



CYPRUS BAR ASSOCIATION ANNUAL REPORT FOR 2022

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51th European Presidents' Conference in Vienna, 16 – 18 February

INTRODUCTION – HISTORY

The Cyprus Bar Association is the professional body of over 4300 advocates. The Cyprus Bar Association was established under the Advocate's Law Cap.2 in the 50s and it has been operating since then.

It regulates all registered member practicing advocates.

In Cyprus, Advocates are expected to deal with any legal matter; thus, we do not categorize them according to specialization. In - house lawyers are not members of the CBA i.e if they work for an audit firm then they are not considered as practicing lawyers and they cannot register as Advocates.

The Cyprus Bar Council consists of

The President, who is elected by the General Meeting of the Bar Association, taking place every three years.

The Chairmen of the District Bar Associations and one member from each District elected as representative to the Bar Council.

Four members elected by the General Meeting of the Bar Association.

The Attorney General is considered as the honorary President of the body of advocates.

The meeting of the Bar Council takes place at least once a month.

Elections took place in October 2020 and a new council has been constituted.

The next election will be October 2023.

Services provided by the Cyprus Bar Association on a daily basis

- ▶ On line services i.e registration payment of fees etc
- ▶ Renewal of Advocates' annual License
- ▶ Registration of European Lawyers
- ▶ Supervisory Authority for AML purposes
- ▶ Committee for the assessment of advocates out of court fees.
- ▶ Organization of seminars and conferences for CPD purposes
- ▶ Advising the Legal Affairs Committee and other Committees of the House of Representatives on proposed legislation.
- ▶ Drafting of bills.
- ▶ Participating on public debate on current legal issues.
- ▶ Various

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We have restructured the departments and we have created a new structure as follows (<https://www.cyprusbarassociation.org/index.php/el/c-b-a/board-organizational-structure>):

1. Administration – Renewals- Certificates
2. Pension Fund
3. AML supervision
4. Cylaw
5. ExtraJudicial committee
6. CAMC – Center of Arbitration and Mediation in Cyprus
7. Trainee Advocates Subsidy Program

Official registries kept by the CBA

- ▶ Lawyers Registry (approx. 4300 up to now)
- ▶ LLC Registry (approx. 780 up to now)
- ▶ Trusts Registry (1329 up to now)
- ▶ ASPs Registry (approx. 1330 up to now) (Administrative Service Providers)

At first, all the necessary work, including administrative matters, was done voluntarily by the members of the Board and the President's office. In 1992 the Board decided to hire a full-time employee and today the CBA has for its works and various departments, 19 employees. Consequently, the new additions to the staff and the fresh ideas, helped the CBA to upgrade its services, make them user friendly and mostly digital. This shift towards the electronic implementation of the systems and digitalization was the aftermath of the pandemic.

The CBA maintains a close collaboration with the IBA and the CCBE, as well as the European Lawyers' Foundation, and every year we try to become even more active within Europe. We aim on enhancing our members' knowledge and understanding of European Law and the benefits their clients might have if lawyers use their knowledge in this legal field.

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Main everyday activities of the CBA

- the renewal of the annual license of the practicing lawyers,
- registration of new members and European lawyers,
- regulation and supervision of our members in relation to anti money laundering procedures and provision of fiduciary services as well as the implementation of sanctions.
- Constant update of the registries (lawyers' company registry, administrative services providers company, memberships, trust registry etc)
- circulation of all relevant legal information through newsletters
- update and upload any new legislation or cases issued through CyLaw, the established search engine we have created, which is freely accessible by everybody,
- organization or co-organization of conferences and training programs,
- representation of the CBA in the House of Representatives or in other organizations in Cyprus or abroad.

We are member of the International Bar Association and the Council of European Bar Associations. Also, we are members and/or partners to various organizations and we have close relations with various embassies.

Websites:

www.cyprusbarassociation.org

- ▶ Registries
- ▶ Announcements – News – Circulars
- ▶ Seminars – Conferences
- ▶ Job Vacancies
- ▶ Links

www.cylaw.org

- ▶ Legislation
- ▶ Cases – Supreme & District Courts
- ▶ Open to public

We have redesigned and upgraded the website with all the needed information for Lawyers and clients. <http://www.cyprusbarassociation.org/index.php/en/>

"There is nothing permanent except change," said Heraclitus, the great philosopher of eternal evolution. And indeed everything changes, whether we want it or not. Change is not only necessary for life. It is life itself. Because life, by its very nature, is all about change.

