

REPUBLIC OF CYPRUS

Public Administration Country Profile

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Chapters 1, 3, 4, 5, and 6 refer to the *Republic of Cyprus*.

Chapters 2 and 7 refer to both the *Republic of Cyprus* and the *Turkish Republic of Northern Cyprus*.



CYPRUS

[Click here](#) for detailed map



Source: [The World Factbook - Cyprus](#)

Government type

Republic

In 1963 political crisis and inter-communal violence broke out, which resulted in 1974 in a de facto partition of the island.

Turkish Cypriots established control over the northern part of the island. Greek Cypriots control the only internationally recognized government.

On 15 November 1983 Turkish Cypriots declared independence and the formation of a "Turkish Republic of Northern Cyprus" (TRNC); recognized only by Turkey.

Independence

16 August 1960 (from UK); Turkish Cypriot area proclaimed self-rule on 13 February 1975.

Constitution

16 August 1960; in 1975 Turkish Cypriots created their own constitution and governing bodies within the "Turkish Federated State of Cyprus," renamed the "Turkish Republic of Northern Cyprus" in 1983; a new constitution for the Turkish Cypriot area passed by referendum on 5 May 1985.

Legal system

Based on common law, with civil law modifications

Administrative divisions

6 districts; Turkish Cypriot area's administrative divisions include Kyrenia, all but a small part of Famagusta, and small parts of Lefkosa (Nicosia) and Larnaca

Source: [The World Factbook - Cyprus](#),
[UNFICYP - Background &](#)
[European Commission \(Enlargement\) - Cyprus](#)

1. General Information

1.1 People	Cyprus	Lebanon	Malta	1
Population				a
Total estimated population (,000), 2003	802	3,652	394	
Female estimated population (,000), 2003	402	1,862	199	
Male estimated population (,000), 2003	400	1,790	195	
Sex ratio (males per 100 females), 2003	100	96	98	
Average annual rate of change of pop. (%), 2000-2005	0.76	1.56	0.42	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	22	29	19	
Female population aged 60+ (%), 2003	18	9	20	
Male population aged 60+ (%), 2003	15	8	15	
Human Settlements				c
Urban population (%), 2001	70	90	91	
Rural population (%), 2001	30	10	9	
Urban average annual rate of change in pop. (%), '00-'05	1.2	1.88	0.66	
Rural average annual rate of change in pop/ (%), '00-'05	-0.27	-1.55	-2.43	
Education				d
Total school life expectancy, 2000/2001	13	12.8 ⁱ	14	1
Female school life expectancy, 2000/2001	13	13 ⁱ	14	1
Male school life expectancy, 2000/2001	12	12.7 ⁱ	13	1
Female estimated adult (15+) illiteracy rate (%), 2000	4.6 ⁱⁱ	19.7	7.3	2
Male estimated adult (15+) illiteracy rate (%), 2000	1.3 ⁱⁱ	7.9	8.7	2
Employment				e
Unemployment rate (15+) (%), 2001	3.9 ⁱⁱⁱ	..	6.5 ^{iv}	1
Female adult (+15) economic activity rate (%), 2001	51	..	30 ^v	2
Male adult (+15) economic activity rate (%), 2001	74	..	74 ^v	2

Notes: ⁱ 1998/1999; ⁱⁱ 2002 ⁱⁱⁱ Second quarter of year, Ages 15 to 64 years, For government-controlled areas; ^{iv} Month of December; ^v Ages 15 to 74 years, De jure population

1.2 Economy	Cyprus	Lebanon	Malta	2
GDP				a
GDP total (millions US\$), 2002	9,131	17,294	3,614	
GDP per capita (US\$), 2002	11,936	3,894	9,103	
PPP GDP total (millions int. US\$), 2002	13,483 ⁱ	18,845	6,643 ⁱ	
PPP GDP per capita(int. US\$), 2002	17,625 ⁱ	4,243	16,733 ⁱ	
Sectors				b
Value added in agriculture (% of GDP), 2004	..	12.9	..	
Value added in industry (% of GDP), 2004	..	19.1	..	
Value added in services (% of GDP), 2004	..	68.1	..	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2003	2.3	2.9	1.8	
Private consumption (% of GDP), 2003	..	82.2	63.6	
Government consumption (% of GDP), 2003	..	16.7	22.0	

Notes: ⁱ Figures are for 2000/2001

¹ [United Nations Statistics Division](#):

^a [Statistics Division and Population Division of the UN Secretariat](#); ^b [Statistics Division and Population Division of the UN Secretariat](#); ^c [Population Division of the UN Secretariat](#); ^{d1} [UNESCO](#); ^{d2} [UNESCO](#); ^{e1} [ILO](#); ^{e2} [ILO/OECD](#)

² [World Bank - Data and Statistics](#):

^a [Quick Reference Tables](#); ^b [Data Profile Tables](#); ^c [Country at a Glance](#)

1.3 Public Spending	Cyprus	Lebanon	Malta	
Public expenditures				3
Education (% of GNP), 1985-1987	3.6 ⁱ	..	3.4	a
Education (% of GNP), 1995-1997	4.5 ⁱ	2.5 ⁱⁱ	5.1	a
Health (% of GDP), 1990	..	..	..
Health (% of GDP), 1998	..	2.2	..	
Military (% of GDP), 1990	5	5	0.9	b
Military (% of GDP), 2000	3.2	3.6	0.8	b
Total debt service (% of GDP), 1990	..	3.5	..	
Total debt service (% of GDP), 2000	..	11	..	

