necessary to provide the protection in practice. The government, as well as the Ombudsman and other independent bodies, must inform public authorities dealing with migration issues or related matters such as labour and social rights of migrants about the principles of non-discrimination and equality, as upheld by law.



## The Benefits of Migration and the Importance of Integration

**ELENI MAVROU**, Minister of Interior, on behalf of the Cypriot Presidency



EU laws and standards forbid the discrimination of migrants and consequently for a comprehensive and effective migration and integration policy to be put in place, it is a pre-requisite to have transparency and fair treatment of migrants. Marginalisation of any group of society has negative impacts throughout society.

Migration is a tool and if more adequately used, it could render the EU economy more competitive and benefit countries of origin and destination as well as encourage development, inclusion, and social cohesion. Nonetheless, the integration of migrants cannot be treated as an economic objective.

With its ascension to the EU, Cyprus evolved from being a country of origin to a country of destination. In 2007, the National Expert Committee on Integration was established with the aim of developing a national strategy on integration through a consultative process with stakeholders. The result was a National Action Plan (NAP) adopted for the period 2010-2012. The National Action Plan is the first comprehensive structured and systematic effort made by Cyprus to establish an integrated policy on integration. With eight objectives, the NAP targets regular migrants as well as third country nationals, persons with protected refugee status and asylum seekers.

**“A successful immigration policy is a sine qua non in our efforts for development prosperity and social cohesion.”**

Eleni Mavrou, Minister of Interior

The design and implementation of integration policies should follow a holistic model that will involve all levels of vertical governance – local, regional, national and European – whilst consulting with all relevant public and private bodies as well as civil society and migrants. Integration is the responsibility of all of those concerned.



# EU Institutional Framework on Equality and Third Country Nationals: What Implications for Migrants at the National Level?

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The legal framework on equality obliges EU Member States to tackle discrimination through, amongst others, positive action measures, effective remedies, and independent support to victims, both in law and in practice. Despite positive legal and policy changes to uphold the principle of equality and non-discrimination for all, various challenges exist in relation to third-country nationals with a regular or irregular migration status, who face difficulties in accessing fair working conditions, health care, and education, and in addition, who are increasingly subject to violence and abuse.

In Cyprus, despite a political will to address the lack of equal and non-discriminatory treatment of migrants, little is enacted in practice. Migration in Cyprus is presently being approached from an economic perspective rather than from a human rights approach, and little focus has been given to irregular migrants. There is a need to review the existing equality and integration policies to ensure that the rights of all are respected in Cyprus.

## Freedom, Justice and Security through Human Rights, Democracy and the Rule of Law

**LINA PAPAMICHALOPOULOU**, Head of Unit D4: Non Discrimination Policies,  
DG Justice, European Commission



Effective migration policies are needed to address both legal and irregular migrants in a humane way. Equality is a core part of the EU migration policy as enshrined by the EU Charter which upholds the rights of regular and irregular migrants. Rights have nothing to do with nationality; they are neither negotiable nor derogable. A migration policy must be based on respect of human rights without exploitation, discrimination or xenophobia, and should apply to all regardless of immigration status.

Although the Union does not possess legal competence to adopt binding legal measures on integration, it has in recent years developed a framework for EU cooperation through inter alia the exchange of experiences, policy coordination, monitoring of results and financial support via the European Integration Fund and the European Refugee Fund.

The EU has also adopted a series of Directives prescribing equality of treatment and rights of access to employment, education/training and other key social rights. Notable amongst these are Directives 2000/43/EC (discrimination on racial or ethnic origin) and 2000/78/EC (equal treatment in employment)<sup>2</sup>. EU Member States will report in 2013 on the implementation of these two EU Directives.

The European equal treatment legislation requires Member States to set up an equality body. Equality Bodies play a very important role as the main instrument for implementing and supervising the EU antidiscrimination and equality law at national level. They also raise awareness, give advice to citizens and companies and support them in the fight against discrimination.

Member States are obliged to inform migrants about their rights and obligations, and if these rights are violated, they must ensure access to an effective recourse. With the objective of informing migrants of their rights, the European Commission has launched an EU immigration portal.<sup>2</sup>

<sup>2</sup> More information available at [http://ec.europa.eu/justice/discrimination/law/index\\_en.htm](http://ec.europa.eu/justice/discrimination/law/index_en.htm)

<sup>3</sup> Available in English at: <http://ec.europa.eu/immigration/>



## Impact of EU Institutional Framework Upon Migrants' Rights in Cyprus

**ARISTOS TSIARTAS**, Head of the Authority Against Racism and Discrimination in Cyprus



The crisis currently affecting the Cypriot economy, characterised by rising unemployment, has eroded previous discourses of migrants making positive contributions to the economy. There is an emerging concern regarding the manner in which migrant labour is used to respond to the demographic changes in Cyprus, while no efforts have been made to address the social dimension of migration.

The issue of integration is timely within the context of the economic crisis, but in Cyprus there are inherent difficulties in ensuring the integration of migrants.

### **Reluctance of the host society**

When it joined the EU, Cyprus undertook a process to harmonise its legislation with the EU immigration policy which upheld principles of cultural identity and diversity, unfamiliar to Cyprus' historic homogeneous society. The differences have caused social tensions which remain unresolved. Left unaddressed are questions around what kind of society Cyprus is today, what integration and social cohesion really means in the society, and how immigration will affect the development of a new civic identity in a multicultural society.

### **Inadequate migration policy**

The Cypriot migration policy, which is founded on its reliance on cheap, exploitable and temporary workers, has proven incoherent with EU equality standards imposed upon the country with its accession to the EU. This disparity reflects a failure to respond to the challenges of the existing temporary migration model.

### **Control of migration above human rights**

In addition, the Cypriot government has prioritised the control of migration flows over and above the safeguarding of migrants' rights. This control rhetoric has coincided with a reliance on irregular, marginalised and vulnerable workers, negatively impacting on both migrants' rights, as well as Cypriot society at large.



...

**“If we accept keeping migrants hostage as a vulnerable and exploitable group our entire social cohesion is undermined and our democratic fabric threatened.”**

Aristos Tsiartas, Head of the Cypriot Anti-Discrimination Body

#### **Lack of a consultative approach to integration**

In terms of developing a national integration policy, the establishment of the Committee of Experts on Integration and the adoption of the National Action Plan on Integration established in 2009 were significant developments. However, as the Expert Committee consisted only of government agencies, the legitimacy of the proposals they suggested were questioned due to the lack of a consultative approach which would involve civil society and migrants' organisations. Nevertheless, these developments were successful in developing integration as a political issue which needs to be addressed.

#### **Little or no focus on irregular migrants**

In the migration and integration discourse, little focus has been given to the issue of irregular migrants, which as a result has pushed this group into social marginalisation. There is a failure from all stakeholders, the government, trade unions and Cypriot society, to grasp the intrinsic dependence of rights of those who come to live and work in Cyprus. All those who are part of a society should have a voice and participate in the management of local affairs.

The contradictory and conflicting legal framework in Cyprus is a key challenge to migrants' rights and the current crisis has hardened attitudes against migrants, leading to increased incidents of social violence. Bureaucratically heavy legislation, combined with inadequate recording and reporting procedures, contribute to a flawed protection mechanism for victims, perpetuating a culture of impunity for perpetrators.



## Structural Deficits of the Cypriot Migration Framework for Achieving Equality

**DOROS POLYKARPOU**, Executive Director , KISA – Action for Equality, Support and Antiracism



In the 1980s, the socio-economic context in Cyprus that was developed was characterised by high growth rates, full employment and high levels of self-organisation of workers, as well as the integration of women in the labour market, though not yet challenging gender roles in society. Workers were in a position of high levels of self-organization with strong trade unions. As a result the labour cost in manufacturing, care services and the tourism industry were high as well. These conditions were the key points that characterized the framework for the migration policy which was established by the agreement of 1991.

**KISA** is a non-governmental organisation (NGO) established in 1998 in Cyprus. KISA's overall long-term objective is the creation of a multicultural society, where there is equality of all persons, irrespective of nationality, race or ethnic origin, colour, creed, gender, sexual or any other orientation, background or characteristic.

The migration model in Cyprus evolved from a problematic framework initially regulating the employment of migrant women in the sex industry who were given the status of 'artists,' to gradually extending in other sectors of the labour market where unskilled and low paid labour was needed. . . Over time, despite the fact that labour regulations applied to 'sex workers' have been extended to other sectors of employment, the trade unions saw migrants as potentially a danger to the rights of Cypriot workers since they had no collective agreements and they were reluctant and actively opposing the employment of migrants. Thus a migration model was developed which offers only *temporary* work permits and *only* when no Cypriot is available to do the job. A fundamental part of this model was the excessive arbitrary power given to the employers to act according to their interests since the residence permit was directly linked with the work permit. In addition, despite this work permit, migrant workers had no rights to social and welfare benefits, no access to free public health care and social insurance during their four-year visa. This well-established *temporary* model has stood in the way of the development of a more regulated and comprehensive migration policy. In essence a migration policy was formed where every social partner was seeking their own interests at the expense of this temporary and precarious "cheap (and insecure) labour". Private agents were managing the affairs of migrants which seemed to be interested more in making business than the welfare of the migrant workers.





