



Quality in Gender+ Equality Policies

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Integrated Project

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DATA TO BE COLLECTED

DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as gender+ equality legislation. If important legislation seems to have been omitted by the authority, please comment on this.¹

<u>Legislation</u>	<u>Year</u>	<u>Main provision(s)</u>
Violence in the Family	1994	Prevention and Protection of Victims Emphasis on children, no gender Law condemns any act of violence within the family, raises substantially the penalties for violence and provides protection to victims; clarifies that rape can be committed within marriage; speeds up trials dealing with cases of domestic violence; facilitates the reporting of violent incidents; provides for the appointment of Family Counsellors; provides for the setting up of an Advisory Committee and a Multidisciplinary Group of Experts to provide the necessary assistance to children and young victims.
Law regulating the operation of private employment agencies (relevant to the combating of trafficking)	1997	The first law regulating the operation of private employment agencies. Three years after this Law was passed, employment agents were required to apply for licenses of operation but because the majority of them did not meet the law requirement), the law was suspended. "Apparently for this same reason, the 1997 law was amended in order for employment agencies to receive a license without having to meet the stringent requirements of the 1997 law!" ²
Maternity Protection Law	1997	Extends application of Law to foster mothers total minimum period of 16 weeks of maternity leave, (9 weeks must be taken compulsory during the period beginning the second week before the presumed week of confinement). Law protects women from unlawful dismissal during maternity.
Protection of Maternity Law	2000	Harmonizing w/ Directive 92/87EEC
Violence in the Family Law	2000	
Persons with Disabilities Law	2000	(Commissioner Law)

¹ The Machinery does not explicitly identify specific legislation as "key" developments. The last CEDAW Report (2004) cites all new laws in chronological order, no law is been framed as specifically important. We chose to focus on Laws introduced for the purposes of harmonisation with the EU. Laws identified as founding laws for Equality by the Office of the Commissioner for Administration and Laws which explicitly break patriarchal conventions (e.g., marital rape).

² Mediterranean Institute of Gender Studies (2007) National Report, Mapping the Realities of Trafficking in Women for the purpose of sexual exploitation in Cyprus (online: www.medinstgenderstudies.org).

Witness Protection Act	2001	<p>Supplements Trafficking Law and Violence in the Family Law, corresponds to EU Resolutions of 23rd November 1995, on the protection of witnesses in the fight against international organised crime, and of 20th December 1996 on individuals who co-operate in the fight against organised crime. Court empowered to take measures to protect any vulnerable witnesses needing protection from all forms of direct or indirect threat, pressure or intimidation. Measures include: exclusion of the public from the courtroom; providing circumstances which allow witness not to face the accused (use of a special partition or a closed television circuit).</p> <p>Provides trafficked victims protection (change of location, change of identity and so on) <u>provided the victims agree to cooperate with authorities.</u></p>
Citizenship Law Amendment	2001	<p>Mixed Marriage Children eligible for Cypriot citizenship (also when mother is Cypriot). Alien spouse, irrespective of gender, is eligible to acquire the citizenship of the Cypriot spouse, provided that they live together as husband and wife for a period of 3 years, and that the alien spouse is a permanent resident of Cyprus for at least 2 years before submitting his/her application for citizenship.</p>
Social Insurance Law	2001	Harmonising w/ Directives 79/7/EEC and 86/603/EC.
Parental Leave	2002	<p>Harmonising w Directive 96/34/EEC First time father eligible for leave (unpaid) Provides parental leave to any parent, up to 13 weeks due to birth or adoption of a child. Parental leave up to 7 days for <i>force majeure</i> reasons</p>
Equal Treatment between Men and Women in Occupational Social Insurance Schemes	2002	Harmonizing w/ Directive 86/378/EEC
The Optional Protocol to CEDAW Convention	2002	
Equal Pay Law	2002	<p>Equal Pay for men and women for the same work or for Work of Equal Value. Law extends the right of equal pay for the “same like or substantially like”, work to cover work of equal value of “unlike nature” as well. The Regulations, issued under this law provide for effective mechanisms for the implementation of the provisions of the law defining the powers of the inspectors, the composition and the terms of reference of the Technical Committee which assists the Industrial Disputes Court in determining</p>

work of equal value and the criteria which apply for comparison purposes.

Abolition of the Night Work (Women) Law Cap 180	2002	Compliance with the European Union Directive 76/207/EU
Protection of Maternity Law	2002	Harmonizing w/ Directive 92/87EEC
Protection of Maternity (Safety and Health)	2002	Harmonizing w/ Directive 92/87EEC Safety and health at work of pregnant women and women who have recently given birth or are breastfeeding. Employer has obligation to estimate the dangers at work and remove these women to another job or, if this cannot be done, to release them from doing such kind of work without having any effect on their rights.
Professional Social Insurance Schemes Law	2002	Equality of men and women in Social Insurance; alignment of Social Insurance with EU Directives 86/378/EC, 96/97/EC and 97/80/EC
Equal Treatment of Men and Women in Occupation and Vocational Training	2002	Full alignment with EU Directive 76/207/EEC Positive action, gender based advertising; sexual harassment and burden of proof. Provides for effective remedies for breaches of the principle of equal treatment and for the establishment of Equality Committee and of a Research and Evaluation Committee on Employment.
Combating Trafficking in Human Beings and Sexual Exploitation of Young Persons Law	2000	In line with .Joint Action. of 24.1.1997 of the Council of the EU. Law criminalizes the trafficking of human beings for the purposes of sexual exploitation, regardless of the victim's initial consent or knowledge of the fact that she will be trafficked. Provides for the protection, compensation and rehabilitation of victims of trafficking
The Social Insurance Law	2002	Abolition of all discriminatory provisions on the basis of sex. Law provides for the abolition concerning the self-employment of women in agriculture, the payment of increases for dependants and the payment of marriage grant (came into force on 6.10.2001) working in such "high risk" establishments
Marriage Law	2003	Consolidates and modernizes two existing laws, covers civil marriages among Greek Cypriots and mixed marriages. Allows, <u>for the first time</u> , civil marriage between Greek and Turkish Cypriots.
Equal Treatment in Occupation and Employment Law	2004	Harmonizing w/Directives 76/207/EEC and 97/80/EC

Combating of Racial and Other discriminations (Ombudsman) Law	2004	Ombudswoman granted responsibilities and authority to promote equality and take measures to ensure compliance with law, impose fines, Draft codes of practice, conduct surveys
Persons with Disabilities Law	2004	(Commissioner) Positive Actions legal
Combating Trafficking and of Victims of Sexual Exploitation Exploitation of Human Beings	2007	Effectively completes previous Law Provides for appointment of the Guardian (Director of Department of Social Welfare) No clause on irrelevance of the consent of the victim and Protection of Victims Law inconsistent with the government's policy of allowing the operation of 'high-risk' and issuing of visas for the purpose of working in such 'high risk' establishments

1.2 EU Directives³ and Member State Law: Comparisons and Struggles

Are all aspects of EU Directives and aquis on gender equality fully integrated into national law? If some aspects are not fully transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome? **Please fill in one table for each issue/policy listed in 1.2.1 (example provided).**

Issue	Equal Pay & Equal Treatment
Prior to Directives	
Legislation transposing Directive	The Equal Treatment of Men and Women in Employment and Vocational Training Law (Law 205(I)/2002 and Law 191(I)/2004). The Equal Pay of Men and Women for Equal Work or Work of Equal Value Law, 2002 (Law 177(I)/2002). The Equal Treatment in Occupation and Employment Law (Law 58(I)/2004).
Fully transposed	YES according to Government, NO according to EU
Provisions not transposed	Equality Authority established according to Equal Treatment of Men and Women in Employment and Vocational Training 2002-2006 Laws does not correspond to definition of this Committee according to Directive. The Gender Equality Committee in Employment and Vocational Training was established under Article 22 of the "Equal Treatment of Men and Women in Employment and Vocational Training" Law, No. 205(I)/2002. The Committee is composed of a Chairman and eight (8) Members, including Government representatives, representatives of Employers and Employees Organisations, appointed by the Minister of Labour and Social Insurance for a two-year period. The

³ Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.
ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

	<p>Committee has an advisory role only (see Report by Parliamentary Committee http://www.parliament.cy/parliamentGR/008_05c/008_05_2393.htm). Disagreement about whether the Committee should have authority for “independent provision” (ανεξάρτητης συνδρομής) to victims of discrimination. Currently, 8 inspectors work “partially” for this Committee.</p> <p>We must note, though, that the ‘domestic’ as workplace (that is, where female migrant domestic workers are employed) is exempted from inspection by labour department inspectors (home asylum). Thus, female migrant domestic workers are exempted from several provisions of employment equality laws. (http://www.stockwatch.com.cy/nqcontent.cfm?a_name=news_view&ann_id=71148)</p>
Is legislation better than Directive	NO
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	Nicosia
Outcome of the dispute	
Civil society engagement	MIGS: 2005 INTI Action, condemns low pay for domestic workers.
Intersections	Salaries for Female Migrant Domestic Workers exempted from equality policy (employment contract drafted by Migration Department and no Labour Office) 2007 Migration Law in line with EU Directive on long term residence permit but recent Supreme Court Decision interprets Directive in way that blocks the granting of Long Term Residence Status to Domestic Workers (the Judge’s Rationale was that domestic workers do not apply for work permit with the intention of permanent settlement in Cyprus)
Other notes	

Issue	Sexual harassment/discrimination
Prior to Directive	NO
Legislation transposing Directive	The Equal Treatment of Men and Women in Employment and Vocational Training Law 205(I)/2002 The Equal Treatment of Men and Women in Employment and Vocational Training (Amendment) Law 40(I) 2006
Fully transposed	YES
Provisions not transposed	
Is leg. better than Directive	NO
Better how and since when?	
Content of dispute(s) + date	Two women working in Cyprus Embassy in Stockholm were victims of sexual harassment (first case taken to Court on basis of 2002-2006 Equality Law). Ambassador convicted to 6 months imprisonment by Larnaca Criminal on 20/12/06. Supreme Court, acting as Appeals Court, declared the testimony of the complainants unreliable and acquitted the accused.