Notes: ⁱ Data refer to the Office of Greek Education only; ⁱⁱ Data refer to the ministry of education only

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Cyprus 1991-1995	Cyprus 1996-2000	.. average ⁴ 1996-2000	.. average ⁴ 1996-2000	High income group average ⁴ 1996-2000
Employment						
Civilian Central Government ⁵	(,000)	..	..	
	(% pop.)	..	..	..	..	2.80
Sub-national Government ⁵	(,000)	..	0.4			
	(% pop.)	..	0.05	..	..	2.80
Education employees	(,000)	..	9.14			
	(% pop.)	..	1.24	..	..	1.32
Health employees	(,000)	..	4.89			
	(% pop.)	..	0.65	..	..	1.08
Police	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Armed forces	(,000)	..	..	
	(% pop.)	..	..	..	..	0.53
SOE Employees	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Total Public Employment	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Wages						
Total Central gov't wage bill	(% of GDP)	9.3	9.9	..	..	4.2
Total Central gov't wage bill	(% of exp)	28.7	26.5	..	..	16.4
Average gov't wage	(,000 LCU)	..	..	
Real ave. gov't wage ('97 price)	(,000 LCU)	..	..	
Average gov't wage to per capita GDP ratio		..	..	..	..

Source: [World Bank - Public Sector Employment and Wages](#)

³ UNDP - [Human Development Report 2002](#)

^a Data refer to total public expenditure on education, including current and capital expenditures.

^b As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

⁴ Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

⁵ Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

2. Legal Structure

The status and the law of the Republic of Cyprus are governed, in principle, by the Constitution of 1959 (HMSO, London, Cmnd. 1093) and the Treaty of Establishment of Aug. 16, 1960 (382 UNTS 8, No. 5476). Protections were to be granted to the two separate linguistic/cultural/religious communities and personal status of individuals would depend upon their affiliation to one or the other. This was a continuation of Ottoman law and colonial practice.

Source: [World Legal Information Institute](#)

The 1960 Constitution has been retained although all provisions relating to the participation of the Turkish community in the exercise of executive, legislative and judicial powers are no longer applied.

Source: [European Commission - Enlargement](#)

2.1 Legislative Branch

Unicameral - Greek Cypriot area: House of Representatives or Vouli Antiprosopon (80 seats; 56 assigned to the Greek Cypriots, 24 to Turkish Cypriots; only those assigned to Greek Cypriots are filled; members are elected by popular vote to serve five-year terms); Turkish Cypriot area: Assembly of the Republic or Cumhuriyet Meclisi (50 seats; members are elected by popular vote to serve five-year terms).⁶
women in parliament (Republic of Cyprus): 6 out of 56 seats: (11%)..⁷

Republic of Cyprus

The House of Representatives exercises the Legislative power. Since the withdrawal of the Turkish Cypriots from the Republic's institutions (1963), the House of Representatives has functioned only with Greek Cypriots parliamentarians. Parliament, as supreme legislative authority, has the final say on budgetary and legislative matters.

Source: [European Commission - Enlargement](#)

The Legislative Power of the Republic is exercised by the [House of Representatives](#) in all matters.

The term of office of the House of Representatives is five years. A general election must be held on the second Sunday of the month immediately preceding the month in which the term of office of the outgoing House expires. The outgoing House continues in office until the newly elected House assumes office, but during this time the outgoing House does not have the power to make any laws or to take any decision on any matter, except in urgent and exceptional unforeseen circumstances.

The House may dissolve itself by its own decision before its term of office expires. When it so decides, it must also specify the date of the general elections which must not be less than 30 or more than 40 days from the date of such decision. In the event of the House dissolving itself it must also specify the date for the first meeting of the newly elected House, which must not be later than fifteen days after the general elections.

Fact box:

elections: Greek Cypriot area: last held 27 May 2001 (next to be held May 2006); Turkish Cypriot area: last held 14 December 2003
election results: Greek Cypriot area: House of Representatives - percent of vote by party - AKEL 34.71%, DISY 34%, DIKO 14.84%, KISOS 6.51%, others 9.94%; seats by party - AKEL 20, DISY 19, DIKO 9, KISOS 4, others 4; Turkish Cypriot area: Assembly of the Republic - percent of vote by party - UBP 40.3%, DP 22.6%, TKP 15.4%, CTP 13.4%, UDP 4.6%, YBH 2.5%, BP 1.2%; seats by party - UBP 24, DP 13, TKP 7, CTP 6

⁶ Source of fact boxes if nothing else stated: [The World Factbook - Cyprus](#)

⁷ [Inter-Parliamentary Union - Women in National Parliaments](#)

Following a constitutional amendment in 1985, the House has 80 seats - 56 for Greek Cypriot and 24 for Turkish Cypriot Deputies - with Deputies elected by universal suffrage of adults over the age of 18. Direct and secret ballots are held on the same day for both communities. However, since 1964, Turkish Cypriot members have not attended the House, and no elections have been held among the Turkish Cypriot community in accordance with the Republic's constitution. Despite this anomaly, the House has kept vacant the seats allocated to the Turkish Cypriot community. These seats remain at the disposal of Turkish Cypriot Deputies should they be elected according to the constitutional provisions.