This *temporary* based migration model that was developed in Cyprus has created an inexorable conflict of interests between the Cypriot state, the EU regulations and obligations, the human rights conventions and the welfare of migrant workers which seemed to be the party that had no voice. The framework clearly means that migrants only have access to temporary employment conditions, and are dependent on one single employer with limited opportunities to stay with continued and long-term employment. As a consequence, migrants were excluded from rights given to employees such as social benefits, free health care, social security and fair working conditions were denied full access to the labour market, as well as access to a protection mechanism in case of violations of these. Migrants are allowed to work in a narrow stream of the labour market where cheap labour is needed, primarily in sectors such as domestic and construction work, where the management, starting with recruitment, is primarily taken on by private recruitment agencies that are driven by profit maximisation and give little consideration to the needs and interests of the migrant workers themselves.

Eliminating discrimination in such a context is difficult if not impossible and thus the 2009 National Action Plan on Equality<sup>4</sup> failed to be implemented successfully. Essentially, migrants are trying to find ways to safeguard their rights, and the State is trying to find ways to keep them under control. Within the present context, the failure of the state not only to protect migrants but also provide them with the papers that would ensure basic rights ensures their growing entrapment into criminal networks where exploitation is immense and this tendency seems to be on the increase. In addition to all the above negative parameters, the migration policy that is followed makes the authorities unable to cope with the growing exploitation, there is a loss of essential skilful human resources, the social cohesion is undermined, the cost of such management is extremely high, the repression structures and institutions that are created for migrants are extended over time to the whole population and the combination of all leads to a social environment where racism can flourish..

Consistently at the bottom of international indexes on citizenship and integration, the social and economic cost of the migration model existing in Cyprus is becoming evident. It is starting to have serious impacts on the society itself, as the costs of mechanisms to control and implement this model becomes burdensome on the State; burdensome politically, economically, socially, and ethically. Such inequality risks supporting racism and undermines social cohesion as it fuels on-going exploitation and abuse.

**“The persistency of the Cyprus authorities for deportations rather than integration of migrants within the Cypriot society only ensures their distance from reality, creates unresolved bureaucratic problems and ruins lives..”**

Doros Polykarpou, Executive Director,  
KISA – Action for Equality, Support and Antiracism

Cyprus urgently needs to accept that it is a migration state, that migration is not a temporary issue and that the presence of migrants in Cyprus is a long term reality. Secondly, migration policies have to be based on principles of equality and cannot continue to deny essential requirements for a basic standard of living, social and political participation.

<sup>4</sup> Available at: [http://www.moi.gov.cy/moi/crmd/crmd.nsf/All/29C2B8DB3A5D19B1C225798B00410F8F/\\$file/Action%20Plan%202010-2012%20-3-ENGL%20fin%20WEB.pdf](http://www.moi.gov.cy/moi/crmd/crmd.nsf/All/29C2B8DB3A5D19B1C225798B00410F8F/$file/Action%20Plan%202010-2012%20-3-ENGL%20fin%20WEB.pdf)



## Making Equal Treatment Legislation Work for Migrants

**NIALL CROWLEY**, Independent Equality and Diversity Expert



The EU has a legal framework which empowers it to combat discrimination and mainstream equality concerns in all its actions. Nationality or national origin has been added into the equal treatment legislation of several EU member states. EU member states have introduced positive duties on employers and service providers, enabling them to go beyond an individual enforcement model, driving institutional change and contributing to the prevention of discrimination. The legal model is however, only the first step. The real challenge lying ahead is to make rights work for migrants.

Under-reporting is a major issue. This occurs when migrants have low levels of belief that change is possible and lack confidence in state institutions. To make rights work, network-building and partnership formation is needed between civil society, equality bodies and state institutions.

**“Creating a sound equality structure requires building trust and improving communications by providing information about mechanisms to achieve rights and signposting those mechanisms.”**

Niall Crowley, Independent Equality and Diversity Expert

There is a need to create an expectation among employers that if they do discriminate, there will be consequences. To improve rights protected under law, it is everyone’s responsibility to make rights work and this will require an empowered, resourced and valued infrastructure that includes statutory bodies as well as NGOs.



## Fundamental Rights of Irregular Migrants and Obligations of Member States

**ANN-CHARLOTTE NYGÅRD**, Programme Manager, Freedoms and Justice Department, EU Fundamental Rights Agency (FRA)



Migration status cannot be an exclusive factor when talking about the fundamental rights of irregular migrants.

To highlight the obligations of EU member states towards migrants living and working in an irregular situation and as part of the [Fundamental Rights of Irregular Migrants \(FRIM\) project](#), the FRA published three reports on this issue in 2011: a report covering the fundamental rights of irregular migrants in the EU 27, and two in-depth case studies in ten member states, on domestic work and access to health care for irregular migrants.<sup>5</sup>

European and international law frameworks guarantee the right to access health, education and justice regardless of status, and international labour standards apply to irregular migrants as well. Trade unions, national human rights institutions and NGOs have a very important role to play in supporting irregular migrant's access to justice, by representing them as third parties in legal proceedings. This will prevent a culture of impunity for violations against irregular migrants at work, and the government should support and encourage such actors to take on third party representation.

Of particular concern to the EU Fundamental Rights Agency is how migrants' fear of detection, arrest and deportation can prevent them from accessing essential rights. With input by law enforcement officials across Europe, the European Commission and PICUM the FRA compiled the document "[Apprehension of migrants in an irregular situation – fundamental rights considerations](#)" in 2012, which it has submitted to Commissioner Maelstrom, for possible further use by the European institutions.

The **EU Fundamental Rights Agency (FRA)** is one of the EU's specialised agencies. It helps to ensure that the fundamental rights of people living in the EU are protected.

In 2009, FRA undertook a [research project](#) to analyse to what extent the rights of irregular migrants in Europe are respected and protected as often legal and practical barriers obstruct their access to these rights.

**“The criminalisation of irregular migration is a core reason preventing migrants from reporting a crime.”**

Ann-Charlotte Nygård, Programme Manager, Freedoms and Justice Department, EU Fundamental Rights Agency

There is an urgent need to create awareness among policy and legal actors, at both national and local level, about the dangers of detection practices and why it is necessary to prohibit obligations for service providers to report undocumented migrants.

<sup>5</sup> [Fundamental rights of migrants in an irregular situation in the European Union \(2011\)](#), [Migrants in an irregular situation employed in domestic work: Fundamental rights challenges for the European Union and its Member States \(2011\)](#) and [Migrants in an irregular situation: access to healthcare in 10 European Union Member States \(2011\)](#)



# Challenges in Implementing Equality Framework for Migrants: Practical Challenges at National Level and How to Overcome Them

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A global perspective of migration reflects policies that consider migration as an economic tool. Across the world, states are adopting measures which support and encourage this economic model of migration with little consideration given to the people behind it, in both the short and long term. Despite European and international treaties which uphold principles of equality and anti-discrimination, the combination of inadequate migration, labour and integration policies are resulting in serious violations of migrants' human rights, whilst also exposing them to racist violence, exploitation and abuse.

In Cyprus, the systemic equality deficit poses significant risks to the security and integrity of third country nationals and the human rights defenders that support them, causing extremely negative consequences for Cypriot society on the whole. There is a pressing need to challenge structural inequalities and institutional discrimination against migrants living and working in Cyprus and promote greater understanding of the need for a holistic, human rights and equality-based approach to addressing their situation.

## Protection and Migration Governance Challenges Arising from Popular Notions of ‘Circular’ and Temporary Migration/ Contract Worker Schemes

**PATRICK TARAN**, Specialist on International Labour Migration and Governance; and President, Global Migration Policy Associates



### What is migration about?

Migration today is about sustaining economies and societies throughout the world. Migration provides responses to fast-changing needs for competencies and personnel resulting from technological advances, and changes in market conditions and industrial transformations, changes that no country can entirely meet on its own. It serves as an instrument to adjust the skills, age and sectoral composition of national and regional labour markets. Migration is replenishing declining work forces and injecting younger workers in many countries, contributing to dynamism, innovation and internal mobility in those work forces..

Over 90% of migration today is bound up in the world of work. International labour and skills mobility is set to increase further in coming years. Aging and declining workforces worldwide have already intensified competitive demand for labour and skills at all levels.

Nevertheless, when less skilled labour moves to meet this demand, it has often been subject to restrictive, even repressive, policies and measures. The laws of supply and demand tend to undermine rights of those in an irregular situation.

### Responding to challenges raised by migration on the global level

Recognising that unregulated market forces tended to enhance rather than prevent abuse and exploitation of foreign workers, a comprehensive legal and policy framework on migration governance has been built up since the 1920s. The first international convention on migrant workers was elaborated in the 1930s. Further specific International Labour Standards and a specific UN Convention were subsequently developed to ensure protection of migrants and provide standards for governance of migration. These and other human rights treaties and labour standards established three fundamental notions in international law:

- Equality of treatment between regular migrant workers and nationals with regards to labour rights, access to employment and working conditions.
- Core universal human rights apply to all migrants, regardless of legal status.
- The broad array of international standards providing protection in treatment and conditions at work - safety, health, maximum hours, minimum remuneration, non-discrimination, freedom of association, maternity, etc. - apply to all workers.



