



Financial support



**ALL CYPRUS  
TRADE UNIONS  
FORUM**

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

### **Conference**

#### **Employment Policies and Employment Protection in the envisaged unified Cyprus**

**28<sup>th</sup> of May 2015, ETKA/PEO Building, Simonidou 14 (3<sup>rd</sup> Floor), Nicosia**

### **Draft Memorandum**

We, the representatives of organisations that participated in the above mentioned conference, after having exhaustively discussed on Social Security and Social Protection 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 unity of the country's labour market, which requires a single Social Security and Social Protection scheme, and the employee's right to freedom of movement, settlement and choice of employment.
2. Social Security and Protection is a human right and shall be established in the constitution of the envisaged federal state of Cyprus in conformity with the Universal Declaration of Human Rights (1948), the Social Security (Minimum Standards) Convention No. 102 (ILO, 1952) and the Recommendation on Nationally Defined Social Protection Floors No. 202 (ILO, 2012)
3. Social Security shall cover all contingencies of a life cycle, as defined in the respective ILO standards: maternity, sickness, unemployment, work injury, medical care families with children, invalidity, death of the breadwinner, old age.



4. Social Security shall be based on solidarity and financed through three partite contributions.
5. Social Security shall be complemented with further social protection measures financed through the state budget. These measures shall provide benefits for all aiming at safeguarding access to health and education and combating poverty risks for vulnerable groups.
6. Further Social Protection schemes shall place emphasis on safeguarding the welfare of children and people with disabilities.
7. Any transitional arrangements deemed necessary to integrate existing schemes shall be clearly defined and completed within a reasonable time frame.
8. The integration of the existing Social Security and further Social Protection schemes shall in no way lead to any degradation of the quality of coverage. The principle “what is best for employees, their families and all people” shall apply.

Nicosia, 28 May 2015