



## DISABILITY INCLUSION POLICIES

### Video : Disability Inclusion in Cyprus

**Theme**  
**Disability**

**Module**  
**To discover**

**Territory**  
**Cyprus**

**Subject**  
**Public policy**

### Text transcription of the video

Alright, let's look at how Cyprus supports individuals with disabilities through various policies, legislation, and practices. I'll guide you through the main points so you can see how these efforts translate into everyday opportunities and inclusivity.

#### 1. Cyprus Government's Approach to Disability Rights

Let's start with the Law on Persons with Disabilities of 2000. This law provides a solid foundation for ensuring equal treatment and non-discrimination for people with disabilities in Cyprus. Here's what it covers:

- **Equal Treatment:** The law prohibits any form of discrimination against people with disabilities in employment. This includes public sectors, private businesses, and even the armed forces. Employers are required to make reasonable adjustments to help people with disabilities access work, education, and public services.
- **Positive Actions:** This law also allows for positive or favorable treatment to support the full inclusion of people with disabilities. Think of it as a way to help bridge the gap so everyone has an equal opportunity.
- **Rights and Accessibility:** It guarantees rights like independent living, access to medical care, and the ability to participate fully in cultural and recreational activities. Public spaces, transportation, and communication systems must be accessible, and there are even provisions for designated parking.
- **Oversight:** To make sure these rights are upheld, there's a council – the Pan-Cyprian Council for Persons with Disabilities – which oversees the implementation of these policies.



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We also have the Employment of Persons with Disabilities Law of 2009, which encourages employers to hire individuals with disabilities by providing incentives and requiring accessible workplaces. For education, the Special Education Law makes sure that children with disabilities can receive the support they need within general education settings, fostering an inclusive environment from an early age.

#### 2. Department for Social Inclusion of Persons with Disabilities

This department plays a central role in implementing policies that support individuals with disabilities in Cyprus. Here's what they focus on:

- **Policy Development:** They create and monitor policies aimed at improving the quality of life for people with disabilities, covering areas like health, employment, education, and accessibility.
- **Financial Support:** They manage benefits and assistance programs for individuals and their families. This includes disability allowances, mobility benefits, and even support for assistive devices and home modifications.
- **Employment and Vocational Training:** The department offers vocational training and incentives for employers to hire individuals with disabilities, making the labor market more accessible.
- **Social and Independent Living Support:** They promote programs that encourage independent living, providing resources for personal assistance and accommodations.
- **Awareness and Advocacy:** The department also raises public awareness about disability rights and works to remove societal barriers to full participation.



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#### 3. Education and Support for Children with Disabilities

The Ministry of Education, Sport, and Youth offers dedicated support to children with disabilities. They provide services such as early diagnosis, special accommodations, individualized programs, and access to technology to help students succeed academically and socially.

#### 4. Advocacy through Cyprus Confederation of Disabled People's Organizations (KY.S.O.A.)

KY.S.O.A. is the voice of people with disabilities in Cyprus, working on both national and international levels. Their mission is to protect and promote the rights of individuals with disabilities. They tackle issues like health, employment, education, and public involvement. By partnering with the European Disability Forum, KY.S.O.A. ensures that Cyprus aligns with broader European disability strategies.

#### 5. Employment Support Programs and Good Practices

The Guide to Best Practices for Enhancing Employment by the Ministry of Labour offers various grant schemes that support people with disabilities and other vulnerable groups in the workforce. Here's how some of these programs work:

- Incentive Schemes: Employers who hire individuals with disabilities receive wage subsidies, as well as funds to make workplace adjustments.
- Personalized Training Programs: The Human Resource Development Authority (AnAD) provides training for unemployed individuals, tailoring skills to meet job market demands.



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#### 6. Innovative Disability Support Initiatives

Cyprus has several notable projects that are improving the lives of people with disabilities:

- SIDE Project: Supports Deaf youth by providing online educational resources to aid their transition from school to work.
- Equality2020: Ensures beach accessibility for persons with disabilities, making recreational spaces inclusive.
- OPAK Care Service: Offers personalized care and support to individuals with mobility challenges, enhancing their independence and quality of life.

Through these policies and programs, Cyprus is creating a more inclusive society, supporting people with disabilities in all areas of life. This not only promotes equality but also enriches the broader community. As you engage with these practices, think about how these measures might be applied in your own work or studies to advocate for and support people with disabilities effectively.