<sup>6</sup> 1990 International Convention on the Protection of All Migrant Workers and Members of Their Families

<sup>7</sup> ILO Convention 97 on Migration for Employment (of 1949), ILO Convention 143 on migrant workers (Supplementary Provisions) (of 1975)



### **Impact of economically based migration model on society and migrants' rights**

Migration is about the relationship between labour and capital. It is about the changing division of wealth and the contention over conditions of work that is becoming more precarious and unprotected for many. One policy approach being widely promoted is so called "circular migration" bringing "labour without people" as it were. Foreign workers are brought in under restricted conditions for short periods and then obliged to leave. The regime is promoted on the basis that workers benefit from the privilege of coming to a high wage economy for a short period, but in turn they must accommodate to fewer rights. The perceived additional benefit of this "circular migration" is that immigration challenges to or "contamination of racially, ethnically, culturally and religiously pure societies" is precluded.

**"It's ultimately a question of values. Or rather, a battle over what values will govern societies in future. Will it be Equality, rights for all, democracy?"**

Patrick Taran, Specialist on International Labour Migration and Governance

Inevitably, however, such a system poses serious questions regarding social values and requires a society to think about the type of values it wishes to be governed by. Such questions require members of that society to decide if they want a cohesive society which upholds equality, or a divided society.

### **Challenge of integration**

Linked to the above emerges the challenge of integration. The historical ideology and the established markers of belonging, of membership, are generally mono-racial, mono-ethnic, monolingual, mono-religious, and mono-cultural. However, the arrival of newcomers results in visible changes to society: "diversity becomes the de facto norm", and with this change, notions of participation must change to extend to these newcomers. If excluded or segregated, they become "intruders" and such perspectives prevent social cohesion and lay the foundation for xenophobia, inequality and racism. Integration is only possible if founded, promoted and applied by explicit norms and values of equality and rights to protection for all.

As the European Union officially recognised some years ago, integration is understood to be a mutual, two-way process, requiring accommodation of newcomers to the context of their host country and requiring the host country and its population to accommodate diversity and respect identities of newcomers and minorities.

### **What has it meant for Cyprus?**

Cyprus is today highly dependent on foreign skills and labour; official figures say that 23.3 percent of the workforce is foreign. However the data and experiences shared with this observer show that the impact on migrant workers has been aggravated by a decade of restricted rights and evident inequality and exploitation, with employers holding permits and passports, giving them total control to decide wages, set working conditions and carry out practices of arbitrary dismissal - which for many migrants, particularly those in an irregular migration status, can result in arrest and then deportation.

Current reports show that the regime of restricted rights for migrant workers has coincided with a recent increase in unemployment as a result of the economic crisis. While it was clear that migration was essential for the economic survival of Cyprus, unless it is regulated by appropriate laws and policies guaranteeing equality and rights, it will continue to entail systematic exploitation, a lowering of work standards and fuelling of racism and xenophobia, the latter provoked by the direct but unjustified correlation made between migration and unemployment. Considering the gravity of the situation in Cyprus, the government must act to establish legislation and a comprehensive policy framework upholding rights and regulating migration. Failure to do so will result in a high cost in violations of rights of persons, in social disruption, in reduced productivity, and lost opportunities for economic stability and development.

## The Rise of Racist Discourse and Violence and its Impact on Equality

**KALLIOPI LYKOVARDI**, Senior Investigator, Greek Ombudsman's Office



The Racist Violence Recording Network<sup>8</sup> created at the initiative of the Greek National Commission for Human Rights and the UN High Commissioner for Refugees and NGOs was set up to prevent and record racist violence in Greece. During the period from January - September 2012<sup>9</sup> the Network recorded 87 incidents of violent attacks against refugees and immigrants, of which fifteen were reported. These events mainly related to serious injury, but also minimal injuries performed in public spaces (squares, streets, public transport, etc.), mainly in Athens, but also in Patras (5) and Piraeus (3).

In recent years, similarly to the trend starting in Cyprus, the numbers of acts of racist violence have reached unprecedented levels in Greece. In July 2012, the Greek Ombudsman expressed its concern regarding the organised and systematic nature of these acts and the partial acceptance of these by some members of the Greek population.

The low number of recorded acts and reported incidents reflect that many victims are reluctant to report acts of racist violence. The reasons vary but include: fear of being deported for not having a regular residence status, or a general mistrust in the process that would not give them access to justice. Police authorities have been denounced for giving priority to the legal status of victims rather than on their obligation to investigate the incident itself.

According to data<sup>10</sup> collected by the Racist Violence Recording Network in 2012, the main findings were:

- The victims of these attacks were 85 men and two women, aged between eighteen to 35 years old, mainly originating from Afghanistan, Bangladesh, Guinea, Pakistan and Somalia.
- 84 of the 87 victims reported that the incidents were motivated by their foreign origin.
- In 48 cases, the victims of the attacks believed that the offenders were associated with extremist groups, with some even identifying the perpetrators as being associated with the Golden Dawn, a right-wing extremist party that incites hatred and violence against migrants.<sup>11</sup>



<sup>8</sup> Further information available at: <http://www.unhcr.gr/lagainstracism/category/racist-violence-recording-network/>

<sup>9</sup> Racist Violence Recording Network, [Findings 1.1.2012 - 30.9.2012](#)

<sup>10</sup> Ibid.

<sup>11</sup> Several instances of physical attacks have been 'claimed' by the racist party Global Dawn and seem to be tolerated by the Greek police force. See Amnesty International, [Police violence in Greece, Not Just 'Isolated Incidents'](#) (2012)



- Fifteen out of 80 recorded racist attacks included incidents where the police used force during identity checks and ill-treatment at detention. Other reported failures of law enforcement officials included destruction of official documents, lack of a systematic method in investigating and addressing claims, and delays in the prosecution and punishment of perpetrators.
- From the 87 recorded acts<sup>12</sup>, only eleven victims officially reported the incident to law enforcement authorities, and fourteen noted they would have liked to.

**“The racist speech and racist violence individually impact the scope of protection of human rights, rule of law and ultimately of democracy itself”.**

Kalliopi Lykovardi, Greek Ombudsman Office

Noting the obvious correlation between racism and extremist political courses, the lack of adequate tools for the public discourse to address and mitigate these incidents and their social acceptance are worrying. In the case of Greece, the economic crisis which put ideologies under severe stress and provided a space for open racism revealed the deficiencies of the anti-racist policies. The crisis did not provoke racism, as racism existed in Greek society beforehand.

As incidents of racist violence occurred, the police and the justice system did not respond and the state concerned itself with the political cost rather than the problems at hand. As a consequence the state has undermined its role as an agent for managing the problem.

The solution is not to ban extremist groups such as Golden Dawn, but rather the political choices which feed racism and social tensions, threaten social cohesion and peace must be addressed and resolved. If this is achieved, political extremism and racism have no future.

**Recent reports on police violence and violence against migrants in Greece:**

- Amnesty International, [Police Violence in Greece: Not Just 'Isolated Incidents'](#) (2012)
- Human Rights Watch, [Hate on the Streets](#) (2012)

<sup>12</sup> Many incidents remain unrecorded

## Policing for Equality: Experience From Another EU Member State

**HANS SCHIPPER**, Chief Superintendent in the Amsterdam Police



The Amsterdam Police oversees a city of 750,000 inhabitants, approximately 10,000 of whom are undocumented.

Recognising that the police would be unable to carry out its mandate if it did not adapt to the cultural specificities of the people it was meant to protect, the Amsterdam police established a diversity department consisting of a multicultural force capable of policing the diverse and multi-ethnic city of Amsterdam.

Following a programme to improve its representativeness, the Amsterdam police force recruited over 1,000 officers of migrant origin. In addition to building internal networks providing support, the unit developed external networks to build trust with frontline NGOs working with both documented and undocumented migrants, as well as with Amnesty International and Human Rights Watch.

The rationale behind this initiative is founded in Article 5 of the European Convention on Human Rights which affirms that everyone has the right to liberty and security, but also the Dutch Constitution which upholds equality under Article 1 and Article 2 of the Police Law which maintains that the task of the police is to maintain law and order, and to assist those who need help.

Regular and irregular migrants are part of the population and are part of our economic system which the police are bound to protect, and who because of their vulnerable migration status are further at risk of being victims of criminality, such as trafficking and exploitation. Additionally, because they are not familiar with the Dutch police system, as it is different to that of their country of origin, they distrust the system and are afraid to contact the police. They fear arrest, and ultimately deportation.

**“All we did was listen to their stories and tried to build trust with them.”**

Hans Schipper, Chief Superintendent in the Amsterdam Police

In organising dialogue meetings with migrant communities and upholding the principle of “Free in, Free out”, the Diversity Department of the Amsterdam Police seeks to promote trust in order to build a safe city where victims of crime know that they can report a crime without fearing arrest, or deportation because of their irregular status. The Diversity Department provides “a safe haven” for undocumented migrants to have access to justice. It focuses on criminal foreigners and facilitators, not the migrant workers.