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COVID PANDEMIC

The covid pandemic was one of the most difficult challenges that the CBA had to face the last 3 years. The staff was used to doing all of its work in the premises, . The CBA before covid was using technology advancements in moderation and with some hesitation. The lawyers were reluctant to find and or use other alternatives. Covid had changed our lives and the way we operate as an Association drastically. It forced all of us to adapt to new formulas in order to be productive, effective and maintaining a team balance.

The CBA staff had to become acquainted with new advancements such as transforming all the services provided by the CBA into electronic/digital form. Also, they had been equipped with laptops to work on rotation from their own place. The events and meetings were, and mainly still are, held virtually through online platforms. The lawyers were rapidly accustomed to using the various systems, and our electronic services and the staff was ready to assist them when facing an issue and guide them accordingly.

Following extensive discussions with the government we have provided them with our knowhow about electronic filing of the legislation and all the court cases, and for lawyers' better convenience we had, in close collaboration with the Deputy Ministry of Research, Innovation and Digital Policy, managed to develop i-justice syste (digital filing of court docs), which is in force since February 2022. Lawyers, court officers, judges and court administrators had been trained during 2021 to be able to use it confidently and trustfully as part of their everyday works. For this reason, we had established help desks to assist the lawyers, in case they have an inquiry on the use of the system.

This year restrictions are limited, which enables us to go back to the usual ways we had operated before. However, following our members recommendations and the efficiency of the electronic systems, we decided to keep those services running as they are easier and more convenient for both the staff and advocates .

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REFORM OF JUSTICE

General Overview of the latest developments

On July 14 2022, the Plenary of Parliament passed the Bills for the reform of justice, following the passing of the Bill to amend the Constitution, which paved the way for the passing of the other two Bills namely the Administration of Justice (Miscellaneous Provisions) Act 2022 and Courts Act 2022.

As a result, the Cypriot legal order has now acquired a powerful arsenal to improve the quality of judicial decisions as well as speed up procedures in the appellate and higher jurisdictions.

In addition, it is expected that 10,000 – 15,000 litigants who face issues of delay in the adjudication of their appeals will be benefited as the adjudication time of these delayed appeals is expected to be reduced to approximately three years. Thereafter, it is expected that appeals will be processed in the new Court of Appeal at a rapid pace.

The judiciary acquired a new Supreme Constitutional Court, a new Supreme Court for criminal and civil cases and for the adjudication of prerogative writs as well as a new Court of Appeal with three legal Divisions: Criminal, Civil and Administrative. Furthermore, the possibility is provided to the citizen, whenever a novel issue of constitutionality arises, to have this issue resolved/decided by the Supreme Constitutional Court directly.

All new courts will be staffed by experienced judges, experts in the field in which they will appear and decide. Specialization will impact the speed and quality of the decisions in the medium and long term.

In addition, a new Advisory Council is created which will provide the President of the Republic of Cyprus with the option of choosing for each vacant position among three candidates. The new Supreme Judicial Council's decisions on appointment and promotions will be subject to annulment by the new Supreme Constitutional Court. The Attorney General, the President of the CBA and two experienced Advocates, without having any voting rights, participate in these two bodies and their contribution is expected to enrich the institutions.

The CBA did not act adjunctively in the matter of reform but played a leading and significant role in the preparation of the Bills and participated in numerous consultations and discussions with various authorities and departments, including

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the Minister of Justice, the Supreme Court, representatives of the parliamentary groups and representatives of the Attorney General's Law Office.

The CBA will constructively continue to work for the overall modernization of justice and in this direction promotes the reform of the District Courts. We have specific proposals and opinions which we have already put before competent bodies of the European Commission and the Council of Europe and to this end we are preparing specific legal proposals for the reform of the entire spectrum of justice including the proposal for ODR (Online Dispute Resolution), training for the brand-new Civil Procedure Rules and enhancement of the promoting efforts to resolve disputes through the Cyprus Arbitration and Mediation Center of the CBA.

Reform of Advocates' Law

The reform committee of the CBA had prepared a new version of the existing legislation with amendments that will help and upgrade the works of the Advocates and the existing practice. The CBA is working closely with the House of Parliament, the Ministry of Justice and the Law Commissioner and we are in constant discussions regarding the amendments. We have now amended the law to accommodate also virtual meetings of the Bar Council, and for the renewal of the advocates license to be held electronically. We are in the process of acquiring the rights of keeping the registry of Lawyers – practicing and non-practicing. Also, we are examining the possibilities of amending article 6C of the Law which regulates the Companies run by Lawyers.