Parties to the dispute	Supreme Court Cyprus Embassy Larnaca Criminal Court
Location	
Outcome of the dispute	
Civil society engagement	Civil society/women's NGOs have been very engaged in this process.
Intersections	Most vulnerable group to sexual harassment are stay-in female migrant domestic workers. Complaints against employers for sexual harassment end up, in the best case, with the Labour Office advising the employer to give a "release" to the female migrant (the release allows her to sign a new contract with a new employer). In the worst case scenario, the victim is deported. Complaints are filed to Labour Office but when no agreement between employer and employee is reached, the disputes are forwarded to the Migration Office (which is less likely than the Labour office to adjudicate in favour of the foreign worker). So far, no such case has been taken to court.
Other notes	

Issue	Equality Bodies
Prior to Directive	NO (Committees established but had a strictly advisory role and were not independent). For example: Inter-ministerial Committee On the occasion of the activities related to the United National Decade for Women (1975-1985), an inter-ministerial committee was appointed to carry out studies on the position of Cypriot women in labour force, education, law, on their social position and on the problems of rural women. 1983 A National Committee for the United Nations Decade for Women was established, chaired by the Minister of Justice with the Participation of non-governmental organisations, for the purpose of identifying problems and making recommendations for the improvement of the status of women. The Committee was dissolved two years later, when the decade ended.
Legislation transposing Directive	Equal Treatment of Men and Women in Employment and Vocational Training 2002-2006 Laws Combating of Racial and Other discriminations (Ombudsman) Law of 2004 (Equality Authority established under the Commissioner's Office)
Fully transposed	NO
Provisions not transposed	-
Is leg. better than Directive	NO
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	

Civil society engagement	
Intersections	
Other notes	

Issue	Parental Leave⁴
Prior to Directive	No
Legislation transposing Directive	Parental Leave Law of 2002 (transposing Directives 96/34/EC and 97/80/EC) Equality in Employment and Vocational Training 2002 Law
Fully transposed	Yes, after EU intervention in June of 2008 (Letter sent from Commission of European Communities to Minister of Foreign Affairs, warning the Republic of Cyprus and requesting the immediate correction of the Directive's transposition). The Directive was transposed falsely in terms of two points: (a) According to case law of the Court of Justice of the European Communities, in case more than one child is born at the same time, each parent is eligible to parental leave for each separate child. Contrary to EU case law, Cyprus national law dictates that in such case, the parent is eligible to a total of 13 weeks leave (the same length of parental leave as when only one child is born at the same time). (b) According to EU Directive, state members must take all necessary measures to protect employees from dismissal when they take parental leave (Cyprus national law provides for such measures that protect the employee from dismissal on grounds of employee's taking parental leave). ⁵
Provisions not transposed	-To be eligible parent must have completed continuous employment of 6 months same employer -Put in effect Jan 1 2003 -In case of more than one children, parental leave only one year in-between period from the end of the previous Total leave 13 weeks (max 4 weeks per year) -In case of adoption, parent eligible before child reaches end of year 12.
Is leg. better than Directive	NO
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	
Civil society engagement	

⁴ Research conducted by the Women's Office of SEK labour union shows that from 2003 until today only 300 employees took parental leave, of which only 11 men (Greek Newspaper Politis, 18.12.2007, p. 20).

⁵ The information about this EU intervention is from a newspaper article, Michalis Xatzistilianou, The law is being falsely implemented for 5 years now! Intervention from Brussels on the issue of parental leave. Greek Cypriot daily newspaper *Simerini*, 20 June 2007 (online: www.simerini.com.cy/nqcontent.cfm?a_id=303381).

Intersections	
Other notes	

Issue	Organisation of working time (working time directive and part-time work)
Prior to Directive	No
Legislation transposing Directive	Part-Time Law (Prohibition of unfavourable and discriminatory treatment) L. 76(I)/2002, enacted on January 1st 2003 and in view of harmonization of the Cyprus Law with the Acquis (implementing Council Directives 97/81 and 98/23 on part-time work)
Fully transposed	NO
Provisions not transposed	
Is leg. better than Directive	NO
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	
Civil society engagement	
Intersections	
Other notes	

1.2.1 EU Directives to Consider

1 Equal pay/equal treatment

- Equal pay & equal treatment in employment (1970/1976)
- equal treatment irrespective of racial or ethnic origin (Directive 2000/43/EC)
- equal treatment on grounds of religion or belief, disability, age or sexual orientation (Directive 2000/78/EC)
- employers to systematically take equal treatment measures (Equal Treatment 2002 transposed by October 2005)
- equal treatment between men and women extended to goods and services (The Gender Directive - Goods and Services, 2004, to be transposed by Dec 2007)
- requirement for gender mainstreaming extended to Goods & Services (2006 Recast Directive, to be transposed by 2009)

2 Sexual harassment and discrimination

- strengthening of sexual harassment policy: employers required to prevent sexual harassment (regarded as sex discrimination) (Equal Treatment 2002, transposed by October 2005)

3 Equality bodies

- governments required to establish equal opportunity body to enforce EU legislation within employment and to promote, analyse, monitor and support equal treatment (Equal Treatment 2002 transposed by October 2005)
- Duty of governmental body to promote, analyse, monitor and support equal treatment extended to goods & services (The Gender Directive - G&S - 2004, transposed by Dec 2007)
- governments to encourage dialogue with non-governmental organisations (Equal Treatment 2002, to be transposed by October 2005)

4 Parental leave

- parents have the right to 3 months individual non-transferable unpaid parental leave (Parental Leave Directive 1996, transposed by 1999)

5 Organisation of working time

- limited weekly working to 48 hours (Working Time Directive 1993, transposed by 1998)
- elimination of discrimination against part-time workers and assist the development of opportunities for working part-time (Part-time Work Directive 1997)

1.2.2 Other gender equality+ related directives you might want to consider

Directive 75/117/EEC on the principle of equal pay for men and women.

Directive 79/7/EEC on the principle of equal treatment for men and women in social security.

Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes.

Directive 86/613/EEC on equal treatment between self employed men and women.

Directive 92/85/EEC on the safety and health at work of pregnant workers and workers

Directive 97/80/EC on the burden of proof in cases of discrimination based on sex.

Directive 2000/78 on equal treatment in employment and occupation.

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			UK		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than wage during sickness leave.	18 weeks total (2007 Law) Previously 14 (1997 Law) and 16 (2002 law)	2007	75% covered by Social Insurance for whole period of 18 months The other 25% covered by Employer only for the first 12 weeks.
Paternity	Optional	1995		none		
Parental	12 weeks (3 months)	2002	Unpaid	13 weeks	2002	Until 6 years birthday (or completion of 6 years after day of adoption of provided child is under 12 years old)
Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	??	??	
Equalities body (employment)	Yes	2002		Yes	2002	Under-functioning, strictly advisory role
Equalities body (goods&services)	Yes	2004		NO		

Equalities body for promotion of GE	Yes	2002		Yes	2002	Equality authority under the Office of the Commissioner for Administration
Gender pay audits	No		Not specified	No	-	
Gender Equality plan (employment)	Yes	2002/2006		Yes	2007	(see Plans and Programmes below)
Requires NGO dialogue	No	2002	Dialogue encouraged	No	1969	
Positive action measures	Yes/no	1975	Allowed, not required	Yes	2002	Allowed
Other:						
Public bodies to promote racial equality	NO			Yes	2004	.
If there are no sanctions for violating the law, please state this						
Other:						
1						
2.						
3.						
...						

1.4 Equality law on intersecting inequalities

- o Is discrimination on the grounds of ethnicity/'race' illegal YES
 - o When was this law introduced? 2004
 - o Is this restricted to employment related issues? NO
 - o Does it include the sale and supply of services? YES
 - o What disputes if any took place during its introduction?

(a)The Equal Treatment of Persons (Racial or Ethnic Origin) Law of 2004 [Law No. 59(I) dated 31/3/2004 which entered into force on 1/5/2004]

(b) The Equal Treatment in Employment and Occupation Law of 2004 (Law No. 58(I) dated 31/3/2004 which entered into force on 1/5/2004).This Law prohibits discrimination in the field of employment and working conditions based on age, religion or belief, sexual orientation and racial or ethnic origin.

c) The Combating of Racism and Other Discrimination (Commissioner) Law of 2004 (Law No. 42(I) dated 19/3/2004 which entered into force on 1/5/2004). The Law vests the Commissioner for Administration with special competences, duties and powers for combating and eliminating discrimination in both public and private sectors.

d) The Persons with Disabilities (Amendment) Law of 2004 (Law No. 57(I) dated 31/3/2004 which entered into force on 1/5/2004) (transposing Equality Directive No. 2000/78/EC)

- o Is discrimination on the grounds of religion illegal YES
 - o when was this law introduced?

Equality in Employment and Occupation Law of 2004, implementing Directives 2000/78/EC and 2000/43/EC (explicit reference to religion, also allowing some exceptions).