## CONCLUDING REMARKS

**DON FLYNN**, Director of Migrants Rights Network in the UK and, Chair of the Platform for International Cooperation on Undocumented Migrants (PICUM)



Working in a local law centre in the Finsbury Park area of North London in the 1970s which was established to support vulnerable migrants, support was given to a large number of Cypriot migrants, both refugees and undocumented. The xenophobia, discrimination and racism facing migrants in Cyprus today, is the same as that experienced by Cypriot migrants in the UK in 1970s. Just like in Cyprus today, these incidents highlighted a serious policy failure by the UK government and required a change.

A good opportunity to learn more about the Cypriot context, the conference highlighted a serious paradox existing within the European Union as a whole: it was a union of rights but these rights were not respected. Discussions have illustrated the chronic difficulties facing those working to protect migrants' rights in Cyprus. Organisations are working with competing and overlapping agendas and there is an urgent need to strategise and plan for effective civil society cooperation that would succeed in getting key stakeholders on board: the trade unions, decent employers who recognised their responsibilities, the women's rights movement, and public authorities.

Cyprus represents a unique configuration of these problems. In order to bring about necessary change, it is essential to open the debate and accept the need for progress. If Cypriot society is to go forward, it needs to solve these problems and address the major contradictions we discussed here today.



# Recommendations

## To the Cypriot government

1. **Develop a comprehensive human rights based migration policy.** Cyprus must develop and implement a new migration policy which considers the existing realities of migration in Cyprus today beyond the existing model of ‘temporary’ migration. It is vital that the laws, policies and practices governing the entry, residence and employment of migrants in Cyprus protect the rights of all migrants without discrimination of any kind in adherence with Cyprus’ obligations under European and international law.
2. **Set-up an informed, transparent and rights-based labour migration system.** To ensure the inclusion of migrant workers within a policy framework that respects their rights in line with international and regional standards, there is an urgent need to address the discrimination, abuse and restrictive policy frameworks which are actually pushing migrant workers into irregularity and exploitative conditions. Regardless of the immigration status of a migrant worker, the Cypriot government has an obligation to protect their basic human rights. All sectors of labour activity, including those dominated by migrant workers, must be governed by non-discriminatory, transparent minimal standards and enforced through appropriate monitoring and procedures to access justice. To reduce exploitation, Cyprus should introduce flexibility into the process of changing employers and employment sectors. Workers should not be forced to lose their status or be faced with deportation in cases where they complain of violations of their contracts and other abuse. A transparent recruitment mechanism and extension of residence permits beyond the current four year limit should also be put in place. Cyprus should comply with its obligations under international and regional human rights law to guarantee the rights of all workers.<sup>13</sup>
3. **Strengthen protection mechanisms for migrants.** Existing protection mechanisms must be utilised and reinforced to protect the rights of all migrants without discrimination, ensuring they can obtain accurate information and lodge a complaint without fear of being apprehended on grounds of their residence status. In order to guarantee the full transposition of the EU Directive establishing minimum standards on the rights, support and protection of victims of crime (Victim’s Directive) into national legislation by 16 November 2015, Cyprus must urgently assess the treatment of migrant victims of racist and other crime including those with an irregular status, and remove all legal and practical barriers preventing them from accessing information, interpretation and translation, victim support, assessment of protection needs, and participation in proceedings.

<sup>13</sup> International Labour Organisation Conventions 97 (Migration for Employment) and 143 (Migrant Workers Supplementary Provisions); International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (1990)



- 4. Remove legal and practical barriers preventing the protection of domestic workers.** The Government must remove legislative and institutional discriminations relating to the employment of female migrant domestic workers. The employment contracts for female migrant domestic workers must be revised in order to bring their wages in line with the national minimum wage, and control of these contracts should be placed under the auspices of the labour department of the Ministry of Labour and Social Insurance rather than the migration department of the Ministry of Interior. Domestic workers' contracts should guarantee accident and health insurance paid by their employer and enjoyment of the benefits provided for by the Social Insurance Fund, such as sick, holiday and severance pay. The Cypriot government should establish bilateral agreements that would facilitate the provision of pensions to migrants fulfilling the criteria set by the Social Insurance Fund returning to their countries of origin. The Cypriot government should proceed immediately to implement the recommendations of the Committee on the Elimination of Discrimination against Women of 11 February – 1 March 2013<sup>14</sup> regarding the employment policy of migrant domestic workers. To reaffirm its commitment to ensuring fair working conditions for migrant domestic workers, Cyprus should ratify Convention 189 of the International Labour Organisation on Decent Work for Domestic Workers.
- 5. Draw-up a national action plan against discrimination and xenophobia which promotes migrants' rights.** Backed by an intensive awareness campaign aimed at all strata of society, including civil servants and law enforcement personnel, the Government should implement an action plan with effective monitoring and accountability mechanisms against discrimination on grounds of race, gender, ethnicity and immigration status. Particularly, Cyprus is obliged to adhere to EU Directives on Race Equality and Employment Equality, as well as international standards contained in the International Convention on the Elimination of All Forms of Racial Discrimination. In addition, all public authorities coming into contact with migrants must be informed about Cyprus' obligations to uphold principles of non-discrimination and equality.
- 6. Provide equal access to social services and remove existing detection practices.** Cyprus must urgently remove legal barriers preventing certain categories of migrants from accessing essential services such as education, healthcare, housing and fair working conditions. In line with the guidelines prepared by the EU Fundamental Rights Agency in collaboration with member states, entities that provide these services, such as medical bodies, schools and NGOs, should not be under an obligation to share information with immigration law enforcement authorities.
- 7. Remove barriers preventing migrants' social and political participation.** The diversity of Cyprus and the important role of migrants in the Cypriot economy and society must be acknowledged and valued. To encourage social cohesion and challenge racism and xenophobia, the legal, structural and practical barriers which prevent migrants from contributing further to society and taking part in decision making processes must be removed. It is essential that the Cypriot government adopt specific policies and strategies to ensure the integration of migrants. The Committee of Experts on Integration responsible for National Action Plan on Integration established in 2009 should consult with civil society and migrant organisations to ensure a holistic and comprehensive integration policy.

<sup>14</sup> United Nations, [CEDAW/C/CYP/CO/6-7](#), Distr.: General, 1 March 2013, CEDAW Concluding observations on the combined sixth and seventh periodic reports of Cyprus adopted by the Committee at its fifty fourth session (11 February – 1 March 2013), Section Employment, paragraph 28, p.7

- 8. Provide funding avenues to frontline organisations and initiatives focused on supporting and advocating for migrants' rights.** There is an urgent need for the Cypriot government to support migrant-rights organisations active in the direct provision of information, advice and advocacy services. To enable the development of coherent, evidence-based policies, the government should support independent frontline NGOs who witness first-hand the challenges and realities faced by migrants in Cyprus and to engage in monitoring and reporting activities.
- 9. Implement international standards relating to the protection of all migrant women.** Having ratified the International Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Cypriot government must take the necessary measures to ensure its national legislation is in conformity with the legal standards set down by the Convention, by addressing all acts of discrimination by individuals, institutions or employers so that women can enjoy all their fundamental rights. As defined by CEDAW General Comment 26, Cyprus must lift discriminatory bans or restrictions against women migrant workers, ensure legal protection for their rights and access to effective remedies and complaint mechanisms. Cyprus must repeal or amend laws which cause the loss of work permits when a worker files a complaint of exploitation or abuse. Cyprus is required to provide temporary shelters for women migrant workers who wish to leave abusive employers, husbands or other relatives and provide facilities for safe accommodation during trial. Notably, the Committee requires that undocumented migrant women receive humane treatment and have access to legal remedies and justice.
- 10. Ratify the Council of Europe convention on preventing and combating violence against women and domestic violence.** In accordance to its commitment to tackle violence against women, the Cypriot government should sign, ratify and implement the Council of Europe Convention which provides a comprehensive legal framework to protect all women against all forms of violence through measures to prevent, monitor and protect them from violence and prosecute perpetrators. Article 4 of the Convention affirms its provisions apply to all women regardless of migrant status and Article 59 on "Residence Status" addresses the situation of those on a spouse dependent visas and the issuance of renewable residence permits to victims. The official guidance note makes specific reference to undocumented migrant women, highlighting that while they have a different legal status to asylum seekers, they share an increased risk of experiencing violence against women and face similar difficulties and structural barriers in overcoming violence. The Cypriot government is also called upon to proceed to the immediate implementation of the relevant recommendations of the Committee on the Elimination of Discrimination against Women of 11 February – 1 March 2013<sup>15</sup>

<sup>15</sup> op. cit., Section *Violence against women*, paragraph 18, (c ), p.4