We have currently re-examined the ethics code of Advocates and we are discussing on deleting and or amending existing articles so as to meet the new digitalized era.

Establishment of new courts

For decades now, the CBA was supporting and suggesting the establishment of the Administrative Court and we are now optimistic that this development will result to the fast and correct administration of justice. It will definitely decongest the Supreme Court which was faced with a large volume of cases. Since January 2016, 2007 cases have been concluded before the court.

The new Administrative Court have been operating and are dealing with a large number of cases since 2015 and the International Protection Administrative Court has been operating since 2018.

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Reform of the Courts and training of judges

The problems of the courts are not new. However, with the banking crisis having increased to such an extent the number of court cases, this resulted in long delays and made more manifest long-standing weaknesses and judicial shortcomings.

The first stimulus for reforming the Courts system came from the Troika.

The Supreme Court, despite the economic crisis and the drastic reduction of its budget, did not hesitate. With the encouragement of the SRSS, the European Commission's Structural Reform Support Service, it decided to apply for Technical Assistance in the introduction of the necessary reforms. But the existing problems had first to be identified and then codified.

On Tuesday, 27 March 2018, the Experts from the Institute of Public Administration of Ireland (IPA) presented their 228 page Report to the Supreme Court at an official Ceremony in Nicosia. The Report, all the Speeches and the Announcement issued by the Supreme Court, are uploaded below.

Also, as part of the reform of Courts, the new Civil Procedure Rules have been finalized and both Advocates and Judges have been trained and/or are under training to become familiar with the new era. We are in the process of developing a new platform which will give our members the ability to participate in Off-the-shelf eLearning course in order to be trained and being constantly informed about the new Civil Procedure Rules. Thus far the training had been held in English and the aim of this course and of the new platform is to have the Greek version of the training as well as to being able to constantly update and inform our members and train them accordingly.

A new Commercial and Admiralty Court has been established and the House of Representatives has voted for the optional use of English language in its proceedings, which is an enormous step forward for the legal system in Cyprus.

<http://www.supremecourt.gov.cy/Judicial/SC.nsf/All/4FAD54FDA1155764C225825F003DC397?OpenDocument>

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MEMBERS / STATISTICS

The table below shows the number of registered lawyers during the years 2008-2021

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
F	812	836	909	1012	1151	1347	1527	1663	1824	1974	2055	2254	2366	2444
M	1114	1131	1179	1276	1291	1400	1467	1523	1603	1731	1738	1820	1864	1919
T	1926	1967	2088	2288	2442	2747	2994	3186	3427	3705	3793	4074	4230	4363

Since 2008, the local colleges/universities had begun to offer a law degree and we had observed that since then more people decided to study law and around 2011 – 2012 we had around 500 new registrations. As the above table shows, we have per year 250 – 300 registrations.

We encourage our members to employ young advocates in their law firms in order to keep them in Cyprus and eliminate the phenomenon of forcing them to move abroad due to unemployment and/or discriminatory treatment.

Not only in Cyprus but worldwide a Law degree is considered as very attractive. The increasing number of young people registered each year as trainee advocates and the establishment of new law schools are proof of that.

SUPERVISORY AUTHORITY FOR MONEY LAUNDERING

The Cyprus Bar Association is the regulatory authority of the lawyers in Cyprus, supervising more than 4300 lawyers, 1330 ASPs and 780 LLCs. The AML Department consists of six members that are specialised in the field of AML. A

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head of the department has been recently appointed, aiming for better coordination and maximisation of the outcome of the department and ensure that the department meets the highest possible standards. The department mainly performs onsite and offsite audits, provides guidance and annual training to our members through online seminars with regards to AML and participates in the modernisation and update of the current legislation and practices, in cooperation with the other regulatory authorities, the FIU and the relevant public bodies.

Next October we will introduce and will be online the AML-ex system. This system initiates a new era for the AML Department and the CBA in general, in an attempt to fulfil our obligations both at a national but also at a European level, since it aims to the enhancement of the current methodology on Risk Assessment and implementation of automatic/electronic software system for Institutional Risk Assessment for AML/CFT purposes.