Exception in Article 7 of this Law:

“In the case of activities related to churches or other public or private associations whose deontology is grounded in religion or beliefs, differential treatment based on a person’s religion or belief does not constitute violation of the Law when, because of the nature of the activities or the context in which these activities are conducted, religion or belief constitute a professional requirement” (author’s translation).

- Is this restricted to employment related issues? NO
- Does it include the sale and supply of services? YES
- What disputes if any took place present during its introduction?

- Is discrimination on the grounds of sexual orientation illegal YES
- when was this law introduced?

Employment: Equality in Employment and Occupation 2004 Law
Equal Treatment of Persons (Racial or Ethnic Origin) Law of 2004
Goods & services: YES

No legal frame for Civil partnership or homosexual couples.
Age of consent for heterosexual acts is 16 and 18 for homosexual acts.

Until very recently homosexuality was illegal. Criminal law, CAP 154, articles 171-174, considered homosexual acts a criminal offence punishable by five to fourteen years of imprisonment. This law was a relic of the British Colonial period (incorporated in Cyprus legislation in 1929 in accordance with the British “Criminal Law Amended Act of 1885. On December 6, 1990, the European Commission decided unanimously, in the case *Modinos v. Cyprus*, that Cyprus was violating the human rights of homosexual people. Government was reluctant to reform the law and the case went to the European Court of Justice. Following a hearing on October 26, 1992, the European Court decided eight to one on April 23, 1993, that Cyprus was violating the human rights of homosexual persons, and ruled that the anti-homosexual law of 1885 must be abolished. The Greek Orthodox Church bitterly opposed this law reform and was supported by the majority of the members of Parliament. However, after a lot of pressure from the European Council of Ministers, over a period of five years, a week before the third ultimatum given to the Government was to expire, the Cypriot Parliament very reluctantly reformed the law in May 1998. The new law, made to the satisfaction of the Church and the majority of the opposing Members of Parliament, was found unacceptable by Amnesty International, the human rights organisations of the island, practically all the Pancyprian scientific organisations including the Family Planning Organisation, the Gay Liberation Movement and, on September 17, 1998, by the European Commission. The amended law, which the Cypriot government submitted in early 1999 to the European Council of Ministers, was rejected because it was deemed discriminatory. The Cypriot government rewrote the law and resubmitted it again in 2000. During the voting procedure in Cyprus 2000, 27 of the 40 Cypriot Members of Parliament walked out. Of the remaining 13, two were against the law with the remaining 11 passing the amended law.

The main points in the amended law include:

- The title “Licentiousness against the order of nature” was modified to “coitus between men.”
- The age of consent for homosexuals is set 18 (16 for heterosexuals)
- Article 174a still stipulates that it is “a criminal offence” if homosexual males under the age of consent engage in homosexual acts.⁶

- Is this restricted to employment related issues? NO
- Does it include the sale and supply of services? NO
- What disputes if any took place during introduction of these laws?

- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant?

⁶ SOURCE: Summary of developments compiled from <http://www2.hu-berlin.de/sexology/IES/cyprus.html>

1. Patrilineality Legal definition of Refugee Identity (as it concerns eligibility to housing and other social benefits has been contested in Supreme Court).

2. Migrant women of Greek-Pontian Origin filed complaint to Commissioner's Office for discrimination (her application of State Subsidy for in-vitro fertilization was rejected on grounds of not being a citizen of Cyprus)

- Is discrimination on the grounds of disability illegal
 - when was this law introduced? 1995 Disability Discrimination Act
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? YES
 - What disputes if any took place present during its introduction?
- Is discrimination on the grounds of age illegal
 - when was this law introduced? 2004
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? YES
 - What disputes if any took place present during its introduction?

(a)Of Persons (Racial or Ethnic Origin) Law of 2004 [Law No. 59(I) dated 31/3/2004 which entered into force on 1/5/2004]

(b) The Equal Treatment in Employment and Occupation Law of 2004 (Law No. 58(I) dated 31/3/2004 which entered into force on 1/5/2004). This Law prohibits discrimination in the field of employment and working conditions based on age, religion or belief, sexual orientation and racial or ethnic origin.

Example of case of age discrimination complaint filed to Equality Authority:

[http://www.ombudsman.gov.cy/Ombudsman/Ombudsman.nsf/All/AD76B1CBBD3CE4DD882572DF00627112/\\$file/Ekthesi.doc?OpenElement](http://www.ombudsman.gov.cy/Ombudsman/Ombudsman.nsf/All/AD76B1CBBD3CE4DD882572DF00627112/$file/Ekthesi.doc?OpenElement)

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan?

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).

National Action Plan for the Equality of Men and Women, 2007-2013

The Plan was developed by the National Mechanism for the Rights of Women and was approved by the Council of Ministers on August 29 2007. The Plan constitutes a comprehensive policy frame for gender equality in all fields. It was prepared in close cooperation with all relevant partners from the private and public sectors and takes into consideration European gender policies and strategies (e.g., Roadmap for equality between women and men, 2006-2010), International Conventions and Recommendations and the Recommendations of UN after the examination of Cyprus' 3rd, 4th and 5th Periodic CEDAW Report (May 2006).

The Plan sets 6 axes for gender equality policy:

- (1) Promotion of equality of men and women in employment and vocational training
- (2) Promotion of equality of men and women in education, Science and Research
- (3) Promotion of equal participation and representation of men and women in the Political, Social and Economic Sectors.

- (4) Combating all forms of violence against women and trafficking of people.
- (5) Promotion of equal access to and equal implementation of social rights for men and women.
- (6) Change of Social stereotypes and development of a "Collective Social Consciousness" towards the benefit of women

o Is the focus restricted to non-discrimination?

No. The plan sets a comprehensive gender equality policy.

o Is there reference to gender mainstreaming?

Several references are made to gender mainstreaming ("Η ενσωμάτωση της διάστασης του φύλου") although the principle of gender mainstreaming is not implemented in the policy frames and structure of the Plan. There is no reference to migrant women or women from ethnic/national minorities.

o Are there named policy instruments and/ institutions, if so what?

The following 5 are named:

(1)The National Machinery is named as the main equality body to implement Plan:

Naturally, the National Machinery for Equality between Men and Women will be responsible for the monitoring of the Implementation of the Plan, after it has been strengthened and upgraded, particularly the Equality Unit.

Though the upgrading of the National Machinery is set as on policy goal, this is understood only in terms of increasing human resources. The real problem, the Machinery's lack of executive authority and independence (under the administrative authority of the Ministry of Justice and Social Order, a traditionally "male" ministry) is not addressed.

(2) Commissioner's Office/Equality Authority

(3)National Organisation for the Protection of Human Rights (ΕΘΝΟΠΙΑΔ)

(4)Committee for Equality in Employment and Vocational Training

(5) Committee for the Combating of Violence in the Family.

Author's Note: Of these Committees/structures, only the second is an independent authority with executive power (see equality laws of 2004 vesting Commissioner for Administration with executive authority). All the others are strictly advisory, they are appointed by the government, most of their members are governmental officials, and have not been particularly active towards promoting gender equality. The institutional weakness of the bodies is nowhere addressed in the Plan.

Statistics cited to give a picture of the current situation:

Employment and Vocational Training: difference between women and men 20%

Pay difference between women and men 25% (VS.15% in EU)

Unemployment among women decreased from 7, 8% (2000) to 6, 5% (2005) but still higher than among men (4, 4%)

Percentages of women who participate in vocational training (40%), technical secondary education (16, 8%) night technical education (24%)

University: In 2001-02, 79% of total students in Humanities were women whereas only 21% of students in Polytechnics, Economy and similar schools were women

Use of Internet: 26, 9% of men beyond 15 years old vs. 20, 1% of women beyond 15 years old

Participation of women in decision making centres: (0-20%).

Council of Ministers: None (author's note: one woman has been appointed as minister in the new 2008 government)

Parliament: 14%

Mayors: 6.6%

Municipal Councils: 20.6%

Teachers Union Councils: 9,5%

Judges: 26, 4%

Public Officers: 37% (only 28,8% of higher administrative positions)

o Are there indicators and statistics to evaluate the policies?

-Reference to indicators for childcare provision set in Employment NAP (at least 90% of children between age 3 and 6 and 33% of children under age of 3 years)

Goals set in Gender Equality NAP:

-Participation of women in decision making centres and high-rank political positions (30%)

-Quota for women in candidate lists for all elections (30%)

-Quota for participation of women in Councils of semi-governmental organisations (these are very strong in Cyprus, i.e., Electricity Authority, Telecommunications Authority, Cyprus Tourism Authority (30%))

o Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here)

-Reference to Lisbon goal to increase employment of women from 51 % (2000) to 60 % (2010)

-Reference to Cyprus' goal to increase women's employment to 63% until 2010.

2.1.2 Is gender equality integrated with other equalities in a national plan?

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

At large, absence of intersectionality

Singular references are made to the following kinds of intersecting inequalities, but no problems are diagnosed and no policies are proposed:

Gender/age: "problematic access" to labour market among women in the age group 45-60 because they have limited contact with the labour market and "because of other problems and discrimination".

Gender/special needs

Women carers of persons with special needs benefit less than men from family

Goals characterized by "thin intersectionality":

To improve the living conditions and quality of life of women who belong to different and «vulnerable» social groups (single-parent families, elderly women, migrant women, women refugees etc.), who are exposed to "poverty risk".

Author's comment: The Gender Equality NAP does not address the reasons these are "vulnerable" social groups and no specific policies are proposed.