## To Civil Society Organisations

- 1. Increase civil society cooperation to mainstream migrants' rights concerns.** Civil society organisations must work together to share experiences and develop common messages to influence policies within shared areas of concern including access to social services, education, equality, justice and labour conditions. In particular, there are many opportunities for women's groups to collaborate with migrant organisations in challenging gender-based discrimination and ensuring that all women living and working in Cyprus can achieve equal opportunities.
- 2. Unions should promote the rights of all migrant workers, including those who are undocumented.** "A worker is a worker is worker" and therefore trade unions must be open to all workers without discrimination. With work being the main reason for migration to Cyprus, Cypriot trade unions have an important role to play and should extend their scope of work to include migrant workers, both regular and irregular, in accordance with regional and international trade union and other standards.<sup>16</sup> Trade unions are expected to expand their networks by cooperating with migrants' rights organisations, NGOs and other civil society organisations working with migrants in order to ensuring the protection and promotion of migrant workers' rights. Furthermore, unions should integrate a gender perspective to ensure that women migrant workers are protected from additional gender-related risks.
- 3. Identify avenues for strategic litigation** to use to raise awareness and develop a good jurisprudence on migrants' rights and equality. Lawyers must challenge policies and practices that systematically violate migrants' rights in terms of working conditions, equality and non-discrimination and access to services.
- 4. Journalists should extend and implement the ethical code of conduct and standards and exchange of information with civil society and migrant organisations.** Media houses should develop regulations and guidelines on how to report on issues concerning migrants in order to avoid biased terminology and stereotypes. Also, with limited time and resources, journalists should approach frontline actors, such as NGOs and other civil society organisations working in the field with migrants, to obtain testimonies and information to present a more human-rights based reporting style and to ensure a more realistic presentation of the realities faced by migrants in Cyprus. The Cyprus Media Complaints Commission and the Cyprus Broadcasting Authority should be more active in monitoring and the media in Cyprus in relation to xenophobic and discriminatory reporting practices in Cyprus.

<sup>16</sup> [The European Trade Union Confederation \(ETUC\) Resolution on Equal Treatment and Non-discrimination for Migrant Workers \(2010\)](#), and [International Trade Union Confederation \(ITUC\) 2nd World Congress Resolution on Migrant Workers \(2010\)](#) and [Conclusions and Recommendations of 1st World Women's Conference \(2009\)](#); UN International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

# Εισαγωγή

Στις 21 Νοεμβρίου 2012, στη Λευκωσία της Κύπρου, η PICUM – Πλατφόρμα για Διεθνή Συνεργασία για Μετανάστες Χωρίς Χαρτιά μαζί με την κυπριακή οργάνωση-μέλος της, ΚΙΣΑ – Κίνηση για Ισότητα, Στήριξη, Αντιρατσισμό διοργάνωσαν ένα διεθνές εργαστήριο με τίτλο «Οι μετανάστες και το δικαίωμα στην ίση μεταχείριση στην Κύπρο». Η εκδήλωση συνδιοργανώθηκε με το Γραφείο του Επιτρόπου Διοικήσεως (Ombudsman) της Κυπριακής Δημοκρατίας, την Αντιπροσωπεία της Ευρωπαϊκής Επιτροπής στην Κύπρο, το Γραφείο του Ευρωπαϊκού Κοινοβουλίου στην Κύπρο, την Ευρωπαϊκή Ένωση για Υπεράσπιση των Ανθρωπίνων Δικαιωμάτων (AEDH) και το Ευρωπαϊκό Δίκτυο Κατά του Ρατσισμού (ENAR).

Με τη συμμετοχή πέραν των 100 ατόμων τόσο από την Κύπρο όσο και εκτός, το εργαστήριο υπογράμμισε την επιτακτική ανάγκη αμφισβήτησης των διαρθρωτικών ανισοτήτων και θεσμικών διακρίσεων κατά των μεταναστών που ζουν και εργάζονται στην Κύπρο, με στόχο τη μεγαλύτερη κατανόηση της ανάγκης για μια ολιστική προσέγγιση, βασισμένη στα ανθρώπινα δικαιώματα και την ισότητα, για την αντιμετώπιση των καταστάσεων που αντιμετωπίζουν. Υψηλού επιπέδου Κύπριοι αξιωματούχοι, εκπρόσωποι βασικών θεσμικών οργάνων της ΕΕ και κορυφίοι διεθνείς εμπειρογνώμονες για τη μετανάστευση, συνέβαλαν με παράγοντες της κοινωνίας των πολιτών σε εθνικό και ευρωπαϊκό επίπεδο, κοινόητες μεταναστών, ακαδημαϊκούς και άλλους, στη συζήτηση μεθόδων και ευκαιριών για να διασφαλιστεί η ίση μεταχείριση των μεταναστών στην Κύπρο. Οι συζητήσεις επικεντρώθηκαν στα ακόλουθα θέματα:

- i. Πρόσβαση, ευκαιρίες και δυνατότητες στην αγορά εργασίας και δίκαιες συνθήκες εργασίας
- ii. Πρόσβαση στην εκπαίδευση, την κοινωνική προστασία, την ιατροφαρμακευτική περίθαλψη και τις δημόσιες υπηρεσίες
- iii. Αλληλεγγύη της κυπριακής κοινωνίας για τη διασφάλιση ίσων ευκαιριών για όλους.

## Επισκόπηση της Έκθεσης

Η παρούσα έκθεση βασίζεται στις παρουσιάσεις και τις συζητήσεις του διεθνούς εργαστηρίου. Η πρώτη ενότητα θέτει το πλαίσιο παρουσιάζοντας την κατάσταση που αντιμετωπίζουν οι μετανάστες στην Κύπρο αναφορικά με την πρόσβασή τους στα θεμελιώδη δικαιώματά τους χωρίς διακρίσεις, σε σχέση με τις Ευρωπαϊκές και τις εθνικές υποχρεώσεις.

Η δεύτερη ενότητα παρουσιάζει μια επισκόπηση της σχέσης μεταξύ της μετανάστευσης και της ισότητας μέσα στο ευρύτερο Ευρωπαϊκό και διεθνές πλαίσιο πολιτικής αναφορικά με τα θεμελιώδη δικαιώματα και τη μη διάκριση. Λαμβάνοντας υπόψη την εφαρμογή της κοινοτικής νομοθεσίας κατά των διακρίσεων σε υπηκόους τρίτων χωρών, ανεξαρτήτως καθεστώτος, η ενότητα αυτή αποσαφηνίζει τις συνισταμένες αυτών των πλαισίων για τη ρύθμιση της ίσης μεταχείρισης για τους μετανάστες στην Κύπρο.

Στην τρίτη ενότητα σκιαγραφούνται οι πρακτικές προκλήσεις για την ισότητα και τη μη διάκριση για τους υπηκόους τρίτων χωρών μέσα από τη διερεύνηση των συγκλίσεων μεταξύ της μετανάστευσης, της ισότητας και της ένταξης. Οι πρακτικές στρατηγικές για την αντιμετώπιση αυτών των προκλήσεων παρουσιάζονται σε δύο παραδείγματα χωρών με ανάλογες πρωτοβουλίες, την Ελλάδα και την Ολλανδία.

Στην τελική ενότητα παραθέτονται συστάσεις με βάση τις συζητήσεις κατά τη διάρκεια της εκδήλωσης, περιλαμβανομένων αυτών σε παράλληλες θεματικές ομάδες εργασίας. Οι ομάδες αυτές παρέιχαν την ευκαιρία για περαιτέρω συζήτηση και ανάπτυξη συστάσεων εστιασμένων σε τρεις τομείς: την προώθηση της ισότητας ευκαιριών και της μη διάκρισης, την αμφισβήτηση του μοντέλου προσωρινής μετανάστευσης στην Κύπρο, και την ενίσχυση της δέσμευσης για ισότητα των φύλων αναφορικά με τις γυναίκες μετανάστριες.

Προτείνοντας κανάλια-κλειδιά για ανάληψη δράσης, οι συστάσεις στοχεύουν να βοηθήσουν τους κύρια ενδιαφερόμενους φορείς, συμπεριλαμβανομένης της κυπριακής Κυβέρνησης, δημόσιων αρχών, καθώς και ενός ευρύτερου φάσματος της κοινωνίας των πολιτών, ως προς την αντιμετώπιση των επειγόντων ζητημάτων κοινωνικής δικαιοσύνης και ανθρωπίνων δικαιωμάτων στην Κύπρο.