It is the view of the Cyprus Bar Association, that the new EU AML Authority will boost the efficient functioning of the Anti-Money Laundering and Countering the Financing of Terrorism (AML/CTF) framework of the Union. The harmonisation and coordination of supervisory practices in the financial and non-financial sectors, the direct supervision of high-risk and cross-border financial entities and the coordination of financial intelligence units will be a crucial step in fighting anti-money laundering and the financing of terrorism. The rapid changes in the provision of services at the financial and non-financial sectors, accompanied by the current political and social uncertainty, led to a fertile soil for criminals and terrorists to facilitate money laundering and terrorist financing.

It is widely known that, since the Russian invasion in Ukraine back in February and the imposition of sanctions against the Russian Federation, Cyprus is facing new challenges due to the heavy exposure of the Cyprus economy to the Russian market. However, CBA is taking all the necessary steps to ensure compliance with the European regulations with regards to the sanctions. CBA took immediate action in cooperation with the ministries of Finance and Foreign Affairs as well as with the FIU and other supervisory authorities. An experts committee has been formed in order to advise and/or assist the board of the CBA while the AML Department requested and collected all the necessary information from our obliged entities with regards to their clients that fall under sanctions. Specific training seminars for sanctions has been organised by the CBA so as to support and guide our members to successfully comply with the imposed sanctions.

To that end, the President and the Council of the CBA once again declared their firm dedication to take all the necessary steps in order to maintain the AML standards of the legal sector in Cyprus at a high and effective level, in order to

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regain and establish the integrity not only for the sector but also for the Cyprus economy in general.

COMMITTEES OF THE CBA

Pursuant to Article 25 of the Advocates' Law Cap 2, the Board of the CBA, following its election, has to immediately constitute the sub-committees in accordance with the provisions of the law. The current Board had proceeded in 2020 with the establishment of 16 committees which deal with various areas of law and also proceeded with the appointment of the Presidents of the Committees and the members.

For their better organisation and the smoother execution of their activities, the CBA had drafted a manual which is binding for the members of the Committees and should be followed so as to ensure that each Committee is working on equal terms.

It is suggested that at least once a month the President of the Committee initiates a meeting where all the members discuss key issues related to the works of their committee. Also, they organise events/ conferences / seminars in order to inform and update their colleagues on the recent developments of the law. The President of the CBA, as well as the staff, is in constant communication with the Presidents and the members. Once every two months, the President of the CBA initiates a general meeting with the Presidents of the Committees, where he is being informed about their future endeavours and possible issues that they might face.

Also, when the Parliament is requesting the CBA's presence to a meeting, then the President of the competent committee is appointed to represent the CBA and to give the general opinion of the CBA on the agenda following consultation either with the President of the CBA or the CEO. It has to be noted, that when a committee, after reviewing a specific legislation, recognises a legal gap, then after consultation with the CBA, they can proceed with a proposal for amending the legislation and or specific provision in the legislation.

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JUSTICE FOR ALL

On September 1st 2022, the program “Justice for all” was launched. The right of each person to free access to justice it is sacred and non-negotiable. In a modern, democratic and progressive society, for this right to have meaning and content, first and foremost all citizens should be able to have access to a lawyer. Thus, the main goal of the program is to ensure equal access to a lawyer and, by extension, to justice for all the citizens who are unable to do so. The Cyprus Justice for All Network (CJfAN), a new body controlled and supervised by the CBA, will be responsible for the operation and management of the program. The philosophy behind the operation of this program is to have walk in service centres and a network of volunteer Advocates who will offer their services pro bono.

Beneficiaries to the program will only be natural persons, recipients of Minimum Guaranteed Income and their verification will be done with the assistance of the Deputy Ministry of Social Welfare. In case that the area of law, in which the case of the interested person falls is covered by legal aid, then this person will be excluded from the specific program.

At this stage, the program will run for a specific period of time in Nicosia, having one full time Advocate/office who will be appointed to execute the program. Once the Advocate/officer has established that the citizen seeking help is a beneficiary, the citizen will be referred to a network lawyer by the service centre, if his/her case needs specialized services (beyond the initial guidance given at the centres) or in case that there is a need for representation in Court or for mediation.

Regarding the Network of Volunteer Lawyers, a register of lawyers who wish to offer pro bono services will be established through the program. The criteria for admission to the register will be the possession of an annual professional license, a minimum of two years of experience in the profession and the existence of a clean disciplinary record.