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence Yes

(a) National Action Plan for the Equality of Men and Women, 2007-2013 (one of the 6 Goals of Gender Equality focuses on "Combating all forms of violence against Women including Trafficking)

(b) Plan of Action for the Coordination of Actions on Combating Trafficking in Human Beings and Sexual Exploitation of Children.

a) If yes please name the plan. National Action Plan for the Equality of Men and Women, 2007-2013

Does it cover:

- o Domestic violence and violence in partnerships NO (refers only to "Family violence", not to violence in partnerships). Goal: "Completion and implementation of Action Plan on Prevention and Combating of Family Violence". Such Plan has not been located.
- o Sexual assault/violence and rape NO (proposal for the conduct of survey)
- o Sexual harassment and stalking NO
- o Trafficking and prostitution YES
- o Forced marriage, honour crimes and FGM NO

Does the plan include:

- o named policy instruments and/or institutions, if so what; NO
- o indicators and statistics to evaluate the policies, if so which? NO

b) If yes please name the plan. Plan of Action for the Coordination of Actions on Combating Trafficking in Human Beings and Sexual Exploitation of Children

Does it cover:

- o Domestic violence and violence in partnerships NO
- o Sexual assault/violence and rape NO
- o Sexual harassment and stalking NO
- o Trafficking and prostitution Yes
- o Forced marriage, honour crimes and FGM NO

Does the plan include:

- o named policy instruments and/or institutions, if so what;

Ministry of Justice and Public Order, Ministry of Interior, Migration Department, Social Welfare Services Department, Police, Group of Experts coordinating actions to combat trafficking in human beings.

- o indicators and statistics to evaluate the policies, if so which?

NO.

2.2 EU required National Reform Programme (National Action Plan) for Employment

- o Does the EU required National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) include a significant set of actions concerning gender equality? If so, what are these?

Member state reports 2006: http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm

NATIONAL REFORM PROGRAMME OF CYPRUS DRAFT PROGRESS REPORT. October 2006
(Cyprus Progress Report on the website cited above)

Goal stated: Increase the employment rate of women to 63% by 2010.

In the Progress Report, it is acknowledged that gender gaps in employment and unemployment and pay “continue to be widespread in Cyprus.” However, instead of proposing policies for these inequalities (the pay gap in 2005 was 20.8%) it is argued that “there has been a significant improvement over the past decade, with the gender pay gap declining significantly by over 8 percentage points (29% in 1995)” .

Author’s comment: not only has there not been any significant progress, the pay gap has grown to 25% in 2007, the highest in EU. The rise of the gender pay gap suggests that the policies outlined below have not been successful.

Reasons for pay gap (as explained analysed in Progress Report):

Sectoral or occupational segregation; women dominate in lower paid, low skill jobs (shop and office assistants) and part-time employment (in 2005 14% of employed women held a part-time job as compared to 5% for men).

Policy Priority: Increasing Female Participation

-Scheme for the encouragement, strengthening and reinforcement of women entrepreneurship:
Scheme for the promotion of training and employability of economically inactive women, co-financed by the ESF (the tentative target for participation in the Scheme over the period 2006-2008, stated in the Report, is 800 women)

-Continuation of the Grants in aid scheme to NGOs and local communities for the development of family support services (the amount allocated via the scheme was increased from £4.25 million in 2005 (7.26 million euro) to £4.64 million (7.92 million euro) in 2006).

-Expansion and improvement of care services for the children, the elderly, the disabled and other dependants, co-financed by the ESF (stated in the report that 250 were expected to take advantage of the measure during the period 2006-2008).

-Implementation of a measure, co-financed by the ESF, in the current programming period under the Community Initiative EQUAL of the Structural Funds aiming at the reconciliation of family and professional life: three projects managed by the Planning Bureau, co-financed (50%) by the ESF, i.e. "Open Doors", "Pandora" and "New Routes to the Labour Market" (expected to be completed by March 2008)

Policy Priority: Promote Gender Equality

-Increase of the public funds allocated to NGOs from the budget of the National Machinery for Women's Rights to promote and implement gender equality programmes: (budgeted amount of the National Machinery for Women's Rights allocated to NGOs for the promotion of gender equality increased from £0.275 million (0.47 million euro) in 2004 to £0.288 million (0.49 million euro) in 2006)

-Undertaking of a comprehensive study with a view to identifying problems and defining possible ways, including best practices in other countries, in order to reduce the gender pay gap. The tender procedure for a comprehensive study was launched in September 2006, the study was expected to be completed within the first months of 2007.

- o Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

EGGSIE 2005 report see:

http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

Overall comment on Cyprus in EGGISIE 2005 report:⁷

'The NRP for Cyprus is a great disappointment because it is clear that gender mainstreaming is neither a serious concern of the government nor an adopted frame of mind in regard to policymaking. The NRP is largely a regurgitation of past policies, without any improvements in regard to gender disaggregated data, mid-point goals, or research into proposed policies. The policies given seem haphazard and superficial and lack depth and research for their possible effects. The policies are also compartmentalized and there is no indication of awareness of how one policy is dependent on various other improvements in order to work; there are no synergies and no connections, largely the result of the superficiality of the document in regard to gender.' (p. 217)

Overall comment on Cyprus in EGGISIE 2006 report:⁸

'In general, not much attention is paid to gender equality policies or to gender mainstreaming. Quite good targets are set but these are not backed up by policy programmes. Specifics are not given in most cases and this is problematic because adequate assessments of proposed policies cannot be made. Gender disaggregated statistics are minimal and even issues that could have serious gender dimensions are not seen in this light (policies for drug use, FWAs, policies for persons with disabilities, etc). One of the main challenges faced by the Cypriot government will be the gender wage gap which is very high compared to other EU member states and yet the NRP does not address this issue other than to mention that a study is underway. In addition, the minimal numbers of women in decision-making positions is serious and this is, again, not addressed. Overall, the lack of gender mainstreaming and of a gender lens in the report leads to completely inadequate policies for gender equality.' (pp. 267-268)

⁷ http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

⁸ http://ec.europa.eu/employment_social/gender_equality/docs/2007/gender_ees_2006_en.pdf

In her Assessment of the 2004 National Action Plan for Employment from a Gender Perspective, Alexia Panayiotou, Cyprus EGGsIE National Expert, makes the following critical comments:

‘Apart from Guideline 6 for gender equality and the targets for employment, gender analysis and the possible impact of proposed policies on gender equality are largely absent.’

‘Limited discussion on gender mainstreaming and disconcerting focus on some issues: over-emphasis on childcare as a panacea for solving women’s unequal access to employment, lack of discussion of fathers’ needs to balance work and family life, inadequate discussion of social exclusion issues, no discussion of discrimination, etc.’

Comment on gender mainstreaming in the guideline

- Not enough information is given in order to assess the specific plans proposed.
- No gender disaggregated statistics are given
- No specific targets, which makes it difficult to evaluate the guideline and its impact on gender equality.
- While it is insinuated that the situation of unavailable childcare and high female unemployment rates constitutes an important correlation, EGGsIE National Expert notes, *“no analysis is given and further studies are clearly needed in the area. In general, the guideline takes women into account but it remains sufficiently vague so as to elude specific commitments or target-setting.”*
- Emphasis on the role of the trade unions and the “long standing tradition of social dialogue” disregard the near complete absence of female labour union leaders and the fact that unions have traditionally neglected the rights of women when these interfered with (male) workers’ rights. EGGsIE National Expert notes, *“The “social dialogue” is also one dominated by men, women’s voices are rarely heard and women’s [voices] or gender issues are often swept under the carpet.”*
- References made to the employment of foreign workers but sexism, racism and social exclusion encountered by foreign workers in Cyprus are completely absent

- Women’s undeclared work is not explored

- Migrant women invisible

- Did the EU Commission’s response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?

EC response: http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm

Lisbon Strategy for Growth and Jobs: 2007 Strategic Report Country – Assessment of the National Reform Programmes:⁹

(Author’s note: Despite the absence of gender mainstreaming policies, the Commission’s recommendation on Cyprus’ Reform Programme address only issue of pay gap (see recommendation 6 below)

Cyprus

1. In the light of the 2007 Implementation Report for Cyprus and the Commission’s assessment of progress made in implementing key structural reforms and based on the Integrated Guidelines for Growth and Jobs, the following conclusions are appropriate.
2. Cyprus has made good progress in the implementation of its National Reform Programme over the 2005-2007 period. Cyprus had made good progress in fulfilling the specific commitments agreed at the 2006 Spring European Council in the priority areas.
3. The Implementation Report shows a good policy response to the recommendations adopted by the Council. With a view to the long term sustainability of public finances there has been a satisfactory

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<http://europa.eu/rapid/pressReleasesAction.do?reference=MEMO/07/569&format=HTML&aged=0&language=EN&guiLanguage=en>

initial response in reforming the health care system but a limited response on pension reform, enhancing lifelong learning and reforming the vocational education and training system. There has been some policy response on the additional areas identified in the Council conclusions as requiring attention.

4. Amongst the strengths of the Implementation Report is progress in the field of fiscal consolidation, in both deficit and debt reduction; a new policy to develop a comprehensive research and innovation system; and the maintenance of a good overall employment performance supported by a broad range of active labour market measures.

5. The policy areas in the Cypriot National Reform Programme where weaknesses need to be tackled with the highest priority are: addressing ageing-related expenditure; implementing a lifelong learning strategy and increasing training and labour market opportunities for young people. Against this background, it is recommended that Cyprus:

- take steps to implement reforms of the pension and health care systems and sets a timetable for their implementation with a view to improving fiscal sustainability;
- enhance life long learning, and increase employment and training opportunities for young people by implementing the reforms of the vocational, education, training and apprenticeship system.