# Συστάσεις

## Προς την κυπριακή Κυβέρνηση

1. **Ανάπτυξη ολοκληρωμένης μεταναστευτικής πολιτικής βασισμένης στα ανθρώπινα δικαιώματα.** Η Κύπρος πρέπει να αναπτύξει και να εφαρμόσει μια νέα μεταναστευτική πολιτική, η οποία να εξετάζει τις υπάρχουσες πραγματικότητες της μετανάστευσης σήμερα, πέρα από το υπάρχον μοντέλο της «προσωρινής» μετανάστευσης. Είναι ζωτικής σημασίας οι νόμοι, οι πολιτικές και οι πρακτικές που διέπουν την είσοδο, την παραμονή και την απασχόληση των μεταναστών στην Κύπρο να παρέχουν προστασία των δικαιωμάτων όλων των μεταναστών χωρίς καμιά διάκριση, σύμφωνα με τις υποχρεώσεις της Κύπρου να τηρεί το Ευρωπαϊκό και το διεθνές δίκαιο.
2. **Δημιουργία ενός ενημερωμένου, διαφανούς και με βάση τα δικαιώματα σύστημα μετανάστευσης.** Για να διασφαλιστεί η ένταξη των μεταναστών εργαζομένων μέσα σε ένα πλαίσιο πολιτικής που να σέβεται τα δικαιώματά τους σύμφωνα με τα διεθνή και περιφερειακά πρότυπα, είναι επιτακτική η ανάγκη αντιμετώπισης των διακρίσεων, της κακομεταχείρισης και των περιοριστικών πλαισίων που στην πραγματικότητα σπρώχνουν τους μετανάστες εργαζομένους στην παρατυπία και συνθήκες εκμετάλλευσης. Ανεξάρτητα από το καθεστώς των μεταναστών εργαζομένων, η κυπριακή Κυβέρνηση έχει την υποχρέωση να προστατεύει τα βασικά ανθρώπινα δικαιώματά τους. Όλοι οι τομείς απασχόλησης, συμπεριλαμβανομένων εκείνων όπου η πλειοψηφία των εργαζομένων είναι μετανάστες, πρέπει να διέπονται από μη διακρίσεις και διαφανή ελάχιστα πρότυπα, τα οποία να εφαρμόζονται μέσω κατάλληλων μηχανισμών και διαδικασιών πρόσβασης στη Δικαιοσύνη. Για να μειωθεί η εκμετάλλευση, η Κύπρος θα πρέπει να εισαγάγει ευελιξία στη διαδικασία αλλαγής εργοδότη και τομέα απασχόλησης. Οι εργαζόμενοι δεν πρέπει να εξαναγκάζονται να χάσουν το καθεστώς τους ή να απειλούνται με απέλαση σε περιπτώσεις όπου διαμαρτύρονται για τις παραβιάσεις των συμβολαίων τους και άλλες μορφές κακομεταχείρισης. Ένας διαφανής μηχανισμός προσλήψεων και η επέκταση των αδειών διαμονής πέρα από το τρέχον όριο των τεσσάρων χρόνων θα πρέπει επίσης να τεθούν σε εφαρμογή. Η Κύπρος θα πρέπει να συμμορφωθεί με τις υποχρεώσεις της σύμφωνα με το διεθνές και περιφερειακό δίκαιο για τα ανθρώπινα δικαιώματα, το οποίο εγγυάται τα δικαιώματα όλων των εργαζομένων<sup>17</sup>.

<sup>17</sup> Συμβάσεις της ΔΟΕ 97 (Μετανάστευση για Απασχόληση) και 143 (Συμπληρωματικές Διατάξεις Μεταναστών Εργαζομένων), Διεθνής Σύμβαση για την Προστασία των Δικαιωμάτων Όλων των Μεταναστών Εργαζομένων και των Μελών των Οικογενειών τους (1990)

3. **Ενίσχυση των μηχανισμών προστασίας των μεταναστών.** Οι υφιστάμενοι μηχανισμοί προστασίας πρέπει να χρησιμοποιηθούν και να ενισχυθούν για την προστασία των δικαιωμάτων όλων των μεταναστών χωρίς διακρίσεις, διασφαλίζοντας ότι μπορούν να λαμβάνουν ακριβείς πληροφορίες και να υποβάλλουν παράπονα/καταγγελίες χωρίς το φόβο να συλληφθούν λόγω του καθεστώτος διαμονής τους. Προκειμένου να εξασφαλιστεί η πλήρης μεταφορά της Οδηγίας της ΕΕ για τη θέσπιση ελάχιστων προτύπων σχετικά με τα δικαιώματα, την υποστήριξη και την προστασία θυμάτων της εγκληματικότητας (Οδηγία θυμάτων) στην εθνική νομοθεσία έως τις 16 Νοεμβρίου 2015, η Κύπρος πρέπει να αξιολογήσει επειγόντως τη μεταχείριση των μεταναστών θυμάτων ρατσιστικών και άλλων εγκλημάτων, συμπεριλαμβανομένων εκείνων με άτυπο καθεστώς, και να άρει όλα τα νομικά και πρακτικά εμπόδια που δεν επιτρέπουν την πρόσβαση, ενημέρωση, διερμηνεία και μετάφραση, την υποστήριξη των θυμάτων, την εκτίμηση των αναγκών προστασίας, καθώς και τη συμμετοχή στη σχετική διαδικασία.
4. **Άρση νομικών και πρακτικών εμποδίων και περιορισμών για την προστασία των οικιακών εργαζομένων.** Η Κυβέρνηση πρέπει να καταργήσει τις νομοθετικές και θεσμικές διακρίσεις που σχετίζονται με την απασχόληση των μεταναστριών οικιακών εργαζομένων. Οι συμβάσεις απασχόλησης των μεταναστριών οικιακών εργαζομένων πρέπει να αναθεωρηθούν προκειμένου να ευθυγραμμίσουν τους μισθούς τους σύμφωνα με τον εθνικό κατώτατο μισθό, και ο έλεγχος των συμβάσεων αυτών θα πρέπει να τεθεί υπό την αιγίδα του Τμήματος Εργασίας του Υπουργείου Εργασίας και Κοινωνικών Ασφαλίσεων και όχι του Τμήματος Αρχείου, Πληθυσμού και Μετανάστευσης του Υπουργείου Εσωτερικών. Οι συμβάσεις των οικιακών εργαζομένων θα πρέπει να περιλαμβάνουν ασφάλεια ασθένειας και ατυχήματος, οι οποίες θα καταβάλλονται από τον εργοδότη, καθώς και την απόλαυση των δικαιωμάτων που προβλέπονται από το Ταμείο Κοινωνικών Ασφαλίσεων, όπως επιδόματα ασθένειας, αδειών και απόλυσης. Η Κυπριακή Κυβέρνηση θα πρέπει να θεσπίσει διμερείς συμφωνίες, οι οποίες θα διευκολύνουν την παροχή συντάξεων στους μετανάστες, οι οποίοι πληρούν τα κριτήρια που καθορίζονται από το Ταμείο Κοινωνικών Ασφαλίσεων, όταν αυτοί επιστρέφουν στις χώρες προέλευσής τους. Η Κυπριακή Κυβέρνηση θα πρέπει άμεσα να προχωρήσει στην εφαρμογή των συστάσεων της Επιτροπής για την Εξάλειψη των Διακρίσεων κατά των Γυναικών της 11 Φεβ-1 Μαρ 2013<sup>18</sup> σχετικά με την πολιτική για την απασχόληση των μεταναστριών οικιακών εργαζομένων. Για να επιβεβαιώσει τη δέσμευσή της για διασφάλιση δίκαιων συνθηκών εργασίας για τις μετανάστριες οικιακές εργαζόμενες, η Κύπρος θα πρέπει να επικυρώσει τη Σύμβαση 189 της Διεθνούς Οργάνωσης Εργασίας για Αξιοπρεπή Εργασία για τις Οικιακές Εργαζόμενες.
5. **Εθνικό σχέδιο δράσης κατά των διακρίσεων και της ξενοφοβίας, το οποίο να προωθεί τα δικαιώματα των μεταναστών.** Στη βάση μιας εντατικής εκστρατείας ενημέρωσης με στόχο όλα τα κοινωνικά στρώματα, συμπεριλαμβανομένων των δημοσίων υπαλλήλων και των λειτουργών επιβολής του νόμου, η Κυβέρνηση θα πρέπει να εφαρμόσει ένα σχέδιο δράσης με αποτελεσματικούς μηχανισμούς παρακολούθησης και λογοδοσίας κατά των διακρίσεων με βάση τη φυλή, το φύλο, την εθνικότητα και το καθεστώς μετανάστευσης. Ιδιαίτερα, η Κύπρος είναι υποχρεωμένη να τηρεί τις Οδηγίες της ΕΕ για τη Φυλετική Ισότητα και την Ισότητα στην Απασχόληση, καθώς και τα διεθνή πρότυπα που περιλαμβάνονται στη Διεθνή Σύμβαση για την Εξάλειψη Όλων των Μορφών Φυλετικών Διακρίσεων. Επιπλέον, όλες οι δημόσιες αρχές που έρχονται σε επαφή με τους μετανάστες πρέπει να ενημερώνονται σχετικά με τις υποχρεώσεις της Κύπρου να τηρεί τις αρχές της μη διάκρισης και της ισότητας.