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CONTINUOUS TRAINING

The Cyprus Bar Association has decided, under the Reg. 386/2017 as published on 24th of November 2017 in the Official Gazette Par. III(I) No 5050, to declare the continuing professional development (CPD) as compulsory:

Until 31.12.2019: 2 hours of accredited courses and 2 hours of non- accredited courses.

Since 01.01.2020 and for subsequent years, advocates need to complete per year 4 hours of accredited courses and 8 hours of non- accredited courses.

The CPD is a requirement for the renewal of the annual practicing license.

CBA developed the infrastructure to support the regulation. New website has been created and organizing conferences / seminars / speeches took place all through the year. CBA is in a close cooperation with universities local bar associations as well as private training centers which had been accredited through procedures and regulations established by the CPD Committee of the CBA. Due to the effect of the pandemic, we managed to provide our members the access to education and continuous development through virtual events and seminars. Specifically, in 2021 we have organized approximately 60 seminars and in 2022 we have organized 89 programs, some of them held with physical presence.

Due to the organization of virtual events and conferences, we had the opportunity to have either as speakers or guests, people from abroad, who have key positions and experience on the topics of each event. Specifically, for the event organised by the Young Lawyers subcommittee of the CBA on “Equality, Diversity, and Inclusiveness in the Legal Profession” we invited our beloved Merete Smith who explained how the Norwegian Bar Association is trying to maintain equality amongst its members.

In November 2022, we hosted the plenary session of the Presidents of the Greek Bar Associations. Due to the success of the Common Law in Europe Conference, which brings together practitioners of various jurisdictions who are based on common law, the Board of the CBA unanimously agreed to host this event every year. Its main target is to engage all common law states so as to exchange ideas and share their experiences on pressing issues.

Beginning of April 2023, we are organizing the Women in Law Conference where we will touch upon issues such as equality, diversity and inclusion. Also, examples of females who managed to thrive in a “man’s world” will be presented.

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Past Events and Conferences:

- ADVOCACY Training
- ENGLISH CYPRIOT LAW DAY
- Lawyerex exchanging of young lawyers in other member states
- CrimiLaw
- Civilaw - Training of Lawyers on EU instruments in Insolvency Law and Family Law
- DAC6 - Training of Lawyers of the EU Directive on cross-border Tax Arrangements
- Slynn Foundation Training - Case Management; listings, wellbeing, and mentoring
- LEGAL CONFERENCE – COMMON LAW IN EUROPE
- Corporate Series – seminar on Insolvency
- Equality, Diversity, and Inclusiveness in the Legal Profession
- Training of Lawyers on the New Civil Procedure Rules

Young Lawyers Contest 2022

ERA, in cooperation with the CCBE, is organising every year the Young Lawyers Contest where the contribution and participation of the Bars is essential. For this year's contest the CBA had an active delegation of four contestants, one of them had been qualified for the final.

C.A.M.C.

The Cyprus Arbitration and Mediation Centre (“C.A.M.C”) is a dedicated ADR Centre. CAMC sits in the premises of the Cyprus Bar Association headquartered in Nicosia and is formerly known as the Cyprus International Arbitration Centre. CAMC's objective is to promote and facilitate the efficient resolution of disputes throughout Cyprus and internationally by arbitration and mediation, with the aim of delivering neutrality of process, enforceability of outcome and commercial privacy to parties in dispute. We eliminate delays and keep a lid on costs. That's what ensures our clients keep coming back to the CAMC. We are confident that the CAMC is a suitable venue for clients to resolve their disputes.

CAMC is a professionally managed centre, providing alternative dispute resolution services, set up in January 2010. CAMC independently and impartially administers the procedures of arbitration and mediation in commercial disputes. As it steps into a new age of dispute resolution, CAMC is committed to providing effective and quality alternative dispute resolution services to domestic, foreign-related and Florinis 11, off.101, 1stFloor, 1065 Nicosia, P.O.Box. 21446, 1508 Nicosia – Cyprus

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international disputes. As an international arbitration institution, CAMC's arbitration fees for international and foreign-related cases are relatively low. CAMC provides institutional support as a neutral and independent venue for the conduct of domestic and international arbitration and mediation. The Centre aims to organize various courses and training programs on alternative dispute resolution. CAMC maintains its own panels of arbitrators and mediators, which may be used as a resource for party appointments. CAMC provides Rules and model clauses to facilitate best practice in the conduct of arbitration and mediation and assists parties in arranging facilities to manage their ADR processes, including room hire, transcription and translation services.

