



The All Cyprus Trade Unions Forum in dialogue with the society for the future of our country

Conference

Wages setting mechanism and the protection of wages in the envisaged unified Cyprus

10th of July 2015, ETKA/PEO Building, Simonidou 14 (3rd Floor), Nicosia

Draft Memorandum

We, the representatives of organisations that participated in the above mentioned conference, after having exhaustively discussed on wages setting mechanism concluded unanimously as regard the envisaged reunified Cyprus to commonly place emphasis to following demands:

1. The envisaged federal state of Cyprus shall safeguard the right of workers to a just and fare wage that shall secure to them a decent standard of living, in conformity with Article 23 of the Universal Human Rights Declaration.
2. The envisaged federal state shall facilitate the adoption of a single wage setting system within the frame of a single labour market. Necessary preconditions of such a system constitute the safeguarding of the freedom of association and the right to collective bargaining, in order to encourage the conclusion and application of collective labour agreements.
3. In the envisaged federal state mechanisms for the determination of minimum wages shall be be created, in accordance to the Convention 131 of the International Labour Organisation.



4. It is necessary to enact a single legislation for the protection of wages and basic worker's rights, especially in cases of insolvency and liquidation of companies.
5. Any transitional arrangements deemed necessary for the integration of existing wage setting mechanisms and wage levels, as well as of protection of wages, shall be clearly defined and completed within a reasonable time frame.
6. The integration of existing wage setting and protection mechanisms, as well as of the legislative framework for the operation of the single labour market (e.g. to Social Security and social protection), shall be designed on the criterion of best practices.

Nicosia, 10 of July 2015