6. In addition, it will be important for Cyprus over the period of the National Reform Programme to focus on measures to: improve competition in the area of professional services; further stimulate private sector R&D; and address the very high gender pay gap.

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

Member state reports: http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm
*Cyprus National report on strategies for social protection and social inclusion 2004-2006*¹⁰

Policy Measures for “Integrating Vulnerable groups into Labour Market” list Women as Target Group.
Target group: Women

(a) Special Scheme for the Enhancement of Women’s Entrepreneurship has been in operation since 2002 (as of 2005, 58 women had joined the Scheme.)

Promoting modern and flexible forms of employment (scheme for the subsidising of employers who create additional jobs under flexible arrangements; 2006-2008: CY£246.000 (420.000 Euros) subsidisation of employers in respect of the engagement of 60 unemployed and economically inactive women in new jobs that will be created under this programme.)

(b) Care for children and other dependent persons

The report highlights measures for the care of children and other dependent family members as important in encouraging women to enter or re-enter the labour market (school year 2004-2005: care provided to 18% of children aged 0-3 years in 679 care centres (253 public, 113 community and 313 private centres). 10 new programmes for the care of dependent family members were to be implemented in 2004-2006, with a co-ordinated action by local authorities and voluntary organisations; 2.500 women were expected to seek employment and 60 new jobs to be created from these programmes (co-financed by the European Social Fund).

Author’s comment:

An example of the absence of gender mainstreaming policy in the Report is section “Employment policy for foreign workers” which reads:

The strategy for the employment of third country nationals will be revised with a view to serving the development needs of Cyprus without undermining the objective of increasing the domestic supply of labour. This strategy will enhance efforts to promote access to the labour market for

¹⁰ http://ec.europa.eu/employment_social/spsi/docs/social_inclusion/2006/nap/cyprus_en.pdf

persons facing special problems (e.g. women, young persons and older workers), since these persons are affected by the influx of foreign labour force in Cyprus.

The measures envisaged under the new strategy are:

- Strengthening the infrastructure of the Department of Labour for the effective monitoring of the labour market
- Enhancing the monitoring infrastructure of the new strategy (p. 18).

The feminization of migration to Cyprus is not mentioned. Gender violence against migrant women and gendered forms of precarious migrant labour are not addressed. One silenced contradiction in the Report: if childcare provision have improved, why is the objective of increasing the domestic supply of labour treated with such 'care'?

- o [Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report \(including gender-based violence\)? If so, what are these?](#)

http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf

Gender inequalities in the risks of poverty and social exclusion for disadvantaged groups in thirty European countries (2006).

The national expert for Cyprus notes that immigrant and migrant women are two of the most invisible groups in national debates about employment and social inclusion, despite their very excluded and vulnerable situation. According to the Nicosia District Labour Office, 540 female migrant domestic workers complained to the Cypriot authority about contract violations in 2004.

The NAP update includes a section on refugees and immigrants that focuses on education and providing free Greek lessons to refugees. It notes the need to introduce an integrated strategy for the employment of foreign workers, with the participation of all relevant ministries and social partners. However, no details of the implementation of these plans are available.

There is a lack of policy programme to combat the exclusion of immigrant and migrant women. EGGsIE Synthesis Report recommends further research to assess the extent and the exact nature of the problems facing this group of women.

Gender Violence/Trafficking:

The national expert for Cyprus reports that the conditions amount to slavery and abuse of basic human rights, of persistent violence from employers and clients, and living conditions that are overcrowded and lack sanitation. Health problems are pervasive, and include high rates of hepatitis and sexually transmitted diseases, psychological problems, and drug and alcohol dependency. Reviewing recent policy measures to address trafficking and prostitution, the National EGGsIE Expert notes that no large-scale public awareness programmes have taken place even though this was an area of concern highlighted by the US embassy report on Trafficking in Persons:

Some progress has been made in recent years in raising public awareness and in the development of new initiatives but the government has still not grasped the extent of the problem. Particular problems include those listed below:

- *more effective collaboration is needed by the government with the relevant NGOs in order to properly assess the needs of those at risk of trafficking and prostitution.*
- *the government has done little to acknowledge or address the role of the consumer of sex services (men) in contributing to the problem (p. 145).*

- o [Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality \(including gender based violence\)? If so, what were these?](#)

EC report: http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm

FROM: Joint Report on Social Protection and Social Inclusion 2007

Although women benefit from a series of measures, which aim primarily at their integration into the labour market, a true gender mainstreaming policy is to some extent lacking. Amongst other measures, support is offered to enhance women's employability. Other issues, for example violence in the family,

are not touched upon. The issue of reconciliation of work and family life is adequately dealt with. (p. 269).

Although most challenges are adequately addressed, and progress can already be observed in terms of implementation, the policy on some key challenges, for example regarding the management of economic migration, remains general and vague. Other issues, such as reducing the gender pay gap, are only implicitly addressed (ibid).

2.4 EU funding

- Does the EU provide any funding having a gender impact through programmes such as DAPHNE, European Social Fund? If yes, how much and over what period of time?

1. Financing in Cyprus by the European Social Fund¹¹

For the Programming Period 2004-2006, ESF co-financed the Measures of the Single Programming Document for Objective 3 (total budget of €43,88 million) and measures in the framework of EQUAL (3.6 mill. euro).

Measures included in the Single Programming Document for Objective 3 for the period 2004-2006

Priority Axis 1: Development and promotion of active labour policies:

- Measure 1.1: Enhancement and modernization of the Public Employment Services
- Measure 1.2: Strengthening of Activities to Adapt the Skills of the New Entrants, the Unemployed and the Employed to Labour Market Needs
- Measure 1.3: Promotion of equal opportunities for access to the labour market for all, and especially for those threatened with social exclusion
- Measure 1.4: Promotion of access of women to the labour market

Priority Axis 2: Promotion and Improvement of Educational and Training Systems and Life-Long Learning:

- Measure 2.1: Utilization of New Technologies within the Framework of Life-Long Learning
- Measure 2.2: Improvement and Reinforcement of Secondary and Technical and Vocational Education and Training

Priority Axis 3: Technical Assistance

- Measure 3.1: Support for the Implementation of the SPD

EQUAL priority themes (corresponding to the priorities of the National Development Plan)

Priority Theme 1: EMPLOYABILITY

- Measure 1.1: Facilitating access and return to the labour market for those who have difficulties of integration or rehabilitation in the labour market.

Priority Theme 2: EQUAL OPPORTUNITIES FOR WOMEN AND MEN

- Measure 2.1: Reconciliation of the Family and Professional Life and rehabilitation of men and women who have left the labour market, through the development of flexible and effective forms of work organisation and support services

Priority Theme 3: ASYLUM SEEKERS

- Measure 3.1: Helping the Integration of Asylum Seekers. Where necessary provision of assistance to asylum seekers so as to acquire access in the labour market and, in the case of those that are repatriated, provision of training, as a useful tool for their return in their homeland.

Priority Theme 4: TECHNICAL ASSISTANCE

- Measure 4.1: Equal specific support actions and basic administrative and financial Technical Assistance activities.
- Measure 4.2: Complementary Technical Assistance activities.

¹¹ <http://www.mlsi.gov.cy/mlsi/mlsi.nsf/All/97AD7E9079B991A6C2257179002C64FB?OpenDocument>

Implementation of the Measures included in the Community Initiative Program for EQUAL

The Measures included in the priority themes of the Community Initiative Program for EQUAL will be implemented by Development Partnerships (DPs). The DPs are the Final Beneficiaries of the Program and consist of organisations from the public and private sector. The DPs responsible for the monitoring and management of the projects are the following:

- For the project Channels for Access the DP: Increase in the access of women in the employment market through the creation of a standard for companies that are friendly to alternative methods for employment with Co-ordinating Partner (CP) the Mediterranean Management Centre Ltd.
- For the project Network for the promotion of Youth Employability the DP: Arris, with CP the Cyprus Youth Board.
- For the project Open Doors the DP: Elani, with CP the Cyprus Gender Equality Observatory.
- For the project Pandora the DP: Pandora, with CP the Cyprus Workers Confederation.
- For the project New Routes for Women employment in Cyprus the DP: New Routes for Women, with CP the Larnaca District Development Co Ltd.
- For the project Social Rights for Asylum Seekers, Social Rights for All the DP: Equality and Solidarity for Asylum Seekers, Social Rights for all, with CP the Intercollege.
- For the project Promoting unemployed to employment through specialized training and skills certification (Praxi) the DP: Dipa with CP the Employers and Industrialists Federation of Cyprus

2. EU funding through the Daphne Programme

MIGS participate in two Daphne II Programmes:

Date Rape Cases among Young Women (MIGS as coordinator, information online: www.medinstgenderstudies.org/wp/?p=18)

Secondary Education Schools and Education in Values (MIGS as partner, information online: www.medinstgenderstudies.org/wp/?p=19#more-19)

3. Governmental Machinery For Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

Summary history

The National Machinery for Women's Rights (NMWR) was set up in 1994 by the Council of Ministers Decision no. 40.609, dated 16.2.1994, as a continuation of the Permanent Central Agency for Women's Rights (established in 1988). The NMWR is under the umbrella of the Ministry of Justice and Public Order, which is the Ministry in Cyprus responsible for the overall promotion of gender equality and the protection of women's rights. The NMWR comes under the auspices and leadership of the Minister of Justice and Public Order with the Permanent Secretary to the Ministry as Deputy Chairman. The role of the NMWR is strictly advisory and it has no executive power (Ministerial Decision 40.609). It advises the Council of Ministers on policies, programmes and laws promoting women's rights. It monitors, coordinates and evaluates the implementation and effectiveness of these programmes and laws, carries out information, education and training programmes on relevant issues, supports and subsidises women's organisations, and contributes to the mobilization and sensitization of the Government Sector on equality issues and serves as a cooperation channel between the Government and NGOs.