The President of the House is a Greek-Cypriot and is elected by the Representatives elected by the Greek-Cypriot community and a Vice-President is constitutionally provided for to be a Turkish-Cypriot and is elected by the Representatives of the Turkish-Cypriot community.

In case of temporary absence of the President or Vice-President of the House, their functions are performed by the eldest Representative of the respective community unless the Representatives of the respective community decide otherwise.

The Maronite, Armenian and Latin minorities also elect representatives who attend meetings, though without a right of participation in the deliberations. They are consulted in matters concerning the affairs of their religion groups.

The current electoral law provides for a simple proportional representation system. The number of seats in each constituency is determined by law with constituencies coinciding with administrative districts.

Source: [The Republic of Cyprus - House of Representatives](#)

Turkish Republic of Northern Cyprus

The legislative powers of the State are exercised by the Legislative Assembly composed of fifty deputies elected for a period of five years. The Assembly has the power to enact laws, to exercise control over the Council of Ministers and the Ministers, to debate and approve bills in connection with the budget, to give general and special amnesty, and to decide whether death penalties imposed by the courts should be carried out. It also has the power to ratify international agreements.

The Assembly may, but only by absolute majority of the total number of its members, decide on its dissolution and the holding of general elections. In case of governmental crisis, the President is empowered to dissolve the Assembly and hold new elections if and when it becomes impossible to appoint a Council of Ministers, having the support of the Assembly, within a period of sixty days. If within a period of one year the council of Ministers cannot obtain a vote of confidence or is defeated three times by a motion of no-confidence the President may dissolve the Assembly and decide to hold elections. The President may, after certain consultations, submit to a referendum issue of dissolving the Assembly.

Declaration of war and authorization to send armed forces to foreign countries, or to allow foreign armed forces to be stationed in the Turkish Republic of Northern Cyprus, are rights vested in the Assembly, but if the country is the victim of sudden armed aggression and is not possible for the Assembly to convene, the President of the Republic is also able to decide on the use of the armed forces.

Source: [TRNC.com - House of Parliament](#)

2.2 Executive Branch

Republic of Cyprus

cabinet: Council of Ministers appointed jointly by the president and vice president

elections: President elected by popular vote for a five-year term; election last held 16 February 2003 (next to be held February 2008)

Republic of Cyprus

Under the 1960 Constitution, executive power is ensured by the President of the Republic, elected by universal suffrage for a five-year term of office. The executive power is exercised by the Council of Ministers, which is appointed by the President of the Republic.

Each Minister is the head of his Ministry and exercises executive power on all subjects within that Ministry's domain.

Source: [Republic of Cyprus - Executive Power](#)

Turkish Republic of Northern Cyprus

The President of the Republic is the Head of State. The President may preside over meeting of the Council of Ministers but he does not have the vote. The President is not responsible for acts committed in the execution of his official functions, but the Prime Minister and Ministers are.

Source: [TRNC.com - Presidency](#)

The constitution provides that the Council of Ministers shall be composed of a Prime Minister and ministers. The Prime Minister is appointed by the President from amongst deputies. Ministers may be appointed from among persons who are not deputies. Ministers are appointed by the President upon the recommendation of the Prime Minister.

Ministers are established by decree, in accordance with the principles laid down by the Constitution, upon the recommendation of the Prime Minister and approval of the President. The number of ministries cannot exceed ten.

The Prime Minister must secure co-ordination between the ministers, formulate the general policy of the Council of Ministers, and see to the observance of the relevant laws. The Prime Minister presides over the meetings of the Council of Ministers. The President may also preside over meetings of the Council, but he cannot vote at such meetings.

A newly formed government will have to obtain a vote of confidence before it can be installed in office.

Source: [TRNC.com - Council of Ministers](#)

2.3 Judiciary Branch

Supreme Court (judges are appointed jointly by the president and vice president). Also a Supreme Court in the Turkish Cypriot area).

Republic of Cyprus

The administration of justice is exercised by the island's separate and independent judiciary. Under the 1960 constitution and other legislation in force the following judicial institutions have been established:

Fact box:

chief of state and head of government: President Tassos PAPAPOULOS (since 1 March 2003); post of vice president is currently vacant; under the 1960 constitution, the post is reserved for a Turkish Cypriot
chief of state: Rauf R. DENKTASH (since 15 November 1983), re-elected April 2000

- The Supreme Court of the Republic;
- The Assize Courts (Three Permanent Assize Courts for all Districts);
- District Courts;
- Military Court;
- Industrial Disputes Court, Rent Control Courts, and Family Courts;

The Supreme Court is composed of thirteen judges, one of whom is the President of the Court.

The Supreme Court adjudicates on all matters of constitutionality of legislation referred to it by the President of the Republic or arising in any judicial proceedings including complaints that any law or decision of the House of Representatives or the Budget is discriminatory; also on matters of conflict or contrast of power or competence between state organs and questions of interpretation of the Constitution in cases of ambiguity.

The Supreme Court is the final Appellate Court in the Republic and has jurisdiction to hear and determine appeals in civil and criminal cases from the Assize Court, District Courts as well as appeals from decisions of its own judges when sitting alone in the exercise of original and revisional jurisdiction of the Supreme Court.

It is also vested exclusively with Administrative Law, revisional jurisdiction in connection with administrative or executive acts, decisions or omissions; the relevant remedy is by way of recourse for annulment.