<sup>18</sup> Ηνωμένα Έθνη, [CEDAW/C/CYP/CO/6-7](#), Distr: Γενικά, 1η Μαρτίου 2013, CEDAW. Τελικές παρατηρήσεις σχετικά με τις συνδεδεμένες περιοδικές εκθέσεις της Κύπρου έξι και επτά, τις οποίες υιοθέτησε η Επιτροπή κατά την πεντηκοστή τέταρτη σύνοδό της (11 Φεβρουαρίου - πρώτης, Μαρτίου 2013), Τμήμα (Άρθρο) Απασχόλησης, παράγραφος 28, σελ. 7



6. **Παροχή ισότιμης πρόσβασης στις κοινωνικές υπηρεσίες και άρση των υφιστάμενων πρακτικών ανίχνευσης/εντοπισμού.** Η Κύπρος πρέπει να άρει επείγοντως νομικά εμπόδια τα οποία στερούν την πρόσβαση ορισμένων κατηγοριών μεταναστών σε βασικές υπηρεσίες, όπως η εκπαίδευση, η υγεία, η στέγαση και οι δίκαιες συνθήκες εργασίας. Σύμφωνα με τις κατευθυντήριες γραμμές που καταρτίστηκαν από τον Ευρωπαϊκό Οργανισμό Θεμελιωδών Δικαιωμάτων σε συνεργασία με τα κράτη μέλη, φορείς που παρέχουν αυτές τις υπηρεσίες, όπως είναι οι ιατρικές υπηρεσίες, τα σχολεία και ΜΚΟ, δεν θα πρέπει να υποχρεούνται να ανταλλάσσουν πληροφορίες με τις αρχές οι οποίες επιβάλλουν τη μεταναστευτική νομοθεσία.
7. **Άρση των περιορισμών που εμποδίζουν την κοινωνική και πολιτική συμμετοχή των μεταναστών.** Η ποικιλομορφία της Κύπρου και ο σημαντικός ρόλος των μεταναστών στην κυπριακή οικονομία και κοινωνία πρέπει να αναγνωρίζονται και να εκτιμώνται. Για την ενθάρρυνση της κοινωνικής συνοχής και την αντιμετώπιση του ρατσισμού και της ξενοφοβίας, θα πρέπει να αρθούν όλα τα νομικά, διαρθρωτικά και πρακτικά εμπόδια και περιορισμοί που αποτρέπουν τους μετανάστες από την περαιτέρω συμμετοχή τους στην κοινωνία και στις διαδικασίες λήψης αποφάσεων. Είναι απαραίτητο η Κυπριακή Κυβέρνηση να υιοθετήσει συγκεκριμένες πολιτικές και στρατηγικές για τη διασφάλιση της ένταξης των μεταναστών. Η Επιτροπή Εμπειρογνομόνων για την Ένταξη, υπεύθυνη για το Εθνικό Σχέδιο Δράσης για την Ένταξη, η οποία ιδρύθηκε το 2009, θα πρέπει να διαβουλευεται με την κοινωνία των πολιτών και οργανώσεις μεταναστών για να διασφαλιστεί μια ολιστική και ολοκληρωμένη πολιτική ένταξης.
8. **Εξεύρεση τρόπων χρηματοδότησης σε οργανώσεις και πρωτοβουλίες πρώτης γραμμής που εστιάζονται στην υποστήριξη και τη νομική αρωγή των δικαιωμάτων των μεταναστών.** Υπάρχει επείγουσα ανάγκη η Κυπριακή Κυβέρνηση να στηρίξει και υποστηρίξει οργανώσεις οι οποίες δραστηριοποιούνται στην άμεση παροχή υπηρεσιών πληροφόρησης και συμβουλευτικής σε μετανάστες καθώς και προώθησης των δικαιωμάτων τους. Για να καταστεί δυνατή η ανάπτυξη συνεκτικών, τεκμηριωμένων πολιτικών, η Κυβέρνηση θα πρέπει να στηρίξει ανεξάρτητες ΜΚΟ πρώτης γραμμής που είναι γνώστες από πρώτο χέρι των προκλήσεων και πραγματικότητων που αντιμετωπίζουν οι μετανάστες στην Κύπρο, και για να εμπλακεί στη διαδικασία παρακολούθησης και υποβολής εκθέσεων.
9. **Εφαρμογή των διεθνών προτύπων που αφορούν στην προστασία όλων των μεταναστριών γυναικών.** Έχοντας επικυρώσει τη Διεθνή Σύμβαση για την Εξάλειψη όλων των Μορφών Διακρίσεων κατά των Γυναικών (CEDAW), η Κυπριακή Κυβέρνηση θα πρέπει να λάβει τα αναγκαία μέτρα για να διασφαλίσει ότι η εθνική της νομοθεσία είναι σύμφωνη με τις νομικές προδιαγραφές που καθορίζονται από τη Σύμβαση, με την αντιμετώπιση όλων των πράξεων διάκρισης από άτομα, θεσμούς ή εργοδότες, έτσι ώστε οι γυναίκες να μπορούν να απολαμβάνουν όλα τα θεμελιώδη δικαιώματά τους. Όπως ορίζεται από το Γενικό Σχόλιο 26 της CEDAW, η Κύπρος πρέπει να άρει τις απαγορεύσεις, διακρίσεις ή περιορισμούς σε βάρος των γυναικών μεταναστριών, να διασφαλίσει τη νομική προστασία των δικαιωμάτων τους και την πρόσβασή τους σε αποτελεσματικά ένδικο μέσα και μηχανισμούς υποβολής καταγγελιών. Η Κύπρος οφείλει να ανακαλέσει ή να τροποποιήσει νόμους που προνοούν την απώλεια της άδειας εργασίας όταν η εργαζόμενη καταθέσει καταγγελία για εκμετάλλευση ή κακομεταχείρισή της. Η Κύπρος υποχρεούται να παρέχει προσωρινά καταφύγια για τις γυναίκες μετανάστριες που επιθυμούν να εγκαταλείψουν εργοδότες, συζύγους ή άλλους συγγενείς που τις κακοποιούν, καθώς και να τους παρέχει διευκολύνσεις για ασφαλή διαμονή κατά τη διάρκεια της δικαστικής διαδικασίας. Ιδιαίτερα, η Επιτροπή απαιτεί όπως γυναίκες μετανάστες χωρίς χαρτιά τυγχάνουν ανθρώπινης μεταχείρισης και έχουν πρόσβαση σε μέσα έννομης προστασίας και στη Δικαιοσύνη.



10. **Επικύρωση της Σύμβασης του Συμβουλίου της Ευρώπης για την πρόληψη και την καταπολέμηση της βίας κατά των γυναικών και της ενδοοικογενειακής βίας.** Σύμφωνα με τη δέσμευσή της για την αντιμετώπιση της βίας κατά των γυναικών, η Κυπριακή Κυβέρνηση θα πρέπει να υπογράψει, να επικυρώσει και να εφαρμόσει τη Σύμβαση του Συμβουλίου της Ευρώπης η οποία παρέχει ένα ολοκληρωμένο νομικό πλαίσιο για την προστασία όλων των γυναικών από όλες τις μορφές βίας με τη λήψη μέτρων για την πρόληψη, την παρακολούθηση και την προστασία τους από τη βία, καθώς και τη δίωξη των δραστών. Το άρθρο 4 της Σύμβασης επιβεβαιώνει ότι οι διατάξεις της εφαρμόζονται για όλες τις γυναίκες, ανεξάρτητα από το καθεστώς μετανάστευσης, και το άρθρο 59 για το «Καθεστώς Διαμονής» αφορά στην κατάσταση των ατόμων που έχουν άδεια παραμονής ως εξαρτώμενα άτομα, και την έκδοση ανανεώσιμων αδειών παραμονής σε θύματα. Στις επίσημες κατευθυντήριες γραμμές γίνεται ειδική αναφορά σε μετανάστριες γυναίκες χωρίς χαρτιά, τονίζοντας ότι, ενώ έχουν διαφορετικό νομικό καθεστώς από τους αιτούντες άσυλο, αντιμετωπίζουν αυξημένο κίνδυνο εκδήλωσης βίας εναντίον τους και παρόμοιες δυσκολίες και διαρθρωτικά εμπόδια στην αντιμετώπιση της βίας. Η κυπριακή Κυβέρνηση καλείται επίσης να προχωρήσει στην άμεση εφαρμογή των σχετικών συστάσεων της Επιτροπής για την Εξάλειψη των Διακρίσεων κατά των Γυναικών 11 Φεβρουάριος-1 Μάρτιος 2013<sup>19</sup>.