Do any or all of these forms of gender machinery exist in the country, and if so what are they called?

- governmental (civil servants and ministers in central government);

a. Governmental forms of gender machinery (under the National Machinery):

- General Secretariat of the NMWR, which is the Government Equality Unit, headed by a Secretary General, who is an officer in the Ministry of Justice and Public Order (Maro Varnavidou). This is the Government department responsible for the formulation, coordination and implementation of the Government policy on gender equality and for monitoring of international developments in this field).

- The Council for Women's Rights: Minister of Justice and Public Order as Chairman (Kypros Chrisostomides), the Director of the Ministry of Justice as Deputy Chairman (Andreas Triphonides), the NMWR General Secretary (Maro Varnavidou) and representatives of the 16 women organisations and trade unions.
- The Inter-Ministerial Committee with the Permanent Secretary (Maro Barnavidou) as Chairwoman and the Competent Officers for Women's Rights appointed in all Ministries and the Planning Bureau as members (Note: all representatives of ministries and the Planning Bureau are women)
- The National Committee for Women's Rights which consists of all the organisations-members of the Council for Women's Rights, all the Competent Officers for Women's Rights and more than 50 other organisations which promote equality between men and women.

- o enforcement and monitoring agency (e.g. equality authority, ombudsperson);

Ombudswoman/ Independent Authority (1991): Eliana Nikolaou
 Equality Authority (established in 2004, under the Ombudswoman's Office): Elina Savvidou
 Authority for the Combating of Racism and Discrimination (established in 2004, under the Ombudswoman's Office: Aristos Chartas

- o special legal apparatus (e.g. special courts for employment or domestic violence);

Industrial Disputes Tribunal

The Industrial Disputes Court was set up under the provisions of the Annual Leave With Pay Law of 1967, (L.8/67). The composition, jurisdiction and competence of the court was redefined and readjusted by two laws amending the basic law, namely by L.5/73 and L.6/73.

The Industrial Disputes Court consists of a President or a Judge of the Court and two lay members appointed respectively from a list of members of the Court approved by the Supreme Court from the employers' side and the labour side. The President and Judges of the Court are permanent members of the judicial establishment. On all legal issues the opinion of the presiding judge is binding on the Court. Decisions of the Industrial Disputes Court are subject to appeal confined to legal issues. The Industrial Disputes' Court has competence to deal with, and jurisdiction to determine every industrial dispute arising under the provisions of the founding law and any matter incidental thereto. In addition the Minister of Labour with the consent of both parties to the dispute may refer an industrial dispute to the Court.

The Industrial Disputes Tribunal has exclusive jurisdiction to determine matters arising from the termination of employment such as the payment of compensation (except where the amount claimed exceeds the equivalent of 2 years' salary, in which case the jurisdiction is vested in the District Court, payment in lieu of notice, compensation arising out of redundancy and any other claim for any payment arising out of the contract of employment. Additionally, the Industrial Disputes Tribunal has jurisdiction to determine any claim arising out of the application of the Protection of Motherhood Law, cases of unequal treatment or sexual harassment in the workplace and disputes between Provident Funds and their members.

The Industrial Disputes Tribunal is composed of a President or a Judge, who is a member of the judiciary, and two lay members appointed on the recommendation of the employers' and employees' unions. The lay members have a purely consultative role.

There are currently three Industrial Tribunals in the Republic, based in Nicosia and Larnaca and Limassol.

The following judges serve in the Industrial Dispute Tribunal as from 10 September 2007:

Nicosia Industrial Dispute Tribunal

1. Moscho Zambakidou-Mourtovani, President
2. Joseph Hadjigiovanni, Judge
3. Eleni Constantinou, Judge (Ag)

Limassol Industrial Dispute Tribunal

1. Eleni Constantinou, Judge (Ag)

Larnaca - Famagusta Industrial Dispute Tribunal

1. Joseph Hadjigiovanni, Judge

Paphos Industrial Dispute Tribunal

1. Eleni Constantinou, Judge (Ag)

Family Courts

Pursuant to an amendment of Article 111 of the Constitution (the first amendment of the Constitution Law – L. 95/89), jurisdiction to determine matters affecting divorce, separation, cohabitation and family affairs of members of the Greek Orthodox Church was assigned to a Family Court composed of a President and two Family Court Judges, members of the Greek Orthodox Church. The President of the Family Court shall be a clerical dignitary versed in the law, nominated by the Greek Orthodox Church of Cyprus. In case of failure to nominate such a cleric, as has been the case so far, the Supreme Court appoints in addition to the Judges of the Family Court, its President, too.

The term “family affairs”, has been interpreted to include all matters relevant to the family, including property matters, paternity, care and custody of children and matters incidental there to.

The establishment functioning and powers of the Family Courts are provided for and regulated by the Family Courts Law 1990 (L. 23/90), as amended). Provision is made for the establishment of Family Courts in every district of the country save that by the directions of the Supreme Court, two or more districts may be fused into one for the purposes of the establishment of Family Courts. There are three Family Courts functioning in every district of the republic (Nicosia – Kerynia, Larnaca – Famagusta, Limassol – Paphos).

Jurisdiction for the issue of a divorce vests solely in the Family Courts sitting in bench; composed of the president and two Family Court Judges Jurisdiction for the resolution of every other matter coming under the jurisdiction of the Court vests in a single member of the Family Court other than the clerical President in case one is appointed.

By virtue of the first amendment of the Constitution Law (L.95/89), provision is also made for the establishment of Family Courts for the Christian religious groups, namely Armenians, Maronites and Latins, entrusted with jurisdiction analogous to the jurisdiction of the family Courts of members of the Greek Orthodox Church. The establishment and functioning of the Family Courts, of religious groups is to be regulated by Law. The Family Courts Religious Groups Law, of 1994, (L.87(1)/94), makes provision for the establishment of a Family Court for each of the three religious groups. The Family Courts of the religious groups are made up of the president and two members of the Court in divorce cases, and of a member of the Court other than the one nominated by the religious group in every other case. The president of one of the members of the Court are members of the judicial service assigned for the purpose by the Supreme Court while the third member is a member of the religious group selected by the Supreme Court from among a list of five nominated by the religious group. The competence, jurisdiction and powers of the Family Courts of the religious groups are identical to those of the Family Court for member of the Greek Orthodox Church.

Jurisdiction to determine religious matters, divorce and judicial separation proceedings and matter affecting children (as for example legitimacy, maintenance and education) of the Turkish Cypriots was given to the Turkish Family Courts (Chapters 338 and 339). However, as a result of the Turkish invasion of Cyprus in 1974, the application of the relevant laws concerning Turkish Cypriots was suspended by various laws as long as the anomalous situation resulting from the Turkish invasion continues.

Decisions of Family Courts are subject to appeal before an appellate bench composed of one or more members of the Supreme Court sitting alone or with other members of the judicial service of the Republic as the Law may provide (see L.95/89). The Family Courts Law, L.23/90, laid down that an appeal lies from decisions of Family Courts before an appellate division of three judges of the Supreme Court nominated for the purpose, by the Supreme Court, for a two-year period. Provision to the same effect is made for appeals from decisions of the Family Courts of the Religious Groups (L.87(1)/(94).

The family courts have exclusive jurisdiction to determine petitions for divorce, custody of children, maintenance and property disputes between spouses where the parties are members of the Greek Orthodox Church.

If the parties belong to one of the other religious groups jurisdiction is vested in the Family Court for Religious Groups.

There are 3 Family Courts, one for Nicosia and Kyrenia, one for Limassol and Paphos and one for Larnaca and Famagusta. There is also one Family Court for Religious Groups, based in Nicosia.

Cases are heard and determined by a single judge, except divorce petitions which are heard and determined by a court composed of three judges.

The following judges serve in the Family Court as from 10 September 2007:

Nicosia Family Court

1. George Serghides, President
2. Soteris Liassides, Judge
3. Menelaos Tsangarides, Judge
4. Chrysoulla Demetriou, Judge

Limassol Family Court

1. Myranda Toumazi, President
2. Savvas Karatsis, Judge
3. Yiannos Antoniadis, Judge

Larnaca - Famagusta Family Court

1. Panayiotis Hadjidemetriou, President
2. Soteris Liassides, Judge
3. Dimitra Kousiou-Chrysandrea, Judge (Ag)

Paphos Family Court

1. Carolina Hadjidemetriou, Judge

- o [body for consultation / dialogue with women's NGOs](#)

National Machinery

- o [Other, for example, Parliamentary Committees](#)

Parliamentary Committee for Equal Opportunity between Men and Women

AKEL

Sotiroula Charalambous (President)
Andreas Mpoyskalis (Depute President)
Dina Akkelidou

DISI

Stella Kyriakidou
Christos Stylianides
Georgios Georgiou

DIKO

Antigoni Papadopoulou
Sofoklis Fittis

EDEK

Roula Mavronikola

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU?
 - A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex;
 - providing independent assistance to victims of discrimination in pursuing their complaints about discrimination;
 - conducting independent surveys concerning discrimination;
 - publishing independent reports and
 - making recommendations on any issue relating to such discrimination.