The Supreme Court, moreover, exercises original jurisdiction as a Court of Admiralty.

In its original jurisdiction the Supreme Court deals also, exclusively with proceedings for the issue of orders of habeas corpus, mandamus, prohibition, quo warranto and certiorari.

There is a District Court for each district. The District Courts exercise original criminal and civil jurisdiction including jurisdiction in admiralty cases referred to them by the Supreme Court by virtue of Law 96/65 and matrimonial cases. The extent of the jurisdiction varies with the composition of the Bench. In civil matters a District Court composed of not less than two Judges has unlimited jurisdiction.

A President or a Senior District Judge of a District Court sitting alone has jurisdiction up to C£10.000 and a District Judge sitting alone up to C£5.000 and is also empowered to deal with any action for the recovery or possession of any immovable property (and certain other specified matters connected therewith) when the title of such property is not in dispute, irrespective of the value of the property involved; provided that a President of a District Court or a Senior District Judge sitting alone shall have jurisdiction to hear and determine any action in relation to negligence as well as in relation to compensation for the compulsory acquisition and requisition of immovable property, irrespective of the amount in dispute, unless such President or Senior District Judge, as the case may be, is of the opinion that it becomes necessary that the case be heard and determined by a Full Court consisting of not more than three judges.

In criminal matters the jurisdiction of the District Court is exercised by the members sitting singly and is of a summary nature. A President or a Senior District Judge or a District Judge sitting alone has power to try any offence punishable with imprisonment up to 5 years or with a fine up to C£50.000, or with both, and may order the payment of compensation up to C£3.000.

There is a Supreme Council of Judicature, consisting of the President and Judges of the Supreme Court, entrusted with the appointment, promotion, transfers, termination of appointment and disciplinary control over all judicial officers, other than the Judges of the Supreme Court.

Source: [The Republic of Cyprus - Judiciary](#)

Turkish Republic of Northern Cyprus

The judicial power of the state is exercised on behalf of the TRNC by independent courts. No organ, authority or person can give orders, send circulars or make suggestions to courts and judges in the exercise of their judicial powers.

The highest court in the Turkish Republic of Northern Cyprus is the Supreme Court. The Supreme Court functions as the Constitutional Court, the Court of Appeal and the High Administrative Court, has exclusive jurisdiction to adjudicate finally on all matters prescribed by the Constitution. The Supreme Court, sitting as the Court of Appeals, is the highest appellate court in the TRNC. It also has original jurisdiction in certain matters of judicial review. The Supreme Court, sitting as the High Administrative Court, has exclusive jurisdiction on matters relating to administrative law. The Supreme Court is composed of a president and seven judges.

Judicial power other than that exercised by the Supreme Court is exercised by the Assize Courts, District Courts and Family Courts.

The Supreme Court of Judicature, composed of the president and judges of the Supreme Court, a member appointed by the President of the TRNC, a member appointed by the Legislative Assembly, the Attorney-General and a member elected by the Bar Association, is responsible for the appointment, promotion, transfer and matters relating to the discipline of all judges. The appointment of the president and judges of the Supreme Court are subject to the approval of the President of the TRNC.

Source: [Turkish Republic Of Northern Cyprus President's Office - Judiciary](#)

2.4 Local Government

Republic of Cyprus

There are two types of local authorities: Municipalities and Communities Councils. Municipalities account for about 60 per cent of the population, while 353 Communities Councils cover the rest of the population. The functions of Municipalities are determined by the Municipalities' Law of 1985. Their finances derive from municipal taxes, fees and duties as well as state subsidies.

In October 1985, a new comprehensive law on local government, the Municipalities' Law 111 of 1985, was passed by the House of Representatives. This Law has since been amended by 25 amending Laws. In addition to the six principal (Nicosia, Limassol, Famagusta, Larnaca, Paphos and Kyrenia) and nine rural municipalities, the Law provided for the establishment of new municipalities. According to this Law, any community may become a municipality by local referendum, subject to the approval of the Council of Ministers, provided it has either a population of more than 5,000 or has the economic resources to function as a municipality. Eleven new municipalities were established in 1986, five in 1994 and one more in 1996, increasing the number to thirty-three.

Since the Turkish invasion of 1974 and the subsequent occupation of the northern part of Cyprus by Turkey, nine municipalities (Famagusta, Kyrenia, Morphou,

Kythrea, Karavas, Lapithos, Lefkonikon, Akanthou and Lyssi), although still maintaining their legal status, have been temporarily relocated to the free areas.

Municipal elections were held on 16 December 2001, in the 33 municipalities of Cyprus, 24 in the free Government-controlled areas of the island and nine in the Turkish occupied north. In these elections, which were the fourth since the establishment of the Republic of Cyprus in 1960, the number of registered voters was 354.159.

The main characteristic of these elections was the decision of the parties AKEL, DIKO and KISOS to combine their strength and form a three-party coalition, which claimed all the municipalities apart from the Paralimni municipality.

For more information please refer to the [Union of Cyprus Municipalities](#) and the [Cyprus Union of Communities](#).

Source: [Republic of Cyprus - About Cyprus](#)

Turkish Republic of Northern Cyprus

The general local administrative structure in North Cyprus operates at two levels: through Municipal Councils and Village Commissions. These are independent bodies responsible for the management of their local affairs and there is no hierarchical relationship between them. Municipal Councils constitute the form of local government in the district towns and in a number of large villages, while Village Commissions constitute the local structures in all remaining villages.