The Centre was established in 2010, under the name of the Cyprus International Arbitration Centre. It was soon realised that the name of the Centre created a wrong impression, namely that only international disputes could be referred to the Centre. As a result, by unanimous decision, the Centre was renamed as the Cyprus Arbitration and Mediation Centre and its main purpose is to fill in the gap that existed especially with regards to the carrying out of International Arbitrations in Cyprus, by providing services to individuals and organizations who wish to resolve conflicts out of court. The administrative services of CAMC provides for the appointment of mediators and arbitrators, setting hearings and providing users with information on dispute resolution options. CAMC was established for filling the gaps in the absence of an arbitration court. Due to the absence of arbitration rules in Cyprus, CAMC has been inspired by the United Nations recommended rules, which are commonly referred to as the UNCITRAL Arbitration Rules, in order to draft its institutional rules.

CAMC aims to be Cyprus' premier forum for commercial dispute resolution, by providing arbitral rules, which draw on the latest innovations in international arbitration best practise and a dedicated secretariat which facilitates the efficient and impartial administration of arbitration and mediation proceedings. The Centre also aims to be a vocational training centre about arbitration and alternative dispute resolution in general by organizing seminars and training programs. CAMC success is founded on its commitment exceptional but cost-effective service, tailored to the specific needs of each case.

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SUBSIDY PROJECT FOR TRAINEE ADVOCATES

In 2017 we have been introduced the “Subsidy Project for Trainee Advocates” which is co-funded by the European Union and the Republic of Cyprus, entitling the CBA as the beneficiary of it. This project applies to trainee advocates who are up to 29 years old, who are out of employment, education or training, in order to accomplish the required, by the Advocates Law Cap 2, as amended, legal training. The Trainee Advocates who will participate to this project will be entitled for the period of their training, a monthly allowance of 650 euro.

The main objective of this project is to generate the proper surroundings that will facilitate the efforts of young law graduates to carry out the required training, aiming on ensuring their registration in the Register of Advocates of the Supreme Court, as well as for the effective completion of the aforementioned training.

Since the 1st of September 2017, 2050 trainees have been approved for the project and 1648 of them have been duly completed their legal training. It has to be noted that during the period of their training the three officers that had been employed for this program, are monitoring the improvement of the trainees through on side visits to their premises as well as through phone calls and a report of their tasks each month.

The subsidy project has been extended until the end of December 2023 with an extended budget of 6 million. A new period of the project had been approved for the period 2024 – 2027 to accommodate approximately 1200 trainee Advocates.

PUBLICATIONS

“Νομικό Βήμα (Nomiko Vima)” was re-released in electronic form with the aim of being a useful tool for the lawyer, the law student as well as for anyone interested in the legal content. An essential requirement for the success of this goal is to enrich each edition with articles. Those articles will cover a wide range of topics and will be in correspondence and alliance with the main areas of law and the pressing issues.

The “Νομικό Βήμα (Nomiko Vima)” will be published three times a year and will be accessible through the website of the Cyprus Bar Association to all its members.

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SOCIAL RESPONSIBILITY

Scholarship Fund

The CBA, in the context of the Social Responsibility, which was adopted and incorporated to our policies last year, proceeded to create a Scholarship Fund, with the establishment of a new Limited Liability Company by Guarantee with the name "Cyprus Bar Association Scholarship Fund".

The main objectives of the Scholarship Fund are the following:

1. The creation and/or operation of programs granting scholarships, financial support and any kind of financial and/or other support ("Scholarships"), for studies or research, in Cyprus or abroad, in the wider field of legal sciences, to members of the Cyprus Bar Association and/or other persons and students.
2. Securing and/or receiving resources, sums of money, donations and subsidies, as well as scholarships from the private sector, competent governmental agencies, embassies, institutions, international organizations, law firms, lawyers, etc.
3. To conduct or participate in or assist in research programs aimed at the development and improvement of existing methods of providing legal information, the enhancement of the legal field and education as well as the broader promotion and development of legal science and law.