Equality Authority (under the administrative unit of the Ombudswoman's office)

- Is there gender machinery that meets the 'Paris Principles'?
 - independence guaranteed by a constitutional or legislative framework, autonomy from government,
 - pluralism including pluralism of composition,
 - a broad mandate,
 - adequate powers of investigation,
 - sufficient resources

YES (with some reservations about the last principle, i.e., sufficient resources).

The gender machinery that meets these principles is the Equality Authority (under the Ombudswoman's administrative authority).

- Is there gender machinery that meets the further requirements of the UN Platform for Action?
 - responsibility vested at the level of a Cabinet minister.
 - Develop indicators and statistics to monitor policy

The National Machinery for Women's Rights (NMWR has responsibility but still under the Ministry of Justice, plus advisory authority only)

Development of **indicators** and **statistics** to monitor policy: NONE

- How close to the Prime Minister is the governmental machinery located?
 - PM's office
 - Other powerful department.
 - Other department

Other department: Ministry of Justice and Public Order

- Would any of the bodies be described as following a feminist agenda?
 - Briefly explain the reasoning behind your answer.
 - If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)

To be developed

- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

Advisory Committees only

Advisory Committee for the Prevention and Combat of Violence in the Family (1996)

The Advisory Committee was established in 1996, with a Ministerial Decision, pursuant to Article 16 of Family Violence (Prevention and Protection of Victims) Law 47(I)/1994, which was replaced by Law 119(I)/2000.

- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?

See above: industrial relations and family courts.

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights? If yes,
 - When did this happen?

Until 2004, when the Equality Authority («Αρχή Ισότητας») and the Antidiscrimination Authority («Αρχή κατά του Ρατσισμού και των Διακρίσεων», “Authority for the Combating of Racism and Discrimination”) were established (under the administrative umbrella of the Ombudswoman’s Office), the Ombudswoman combined authorities relevant to enforcing/monitoring gender equality with authorities relevant to enforcing/monitoring other equality issues. Since 2004, issues of gender equality are dealt with by the Equality Authority. The scope of the Equality Authority, is not limited to issues of gender equality. It examines complaints regarding discrimination in employment on grounds of disability, age, etc.

Issues of intersecting inequalities are also examined by the Authority for Combating Racism and Discrimination (for example, woman of Greek-Pontian origin submitted a complaint to the Authority against the decision of the Ministry of Health to reject her application for fertility treatment subsidy on grounds of not being a Cypriot citizen). A review of the Authority’s Annual Report for the year 2005 suggests that such cases are dealt with as cases of ethnic or racial discrimination and not as cases of intersecting inequalities (and intersecting discrimination).

Reports on complaints examined by the Equality Authority and the Authority for Combating Racism and Discrimination are still published in the monthly and annual Commissioner’s Reports.

- Was the change controversial (who fought whom, allied to whom)?

According to Cyprus’ 2004 CEDAW, some arguments had been expressed in favour of establishing a separate Gender Equality Authority (information about the content of these arguments and the identity of the actors who made them is not available).

- Is the division of responsibilities by function or by strand?

By strand, but even this is not very clear. For example, when reading (from a gender sensitive perspective) the cases of complaints examined by the Antidiscrimination Authority in 2005 (Annual Report 2005) and classified as discrimination on the basis of ethnic origin or religion, we could say that several of them are cases of gender discrimination as well (e.g., case of Greek-Pontian women denied subsidy for infertility treatment, case of female student Jehovah witness who was expelled because did not go to library during religious education class).

It is important to note that the statistical analysis of complaints submitted to the Antidiscrimination Authority (included in the Annual Report) classifies complainants according to Ethnic/National origin (i.e., Turkish Cypriots, Migrants/EU Nationals and Greek Cypriot Nationals) but not according to Gender.

Further, if we examine the cases examined by the Equality Authority for the same period (Equality Authority Annual Report 2005), we will see that only 28% were cases of discrimination on the grounds of sex (5% on grounds of language discrimination, 15% Disability/Special Needs, 17% age, 19% Race or ethnic origin).

- Is there a separate mechanism for consulting civil society by strand, including women?

Advisory Committees are supposed to serve as such kind of mechanism (consulting civil society by strand). However, such consultation does not always take place because of various reasons:

- a. The members of the advisory committees are always appointed by the Ministerial Council. Most of the members are high rank officers in various governmental departments (one NGO usually participates). The dominant mentality of the committees is, usually, that they protect the “good name of Cyprus” rather than the principle of equality (in other words, they tend to identify with the state). It is very rare to find a feminist amongst the members of the committees and even more rare to find a feminist who thinks of feminism in other ways than “women are as strong as men and they can do the same things as men.”

Most actors with a feminist perspective and a fighting spirit can be found in the Commissioner’s Office.

- b. The Committees meet very rarely.

- Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.

Some complaints submitted to the Equality Authority (via the Commissioner’s Office) address the kind of issues that implicate intersecting inequalities.

- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

n/a.

Relationship of machinery with civil society

- Are there procedures for the consultation of women’s groups in civil society by the gender or equalities machinery? If so, are they routinised or occasional? YES, occasional (but very limited)

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Individualised

Is the benefit system household based or individualised?

Mainly individualised, but some forms of benefits are based on household (subsidy for fuel, child subsidy).

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops)

18 consecutive weeks of maternity leave. The first 12 first weeks are paid full time, 75% is paid by social insurance and 25% by the employer. The remaining 6 weeks are compensated with 75% of the salary and paid for by social insurance. After the end of the maternity leave, there is an additional 13 weeks of unpaid parental leave(see endnotes 4 and 54).

Are there *active* labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

Yes

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market?

Yes

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

- Childcare: care (under 3 years)

None

- Childcare: pre-primary education (3 yrs- school age)

Only pre-primary education (one year before 1st grade)

What is the predominant form of childcare provision? i.e. public, private or mixed.

Mixed

How is childcare financed (e.g. by public funds, privately or mixed)?

Mixed.

Is the pension age the same for women and men? If so, since when?

The same, 65. Under certain conditions, retirement can start at 63.

Because a significant number of women in Cyprus who were (and still are) employed in the informal economy (house maintenance, child care, elderly care, agricultural work, informal home business and production units) were eligible only for a very small old age pension, Social Pension was introduced in 1995. Eligible for social pension are persons (men and women) who have completed their 65th year of age and are not eligible for any other retirement pension. Old people (65+) in Cyprus face significantly higher poverty risk (52%) compared to the rest of the population (2003 data).¹² Old (65+) single/widowed women in Cyprus face the highest poverty risk among all socially vulnerable groups but so far, they have not been targeted by any specific social inclusion policy.

4.2 Intimate citizenship

Is abortion legal?

Yes, but not on demand (see below).

If so, in what year did this happen?

1974¹³

Up to which week of pregnancy is abortion legal?

Not defined in the Law

Are there any other conditions?

Yes

If so, what are these (e.g. consent of doctor/s, counselling)?

When the pregnancy is terminated by a medical practitioner registered in accordance with the provisions of the Medical Registration Law:

(a) following a certification by the competent police authority, confirmed by medical certification whenever this is possible that the pregnancy has been brought about by rape and under circumstances which, if the pregnancy were not terminated, would seriously jeopardize the social status of the pregnant woman or that of her family;

(b) on the basis of the opinion of two medical practitioners, registered in accordance with the provisions of the Medical Registration Law, to the effect that they consider, in good faith, that the continuation of the pregnancy would endanger the life of the pregnant woman, or that physical, mental, or psychological injury would be suffered by her or by any existing child she may have, greater than if the pregnancy were terminated, or that there is a substantial risk that, if the child were born, it would suffer from such serious physical or psychological abnormalities that it would be seriously incapacitated (Penal Code 169A)

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country?)

Number of abortions is not stated in any official report.

¹²SOURCE: http://ec.europa.eu/employment_social/spsi/docs/social_inclusion/cyprus_el.pdf

¹³ <http://www.hri.org/news/cyprus/cmnews/2002/02-07-16.cmnews.html>

Some information cited from the most reliable sources found online:

1.

"The number of girls aged 15 to 17 who need abortions is next to nothing, let's say a couple of cases a year"

(cited from <http://www.hri.org/news/cyprus/cmnews/2002/02-07-16.cmnews.html#01>)

Taliadoros, DM, in Nazer, I.R., ed. Induced abortion: a hazard to public health? Proceedings of the 1st Conference of the IPPF Middle East and North Africa Region, Beirut, Lebanon, February 1971. Beirut, Lebanon, IPPF, Middle East and North Africa Region, 1972. p. 179-181

Abstract:

This estimate of the incidence of abortion in Cyprus is based on personal communications with the 30-40 private gynaecologists on the island (population 630,000) and a study of case histories of multiparous women. The abortion law is restrictive but not strictly enforced which means most induced abortions are performed by gynaecologists with consequent reduction of morbidity and mortality. Between 1960 and 1969 the number of abortions in government hospitals declines from 905 to 614 while number of deliveries rose from 3915 to 4579. Total number of deliveries in Cyprus rose from 14,500 to 16,086. Middle and lower class multiparous and girls engaged to be married form the great majority of abortion cases. (In the villages engagements sometimes last 1-2 years or even longer.) The decline in hospital abortions is believed due to the increased use of early termination in doctors' offices.