Mayors, *mukhtars*, members of the Municipal Councils and Village Commissions are elected by universal suffrage. Thus, central government involvement is limited to extending technical and administrative support and supervision.

Source: [TRNC.com - Local Government](#)

3. The State and Civil Society

3.1 Ombudsperson

Republic of Cyprus

The institution of the Ombudsman was introduced in Cyprus in January 1991, following the enactment of "The Commissioner for Administration Law of 1991".

The basic function of the Ombudsman is to review, after the submission of a complaint, an action of the administration either because it has violated one of the fundamental rights and liberties of the individual, or because the action complained of is contrary to law or the principles of proper administration.

The Ombudsman has jurisdiction over administrative authorities including the Police, the Armed Forces, the Public Corporations and local authorities. He has no jurisdiction regarding the actions of: The President of the Republic, the Council of Ministers, the House of Representatives, the Judiciary, the Attorney-General, the Auditor-General, the Governor of the Central Bank and the Public Service Commission when exercising their powers under the Constitution of the Republic. The actions of Ministers are within the jurisdiction of the Ombudsman, except in cases when they are acting in matters of government policy or as members of the Council of Ministers.

The Ombudsman prepares a Report in respect of any case for which an investigation has been conducted by him. The Report is submitted to the administrative authority involved, with copy to the complainant. If the complaint is found to be valid, recommendations for remedying the situation are made. In case where the administration does not comply with the suggestions made in the Report, the Ombudsman may submit the so-called Special Report to the Council of Ministers and the House of Representatives, in which the administration's non-compliance is denounced. Further measures are taken by the Council of Ministers and the House of Representatives.

Each year the Ombudsman submits to the President of the Republic an Annual Report with copy to the House of Representatives and the Council of Ministers.

There is a permanent Parliamentary Committee in the House of Representatives which examines the reports of the Ombudsman.

The Commissioner for Administration (Ombudsman) is appointed by the President of the Republic on the recommendation of the Council of Ministers and following the approval of the House of Representatives.

Source: [The Republic of Cyprus - Independent Offices](#)

3.2 NGOs

Source: [Institution - Title](#)

3.3 Civil Society

Source: [Institution - Title](#)

4. Civil Service

The Public Service Commission has the duty to appoint, confirm emplace on the permanent establishment, promote, transfer, second, retire and exercise disciplinary control over public officers (civil servants), including dismissal or removal from office. It has a Chairman and four other members appointed by the President of the Republic for a six-year term ([Federal Law on Public Service](#)).

The Chairman, who is the head of the Commission and its office, submits annually a report on its work for the Council of Ministers.

Source: [The Republic of Cyprus - Independent Offices](#)

The Public Service Commission is responsible for the filling, on the basis of objective criteria, of the vast majority of vacancies (first appointment and promotions) in the Public Service of the Republic. Notable exceptions are the judges, the military and security personnel as well as the Attorney-General, the Auditor-General, the Accountant-General and their Deputies.

Source: [Council of Europe \(GRECO\) - First evaluation round \(12/2000\)](#)

Following the withdrawal of Turkish Cypriot public servants in 1964, the Public Service Commission has been functioning only with the Greek Cypriot members.

The established Cyprus public service⁸, includes some 14.000 offices (posts), of which at the end of 1999 86% were occupied and 14% vacant. The maximum number of offices is specified by the Budget Law in effect. All offices are referred under the Ministry or Department in which they exist. Some posts specified by law are interchangeable.

Source: [Public Service Commission - An overview \(2002\) \(edited\)](#)

4.1 Legal basis

Public Service Act 1990. No. 1.

Episemos Ephemeris Tes Demokratias, First Supplement, 1990-01-27, No. 2474

Concerns the public sector as a whole. Provides, inter alia, for the creation of a "Public Service Commission"; the structure of the public sector; recruitment, promotion, transfer, resignation, duties, obligations and rights of Public Servants; fundamental rights of public officers, freedom of expression and freedom of association (s. 63); conditions of work; civil right (s. 71); working hours and Code of Discipline (Part VII). Section 63 stipulates that the right to join trade unions and any related rights shall be guaranteed for all public servants. Moreover section 71, concerning civil rights, stipulates that every public officer has the right to express political opinions and convictions, but not in his or her capacity as a public servant.

Source: [International Labour Organization - NATLEX](#)

4.2 Recruitment

The responsibility of the Public Service Commission for the filling of vacancies is extended to all posts of the public service, regardless of the layer (level of hierarchy), or their nature. In this sense, the Public Service Commission appoints or

⁸ "Public service" means any service under the Republic other than the judicial service, or service in the Armed or Security Force, or service in any other office in respect of which other provision is made by law, or service by persons whose remuneration is calculated on a daily basis.

promotes persons to the posts of Director-General (Permanent Secretary) of a Ministry, Head (Director) of a Department, Ambassador (or any other office of lower rank in the Foreign Services), Medical Officer or Specialist (at any level), Clerk, Office Assistant or Telephone Operator.

Offices in the Cyprus public service are categorized under three groups:

- First Entry posts to which persons not in the public service or officers may be appointed;
- First Entry and Promotion posts to which persons not in the public service may be appointed and officers may be appointed or promoted;
- Promotion posts which are filled by the promotion of officers serving in the immediately lower grade or post of the particular section or sub-section of the public service, as the case may be.