The Scholarship Fund issues Regulations for the definition and operation of a mechanism for selecting suitable candidates for the purposes of providing a scholarship as well as for the annual monitoring of the progress of the scholarship holders and/or regulations governing the scholarships, at its sole discretion, with the sole reservation their compliance with the purposes of the Scholarship Fund and its mode of operation.

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Common Perception Action to strengthen gender equality and combat gender discrimination in the legal workplace

The CBA, implementing its plan for Social Responsibility actions, has proceeded to create the "Common Perception Action of the PDS to strengthen gender equality and combat gender discrimination in the legal workplace". This action is an attitude of responsibility of the employers towards their employees/lawyers, with benefit both for their own organization and for the legal community of our country and especially the vulnerable groups of colleagues.

The conclusion and adoption of the Common Perception Action is a pioneering commitment of law firms regarding tangible applied policies and practices in the workplace and in particular in law firms, which aim to promote and achieve gender equality, prevent and address gender discrimination at work.

Those supported this initiative shall adopt original policies to promote gender equality and shall contribute in practice to the creation and/or maintenance of a modern culture promoting gender equality and a safe and healthy working environment in the legal world, against gender discrimination.

Legal Literacy

The CBA has introduced the program of Legal Literacy in which it is participated in webinars and physical presentations. This program is part of the social responsibility and is a cooperation amongst the CBA and the Ministry of Education.

The specific program is addressed at students of Primary and Secondary Education and its philosophy is based on the understanding of legal concepts that govern our daily lives both at a private and a collective level.

For this program, representatives of the CBA presented and explained to students the Lawyer's Profession and the Concepts of Justice, Courts and the Rule of Law. The presentation is of an interactive nature and the students had the opportunity to recognize components of democracy and justice and to express their views on what is fair and unfair, understanding that justice is a key pillar in a democratic society.

Early legal awareness is a key tool for citizen empowerment and has a substantial contribution to the acquisition of a legal culture, respect for human rights and the protection of fundamental human freedoms within a legal and democratic state.

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Fundraising / Environmental Support

The CBA cares about pressing issues that affects the society and actively shows its willingness to assist. In July 2021, Cyprus faced a devastating fire which affected 9 villages in Larnaca and Limassol. To support those affected areas, the CBA organised a fundraising and delivered the collected amount to the community leaders.

We have also participated in planting activities to irrigated areas giving a clear message that the green spaces should be continuously enriched and at the same time all the necessary measures for their care and development should be taken.

HUMAN RESOURCES / CBA MANAGEMENT

By the end of 2021 the CBA had finalized and introduced, under the instructions and guidance given by KPMG, written policies that will govern the staff of the CBA. Until recently, the CBA staff was acting under the general policies of the CBA. Now the staff has a manual that administers its policies and the working conditions of each department. This was a step forward for the CBA as for now on uniformity and equal conditions will prevail amongst the staff.

Further, the CBA had proceeded with an evaluation system which will be used and consulted for promotion and/or raise in salary for each employee. In this way, we aim at achieving transparency and fair and equal conditions of pay amongst our employees and to eliminate and or prevent any preferential and or favorable relations.

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MEASURES

- The modernization of civil procedure rules will enter into force in September 2023 in order to make the justice system efficient and quick. Although at first the Supreme Court had amended 2 of the civil procedure rules, the CBA requested the modernization of all the rules, as this will improve drastically the justice system making it more efficient and reliable. The new set of rules had been evaluated and decided; thus, the final version will soon be followed.
- Stenotype is also a key pillar in ensuring the speed and effectiveness in the administration of justice and it will constitute the introduction of modern technology in the courts.
- E – justice. We reviewed the existing computerized mode and replace it in order all the documents to be filed electronically to the courts like other EU countries already do i.e Malta, Austria, Esthonia. It will soon be launched as it is in a process of finalisation and its use will be horizontal and direct to all interested parties.
- CBA's expertise helped the office of the registrar of companies. Consequently, following considerable consultations, their systems have been upgraded, is being user friendly and efficient as in less than 4 days the registration of a company is possible. We are still participating in the special committee under the supervision of the ministry of commerce.
- A special committee of the CBA is currently reviewing the legislation of the Company Act and examining the possibility of amending the current legislation, to make it more coherent and in an alignment with the new developments, following the pandemic.

All of the above are considered and has been included in the mission strategy of the Ministry of Justice and we are together in a close cooperation to deal with all the matters concerning justice. Also being a member in the Council of the European Bar associations help us to improve and get all the information needed for our members to improve their services.

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