

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

Conference

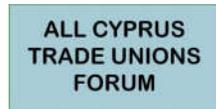
Gender Equality and Combating Discrimination in the envisaged unified Cyprus

12th of June 2015, MERIT Hotel, Nicosia

Draft Memorandum

We, the representatives of organisations that participated in the above mentioned conference, after having exhaustively discussed the issues of Gender Equality and the fight against Discrimination (in the grounds of religion, ethnicity or race, gender, age, disability and sexual orientation) concluded unanimously as regard the envisaged reunified Cyprus to commonly place emphasis to the following demands:

1. The envisaged federal state of Cyprus shall safeguard the principles of gender equality and non discrimination in all domains of society in the unified Cyprus.
2. Equality, equal treatment and non discrimination are human rights and they shall safeguard in the constitution of the envisaged federal state of Cyprus in accordance with the Universal Declaration on Human Rights (1948) and other international conventions and treaties that will commit the unified federal state of Cyprus.
3. The principles of equality, equal treatment and non discrimination shall cover all areas of life and the federal state shall ensure the practical implementation of the legal framework that protect these principles.
4. The federal state shall form sufficient and effective mechanisms to inspect, control and promote the accomplishment of equality and non discrimination.
5. The federal state shall form Action Plans for gender equality and the fight of discrimination that will cover all dimensions in



order to meet the above targets with specific actions providing the required financial and human resources.

6. The federal state shall form programmes and implement policies to fight the stereotypes and attitudes for gender roles and promote a balanced participation of men and women in all areas of live.
7. The federal state shall fight every form of violence drastically, including family violence, sexual violence, working violence etc.
8. The federal state shall safeguard the right of women for employment and support female employment since it constitutes a fundamental precondition for women's emancipation and the enhancement of their position in all areas of live.
9. The federal state shall, also, safeguard the right for decent work for all vulnerable groups of the population including young people, disabled people, migrants and others.
10. The federal state shall form policies and programmes to support working families to reconsolidate their working, family and social roles.
11. The envisaged federal state shall safeguard the principle of non discrimination in all policies.
12. The envisaged federal state shall promote policies for the non discrimination mainstreaming.
13. Any transitional arrangements deemed necessary for the integration of existing schemes, programmes or positive regulations etc shall be clearly defined and completed within a reasonable time frame.

Nicosia, 12 June, 2015