The Public Service Law in effect, as well as other pertinent laws and regulations, are meticulous in describing the procedure which has to be followed for filling vacancies in the offices of each category.

In selecting personnel, the Public Service Commission takes into consideration the following criteria (whichever apply to the specific procedure):

- Score in written tests;
- Performance on interviews;
- Academic, professional or any other qualifications;
- Experience;
- Annual appraisal reports;
- Recommendations of the Director;
- Seniority.

A vacancy in a First Entry office or in a First Entry and Promotion office is advertised in the Official Gazette of the Republic. The advertisement gives full particulars of the relevant scheme of service and specifies the date by which applications shall be submitted.

All applications received by the Commission for any vacancy advertised are forwarded to the appropriate Advisory Board (Departmental Committee). The composition and function of an Advisory Board is defined by the Public Service Law. Such a Board is an Ad Hoc committee usually consisting of the Director-General of the Ministry or the Head of the Department to which the office to be filled belongs and four other officers of the highest rank in the Ministry or Department concerned.

The appropriate Advisory Board determines the relative merits of the candidates who possess all the qualifications prescribed in the relevant scheme of service. In determining the merits of the candidates, the Board may require the candidates to undergo a written or oral examination or both. Then the Board forwards a report to the Commission containing the names of all suitable applicants and pointing the names of the candidates recommended for selection for appointment or promotion. The number of candidates recommended by the Advisory Board should not be more than four for each published vacant office.

The Public Service Commission then selects the persons to be appointed or promoted from amongst the candidates recommended by the Advisory Board, provided that

the Commission may, if justifiable, add to or remove from this list the name of any other person. The Commission shall, in the case of First Entry posts, or may, in the case of First Entry and Promotion posts, interview the candidates before making selection.

Appointments to a first Entry post are made on probation for a period of two years. With the expiration of the probationary period the Public Service Commission decides whether the appointment of an officer shall be confirmed.

As from 1998, a new law came into force abolishes Advisory Boards for First Entry posts up to scale A7 (non-professional staff for whom no University degree is necessarily required). Instead all such posts are filled directly by the Public Service Commission from an eligibility list

Source: [Public Service Commission - An overview \(2002\) \(edited\)](#)

4.3 Promotion

A vacancy in a Promotion office is filled, without advertisement, by the promotion of an officer serving in the immediately lower grade or office of the particular section or sub section of the public service:

The claims of officers to promotion are considered on the basis of merit, qualifications and seniority. The recommendations made in respect of the specific procedure by the Head of the Department in which the vacancy exists and the performance of a candidate in the case of an interview is also taken into consideration.

Source: [Public Service Commission - An overview \(2002\)](#)

4.4 Remuneration

Offices in the Cyprus public service are permanent and divided into classes or grades. The salary of an office is referred to a scale ranging from scale no A1 (e.g. the post of Office Assistant) to A16 (e.g. the post of Director of a department), the office of Director-General of a Ministry having a fixed salary.

Source: [Public Service Commission - An overview \(2002\)](#)

4.5 Training

Source: [Institution - Title](#)

4.6 Gender

Source: [Institution - Title](#)

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
Rank	Country	2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
27	Cyprus	6.1	3	1.6	4.7 - 7.8	3	4.7 - 7.2
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

According to the authorities and the representatives of the "civil society" interviewed by the Group of States against corruption Evaluation Team (GET), corruption does not occur on such a scale in Cyprus as to constitute a serious problem. This appeared to be a genuinely held view, which was also supported to a large degree by official statistics. The authorities contend that the figures concerning corruption reflect a generally low level of criminality in Cyprus.

Cyprus was among the first countries to sign the Criminal and Civil Law Conventions on Corruption. At the time of the visit of the GET, Cyprus was in the process of submitting the instrument of ratification of the first and preparing legislation for the ratification of the second. Cyprus is a party to various international instruments (multilateral and bilateral) aimed at facilitating and organizing mutual legal assistance in criminal matters, including the European Convention on Mutual Legal Assistance in Criminal Matters.

The Prevention of Corruption Act (Cap. 161)⁴ provides for a punishment of up to two years' imprisonment and/or a fine independently of the context in which corruption is committed. According to section 5 of the Act, public officials who receive money, gifts or any other consideration from a person holding or seeking to obtain such a contract are presumed to have acted corruptly unless they prove otherwise.

In addition to the Prevention of Corruption Act, corruption-related offences are included in the Criminal Code (Cap. 154). These are active and passive official corruption, extortion by public officers, the receipt of property by public officers to show favour, the pursuit by public officers of private interests in certain circumstances, false claims by officials and abuse of office.

The rather comprehensive legislation dealing with corruption was further developed recently. Thus in 1998 corruption was made a predicate offence for the purposes of the money-laundering legislation. In 1999 the penalty for active and passive corruption under the Criminal Code was increased to five years and a fine. Finally, in July 2000 the authorities incorporated the Council of Europe Criminal Law Convention into domestic law providing a seven-year penalty and/or a fine up to 10,000 Cypriot pounds for all the offences contained therein.

The last initiative taken by the authorities of Cyprus in the field of the fight against corruption was a series of awareness-raising activities organized together with the press and the House of Representatives.