## Προς τις οργανώσεις της κοινωνίας των πολιτών

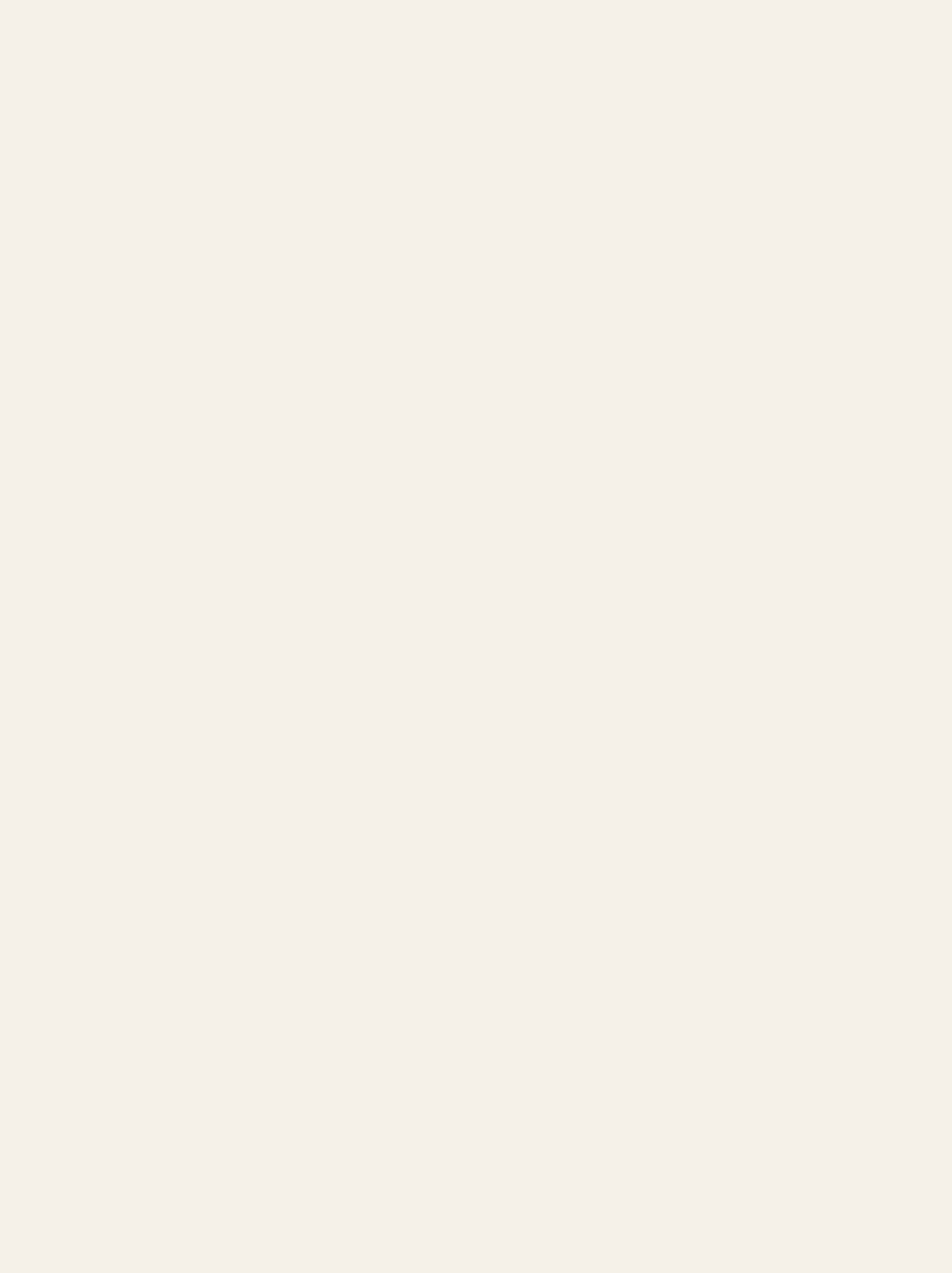
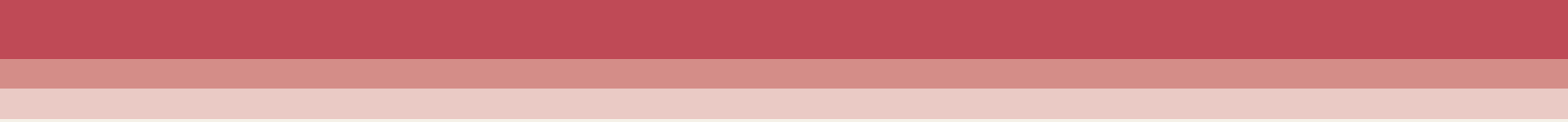
1. **Επέκταση της συνεργασίας ανάμεσα στην κοινωνία των πολιτών για την ενσωμάτωση του θέματος των δικαιωμάτων των μεταναστών.** Οι οργανώσεις της κοινωνίας των πολιτών πρέπει να εργαστούν μαζί για να μοιραστούν τις εμπειρίες τους και να αναπτύξουν κοινά μηνύματα για να επηρεάσουν τις πολιτικές μέσα από κοινούς τομείς ενασχόλησής τους, συμπεριλαμβανομένης της πρόσβασης σε κοινωνικές υπηρεσίες, την εκπαίδευση, την ισότητα, τη δικαιοσύνη και τις συνθήκες εργασίας. Ειδικότερα, υπάρχουν πολλές ευκαιρίες για γυναικείες οργανώσεις και ομάδες να συνεργαστούν με οργανώσεις μεταναστών στην αμφισβήτηση των διακρίσεων λόγω φύλου και τη διασφάλιση ότι όλες οι γυναίκες που ζουν και εργάζονται στην Κύπρο μπορούν να τύχουν ίσων ευκαιριών.
2. **Οι συνδικαλιστικές οργανώσεις θα πρέπει να προωθούν τα δικαιώματα όλων των εργαζομένων μεταναστών, συμπεριλαμβανομένων και εκείνων χωρίς χαρτιά.** «Ένας εργαζόμενος είναι εργαζόμενος», συνεπώς τα συνδικάτα θα πρέπει να είναι προσιτά σε όλους τους εργαζόμενους, χωρίς διακρίσεις. Δεδομένου ότι ο κύριος λόγος μετανάστευσης στην Κύπρο είναι η εργασία, οι κυπριακές συνδικαλιστικές οργανώσεις έχουν σημαντικό ρόλο να διαδραματίσουν και θα πρέπει να επεκτείνουν το πεδίο δράσης τους και να συμπεριλάβουν τους μετανάστες εργαζόμενους, τόσο αυτούς με χαρτιά όσο και αυτούς χωρίς χαρτιά, σύμφωνα με περιφερειακά και διεθνή συνδικαλιστικά και άλλα πρότυπα<sup>20</sup>. Οι συνδικαλιστικές οργανώσεις καλούνται να επεκτείνουν τα δίκτυα συνεργασίας τους με οργανώσεις για τα δικαιώματα των μεταναστών, ΜΚΟ και άλλες οργανώσεις της κοινωνίας των πολιτών που ασχολούνται με τους μετανάστες, προκειμένου να διασφαλιστεί η προστασία και η προώθηση των δικαιωμάτων των μεταναστών. Επιπλέον, τα συνδικάτα πρέπει να εντάξουν τη διάσταση του φύλου ώστε να εξασφαλιστεί ότι οι γυναίκες μετανάστριες προστατεύονται από πρόσθετους κινδύνους που σχετίζονται με το φύλο τους.

<sup>19</sup> *op. cit.*, Τμήμα (Άρθρο) Βία Κατά των Γυναικών, παράγραφος 18, (γ), σελ. 4

<sup>20</sup> Ψήφισμα για την Ίση Μεταχείριση και τη Μη Διάκριση για Μετανάστες Εργαζόμενους (2010) της Συνομοσπονδίας Ευρωπαϊκών Συνδικαλιστικών Οργανώσεων (ETUC), Ψήφισμα του 2ου Διεθνούς Συνεδρίου για τους Μετανάστες Εργαζόμενους (2010) της Διεθνούς Συνομοσπονδίας Συνδικαλιστικών Οργανώσεων (ITUC) και Πορίσματα και Συστάσεις της 1ης Παγκόσμιας Συνδιάσκεψης Γυναικών (2009); Διεθνής Σύμβαση των ΗΕ για την Προστασία των Δικαιωμάτων των Μεταναστών Εργαζομένων και των Μελών των Οικογενειών τους.



3. **Προσδιορισμός τρόπων για στρατηγική δικαστική διεκδίκηση δικαιωμάτων (strategic litigation)** που θα χρησιμοποιηθούν για να αυξηθεί η ευαισθητοποίηση και να αναπτυχθεί μια καλή νομολογία για τα δικαιώματα και την ισότητα των μεταναστών. Οι δικηγόροι πρέπει να αμφισβητούν τις πολιτικές και πρακτικές που παραβιάζουν συστηματικά τα δικαιώματα των μεταναστών όσον αφορά στις συνθήκες εργασίας, την ισότητα και τη μη διάκριση, και την πρόσβαση σε υπηρεσίες.
4. **Οι δημοσιογράφοι θα πρέπει να επεκτείνουν και να εφαρμόσουν τον Κώδικα Δεοντολογίας και τα πρότυπα με την ανταλλαγή πληροφοριών με οργανώσεις της κοινωνίας των πολιτών και οργανώσεις μεταναστών.** Τα μέσα ενημέρωσης θα πρέπει να αναπτύξουν κανονισμούς και κατευθυντήριες γραμμές για το πώς να παρουσιάζονται θέματα που αφορούν τους μετανάστες, προκειμένου να αποφευχθεί η μεροληπτική ορολογία και τα στερεότυπα. Επίσης, με ελάχιστο χρόνο και πόρους, οι δημοσιογράφοι θα πρέπει να προσεγγίσουν πρώτης γραμμής φορείς, όπως οι ΜΚΟ και άλλες οργανώσεις της κοινωνίας των πολιτών που δραστηριοποιούνται στον τομέα των μεταναστών, να αποκτήσουν πληροφορίες και μαρτυρίες ώστε να δώσουν με ένα στυλ αναφοράς βασισμένο στα ανθρώπινα δικαιώματα και μια πιο ρεαλιστική παρουσίαση τις πραγματικότητες που αντιμετωπίζουν οι μετανάστες στην Κύπρο. Η κυπριακή Επιτροπή Δημοσιογραφικής Δεοντολογίας και η Αρχή Ραδιοτηλεόρασης θα πρέπει να είναι πιο δραστήριες όσον αφορά στην παρακολούθηση των μέσων μαζικής ενημέρωσης σε σχέση με ξενοφοβικές και μεροληπτικές πρακτικές παρουσιάσεις ειδήσεων στην Κύπρο.





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