

# North Cyprus

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TURKISH CYPRIOT GREEN CRESCENT ASSOCIATION



# Geographic and historical background of Cyprus.

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Cyprus is the third largest island in the Mediterranean after Sicily and Sardinia. Its neighbouring countries are Turkey, Syria, Lebanon, Israel, Egypt. The population of the North Cyprus is 300.000 (three hundred thousand). Nicosia is a divided city and its a capital of both North and Greek Cypriot Administration. The other large cities are; Famagusta, Kyrenia, Paphos, Limassol, and Larnaca. The climate is typically Mediterranean with hot/dry summers and warm rainy winters. The official language is Turkish.

# Cyprus History

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In 1960 Republic of Cyprus was established as a bi-communal state, based on partnership between Turkish and Greek Cypriots. However this republic lasted only 3 years. The disagreements between the two communities about the Constitution and other inter-communal matters consequently led to the tragic events of 1963, which many Turkish Cypriot and Greek civilians lost their lives.

At 1983, TRNC (Turkish Republic of Northern Cyprus) has been formed.

# World progress and challenges of drug free working place

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According to our laws, the illegal drugs and alcohol use at work, possession and sale is prohibited. In 2016 “the probation law on drug addicts and users” was passed by unanimity in the parliament. Even in public and private sector we do not have any specific rules/act regarding to the control of drug use in the workplaces. When we consider the six major components of the drug free workplace (needs assessment, policy development, employee education, supervision training, EAP, Drug testing) both the employees and employers need awareness.

# Legal and Illegal Substances in the North Cyprus


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Legal substances; Tobacco and Alcohol

Legal issues exist in terms of the use of tobacco in the public indoor places (e.g., restaurants, work buildings). Penalties involve 1/10 of minimum wage per person and half of the minimum wage for owners of the places.

Illegal substances; All kind of drugs (i.e.,heroin,marijuana, bonzai, cocaine, Amphetamine derivatives,containing active ingredient of methamphetamine, LSD, cannabis, ).

Individuals are subject to various legal penalties depending on the;

- Whether they are user or seller
  - Gram/milligram/piece/ of the substance
  - Previous crime or substance record/other crime of an individual
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# Drug Use in the North Cyprus

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However, Informal norms exist in terms of the use of alcohol and drugs in the workplaces located in NC. For example, those who use drugs are labelled with bad reputation. Drug user's colleagues are less likely to form bonds with users and are likely to exclude them from their own group.

Although, employees also label heavy alcohol users as an addict, alcohol use is more tolerable than drug use.

The reason for this is that people tend to use alcohol in their daily lives to socialize (more normalized since it is a part of culture).

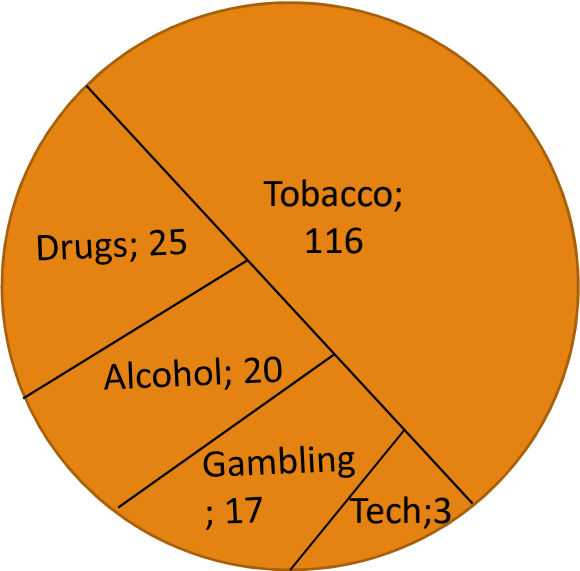
# TC Green Crescent Consultancy Center (YEDAM) Concerns

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When we consider Turkish Cypriot Green Crescent Consultancy Center (YEDAM); main concern related with our clients is that they do not want their addiction to be heard by a society. They are scared that they might even lose their job if their addiction comes up to the public. Indeed, any potential of disclosure prevents some of the addicted people to seek for help.

# TC Green Crescent Consultancy Center: Client Calls Numbers per Substance

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Total; 181



# If DFWP programme is going to be implemented in North Cyprus - Benefits;

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1-concentration and thus productivity of employees will increase as they will be sober in the workplace. As an employer one of the main responsibilities that you have to keep the working environment safe at all times.

2- As there will be regular check-ups in terms of the usage, people will be reluctant to use (at least limit) drugs/alcohol even when they are at home. Their individual/family life will be more organized, leading increase in their well-being

3-The number of the traffic accidents and deaths are much more if we think the in the case of population of North Cyprus. For this reason, the draft law on "road safety" is on the agenda of the parliament. By this law the drug testing in the road will be legalized.

# Challenges

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1-hard to implement as alcohol is the part of the culture in the North Cyprus. Changing a habit might be difficult if this habit steams from a particular culture.

2- Potential stigma regarding the use of drugs/alcohol might be prevalent. Informal way of discriminating drug users might be combined with formal way of discrimination. This leads drug users to experience psychological problems, including depression and anxiety. Internalization of this stigma is even worse such that using drug becomes a part of who the person is.

3-Drug testing; testing regularly employee is the component of legal issue at the same time the awareness of employer.