Source: Council of Europe (GRECO) - First evaluation round (12/2000)

A second evaluation round is under way

5.2 Ethics

The Public Service Commission is the disciplinary authority for serious breaches of the Code of Ethics for public officials, which is incorporated in the Public Service Law. Whenever a public official appointed by the Public Service Commission (and the Accountant-General as well as the Deputy Accountant-General) commits a disciplinary offence, the Commission can impose on him/her a variety of sanctions ranging from a fine to compulsory retirement or dismissal.

Source: Council of Europe (GRECO) - First evaluation round (12/2000)

6. e-Government

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

Telecommunications Infrastructure Index:

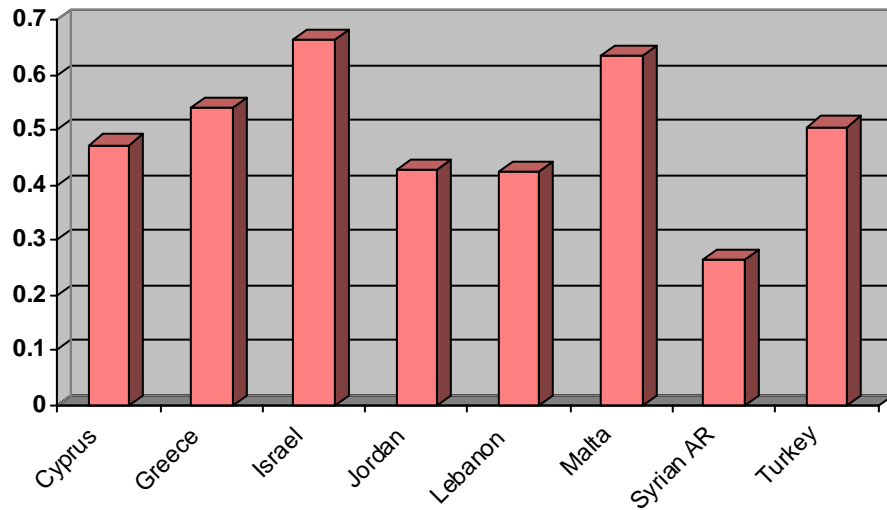
A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

Human Capital Index:

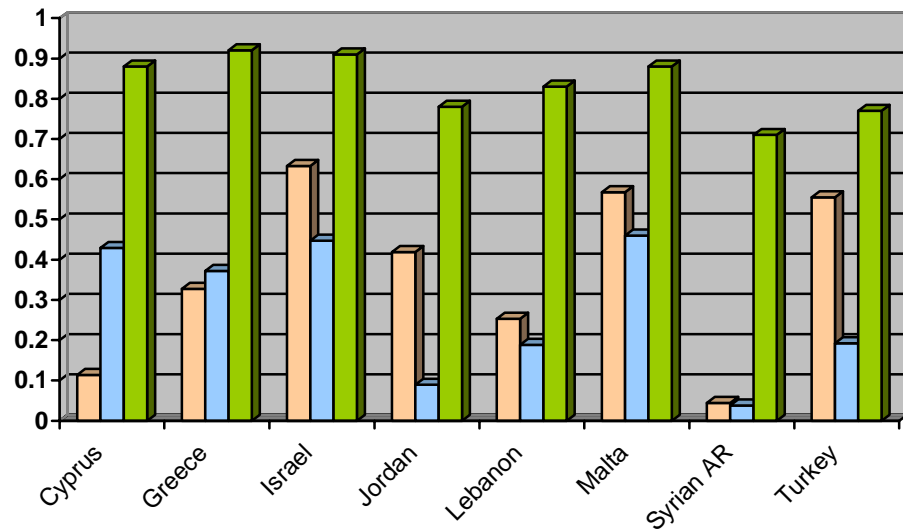
A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.

e-Government Readiness Index



Source: United Nations – World Public Sector Report 2003

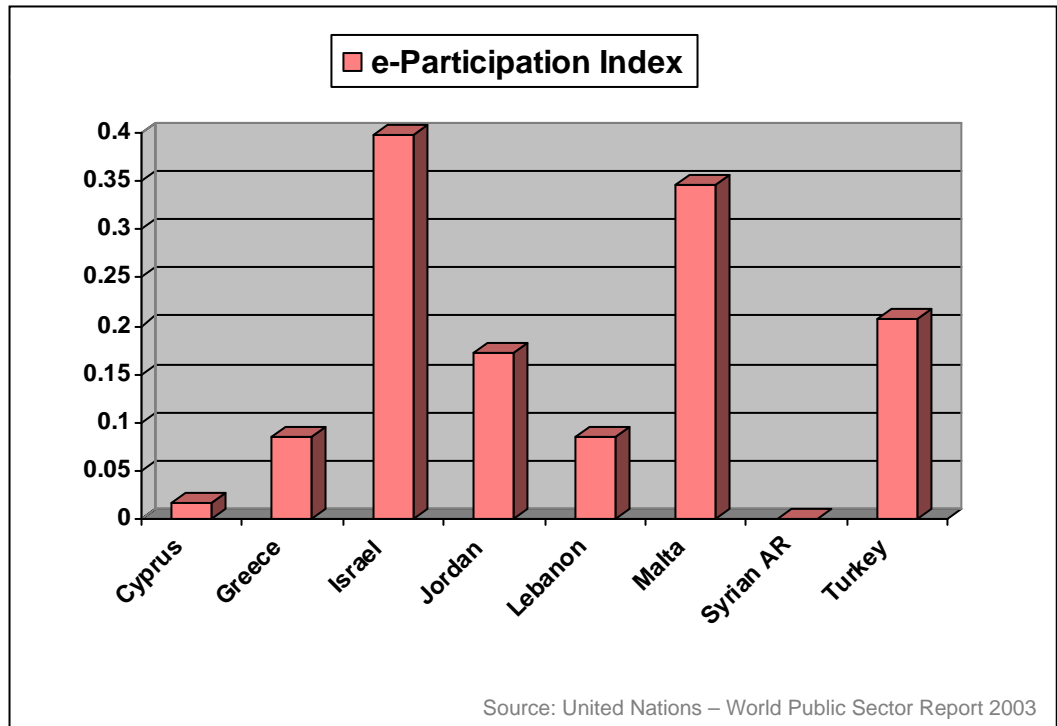
Web Measure Index Telecom. Infrastructure Index Human Capital Index



Source: United Nations – World Public Sector Report 2003

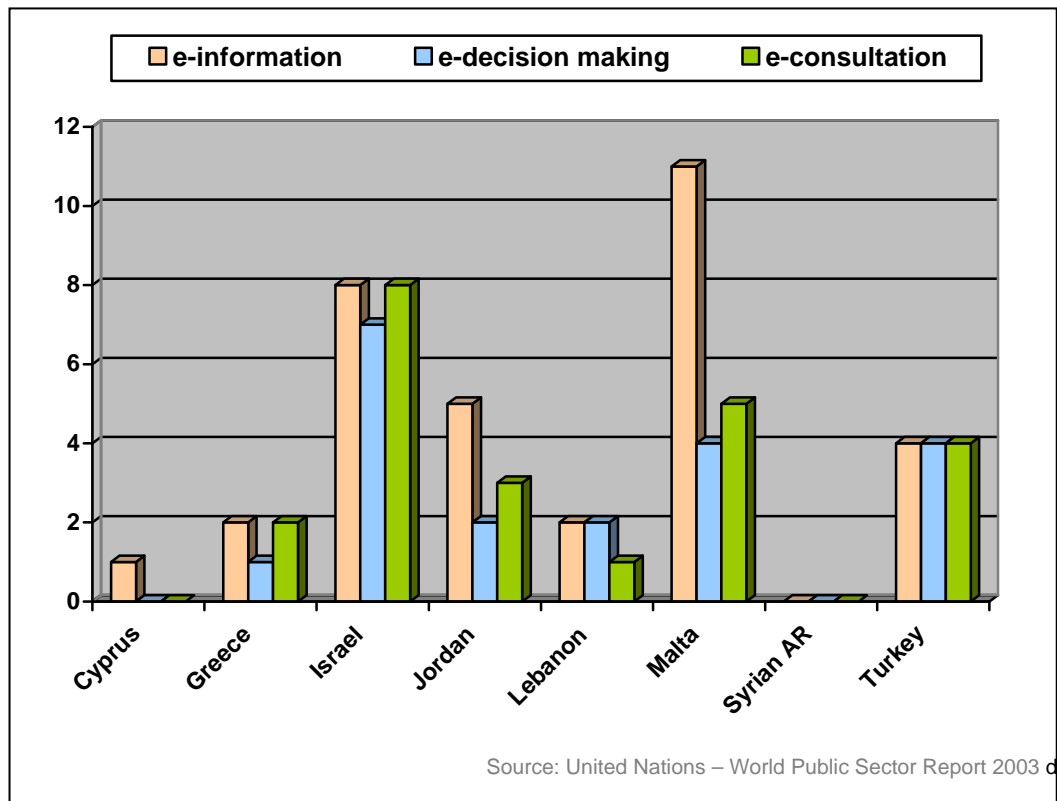
e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.



e-information:

The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.



e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

7. Links

7.1 National sites	
Authority	Topic
The Republic of Cyprus	
The Republic of Cyprus	http://www.cyprus.gov.cy/
The Republic of Cyprus	http://www.pio.gov.cy/
Parliament	http://www.parliament.cy/parliamenteng/
Ministries	http://www.cyprus.gov.cy/cyphome/govhome.nsf/Main?OpenFrameSet
Courts	http://www.pio.gov.cy/reference/gov_list/courts.htm
Supreme Court	http://www.pio.gov.cy/reference/gov_list/supreme_court.htm
Public Service Commission	http://www.psc.gov.cy
Turkish Republic of Northern Cyprus	
TRNC.com	http://www.trncgov.com
President's Office	http://www.trncpresidency.org/
Parliament	http://www.trncgov.com/houseofparliament.htm
Ministries	http://www.trncgov.com/government.htm
Dep. Prime Min. and Min. of Foreign Affairs	http://www.trncinfo.com

7.2 Miscellaneous sites	
Institution	Topic
Council of Europe	http://www.coe.int
European Union (EU)	http://europa.eu.int/comm/enlargement/cyprus/index.htm
International Labour Organization (ILO)	http://www.ilo.org/dyn/natlex/natlex_browse.home
Organization for Security and Co-operation in Europe (OSCE) - legislation	http://www.legislationline.org
UN Peacekeeping Force in Cyprus	http://www.un.org/Depts/dpko/missions/unficyp/index.html
United Nations Development Programme (UNDP)	http://www.unopspmu.org/