<http://www.ponline.org/docs/0241/724486.html>

2. Information about abortion in south (Greek Cypriot Community) and north (Turkish Cypriot Community, plus settlers from mainland Turkey)

Abortion Statistics on Greek Cypriot Community

Perhaps the fact that over half of the main author's sample do not use adequate contraception should lead us to the conclusion that many Cypriots have abortions or have numerous children. The latter is not the case, and epidemiological statistics for abortion are unavailable. Using the same clinical sample of 840 patients (Section 12, Sexual Dysfunctions, Counselling, and Therapies), 21.5% said they had had an abortion. Examining the statistics from an unpublished Cyprus Family Planning Association study, 20% of the total sample of 496 women reported having at least one abortion during the years 1995 to 1997, with 19% having at least one from 1985 to 1987. Interestingly, in the 1980s, 25% of these women were single, 18% were engaged, and 19% were married, whereas in the 1990s, only 3% were single, with more married women (27%) having abortions than before. It is certainly difficult to be certain about precise figures, but a figure of approximately 20% of the female population during any one year would be a fair estimate of the incidence of abortion. In the same study, about 7% of women had two abortions between the years 1995 to 1997, compared to 11% of women who had two between 1985 and 1987. (See also Section 1A, Sociological Status of Males and Females, Children and Adults.)

It is known that there are about 10,000 births per year, and it has been estimated that there are probably 12,000 to 13,000 abortions yearly. It appears that many Cypriots use abortion as a method of contraception after all else fails. The majority of gynaecologists on the island will freely give abortion upon demand, because of a loop-hole in the law amended after the 1974 invasion of Cyprus by the Turks, allowing abortions for women who had been raped by Turkish troops or based on medical grounds with the permission of two medical doctors. This law still exists and allows gynaecologists to practice abortion upon demand. There are only two gynaecologists on the island whom the author knows that do not perform abortions for ethical and religious reasons.

SOURCE: <http://www.indiana.edu/~kinsey/ccies/cy.php#contracep>

Abortion Statistics on Turkish Cypriot Community

Abortion is the only way to end undesired pregnancies. As stated previously, abortion is illegal except in very exceptional circumstances. However, it is quite possible to get an abortion in the private clinics in Northern Cyprus, despite the fact that this is considered a sin and crime in Islam. In a study carried out in 1999 by Bolayır and Gökşın among 300 women, it was determined that 21% of the women had

had one abortion, 15% had had two, and 5% had had three or more abortions. There are no doctors in Northern Cyprus who will not perform abortions for ethical reasons.

Is a marriage a state based contract, religious contract or both?

Both

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

Divorce is legal

Are there any restrictions to marriage other than the gender of the partners (e.g. nationality, country of origin)?

Not now. Before 2003 mixed marriages between Greek Cypriot and Turkish Cypriot could not be contacted.

Are civil partnerships/civil unions/gay marriage legal and if so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/ no + year when introduced):

No legal frame for civil partnerships in Cyprus

Does it extend to:

- survivors' benefits in pensions? NO
- adoption rights? NO
- parental leave? NO
- assisted reproduction? NO
- Family reunification – have partners the right to settle and be employed in the country where their partners live? NO

Number of registered civil partnerships, annually and in total?

NONE

4.3 Gender-based violence

Has there been a national survey on gender based violence? When was the most recent one carried out?

N.a.

Does it include:

- Domestic violence and violence in partnerships?
- Sexual assault/violence and rape?
- Sexual harassment and stalking?
- Trafficking and prostitution?
- Forced marriage, honour crimes and FGM?

4.3.1 Domestic violence

What (civil law) legal devices are available to prevent domestic violence? Do they target perpetrators and/or victims? (Yes/ no + year when introduced). Devices could for instance include:

- restraining orders YES, Violence in the Family (Prevention and Protection of Victims) Law 119(I) of 2000 AND 212(I) of 2004 (consolidated).
- non-molestation orders NO
- occupation orders YES
- state funded perpetrator programs YES

Clarification: There is one perpetrator program that is organised by the NGO “Association for the Prevention and Handling of Violence in the Family” (the Association is funded by the Government). For information about the intervention program “Compassion” (designed by the Association “to help people who practice domestic violence”), see <http://www.domviolence.org.cy/?lang=EN&catID=16>

- other devices?
 - The Protection of Witnesses Law, 2001 (L. 95(I)/2001), which complements to Law 119(I)/2000.

- Manual of Inter-departmental procedures for the handling of events of violence in the family, prepared by the Advisory Committee for the Prevention and Combating of Family Violence and approved by Ministerial Council on May 16 2002, Decision No 55.646.

What is the prevalence of domestic violence against women, in one year?

For the year 2007, out of 1043 incidents of family violence: 1043 incidents of psychological violence, 698 incidents of physical violence, 36 incidents of sexual violence and 702 incident of combined forms of violence.¹⁴

What is the life time prevalence of domestic violence against women?

N/A

What is the number of incidents of domestic violence against women, in one year

For the year 2007, 1043 incidents of family violence, 847 of these against women (81, 21%). Of these 1043 incident, 572 were incidents of violence by husband against wife.¹⁵

What is the number of incidents of domestic violence reported to the police (annual)? (If not available, say so).

N/A

What is the number of domestic violence convictions in the courts? (If not available say so)

N/A

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (if not available say so)

N/A

4.3.2 Rape & Sexual assault

When was marital rape criminalized?

1994

Violence in the Family (Prevention and Protection of Victims) Law of 1994

From Issue Histories Report

Sexual offences in the year 2002 included 14 cases of rape, 1 “defilement” of a girl under 13 years, 1 defilement of a girl 13-16 years, 4 “unnatural offences”, 3 cases of abduction, and 2 cases of sexual exploitation of juveniles. In the cases of rape, 4 victims were Cypriots, 4 were tourists and 6 were foreign residents in Cyprus (Sate Statistical Services, Criminal Statistics 2002). For the previous years, comparative data for the years 1976, 1980, 1985, 1990, 2000, 2001 and 2002 show zero cases of rape and zero cases of attempted rape, with the exception of 2000 when 4 cases of rape and one case of attempted rape are mentioned. The cases of sexual offences almost triple two years later. According to Criminal Statistics for 2004, “Sexual offences included 35 cases of rape, 9 defilements of girls 13-16 years, 3 unnatural offences, 9 cases of abduction, 11 cases of sexual exploitation of juveniles, 2 cases of rape (violence within the family) and 1 defilement of girl under 13 years (violence within the family). In the cases of rape 7 victims were Cypriots, 14 tourists and 14 foreign residents in Cyprus.” We must note that 80% of the rapes were rapes of foreign women and about 60% of all rapes were committed against young women (age 15-29). We must also note that in the descriptive presentation of these data, the gender of the victims is identifiable only in the cases of “defilement” because the female gender is already built in the category name for the specific crime (“defilement of girls”). All rapes, however, were committed against women and out of the 14 victims on the 11 cases of “sexual exploitation of juveniles”, 10 victims were girls and 4 victims were boys. The detention rate for the 35 rape case (true cases) was 75% and for the cases of exploitation of juveniles the detention rate was 90,9 %. Of the 35 “true cases” of rape, only 9 cases were proceeded against in the court and the accused was convicted in only two cases.

¹⁴ Information from Association for the Prevention and Handling of Violence in the Family (online: www.domviolence.org.cy/uploads/STATISTIKA%20eng%202007.ppt)

¹⁵ Information from Association for the Prevention and Handling of Violence in the Family (online: www.domviolence.org.cy/uploads/STATISTIKA%20eng%202007.ppt)

What is the number of annually reported incidents to the police?

Methodologically relevant comment: Cyprus State Statistics cases of “defilement of girl” are registered under a separate category than rape. Below we count only cases of rape under category “Rape”.

Table created by author compiling data from Criminological State Statistics Annual Reports for 2005, 2004, 2003 and 2002.

YEAR		INCIDENTS	VICTIMS	MALE /FEMALE
2005	Sexual offence	75	77	11/66
	Rape	31	32	0/32
2004	Sexual offence	70	57	11/62
	Rape	35	35	0/35
2003	Sexual offence	52	57	2/55
	Rape	30	34	0/34
2002	Sexual offence	25	31	7/24
	Rape	14	14	0/14

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)? (if not available say so)

Table created by author compiling data from Criminological State Statistics Annual Reports for 2005, 2004, 2003 and 2002.

Attrition rates are not available, chronologically comparative attrition rates calculated by author, based on absolute numbers of offenders and numbers of adults convicted.

YEAR		offenders	acquitted	convicted	rate
2005	Sexual offence	83	14	23	27%
	Rape	27	11	12	40%
2004	Sexual offence	76	9	14	18%
	Rape	32	7	2	25%
2003	Sexual offence	66	2	10	15,15
	Rape	31	1	5	16.13
2002	Sexual offence	24	1	4	28,57
	Rape	10	0	1	10%

What is required for an act to be considered to be rape, e.g.:

- lack of consent (since when) YES –

“Without her consent, or with her consent, if the consent is obtained by force or fear of bodily harm, or, in the case of a married woman, by personating her husband” (Section 144 of the Criminal Code CAP.154).

Author’s note: Rape is gendered in different ways in different articles.

In article 144 (Definition of rape),¹⁶ the perpetrator is “any person” and the victim is “a female” (article attached below).

<i>Offences against Morality</i>	
Definition of rape.	144. Any person who has unlawful carnal knowledge of a female, without her consent, or with her consent, if the consent is obtained by force or fear of bodily harm, or, in the case of a married woman, by personating her husband, is guilty of the felony termed rape.

Whereas the perpetrator is framed as non-gendered (“person”), the victim is framed as female in some articles and framed as non-gendered in other articles.

The following are some of the comments made by author in the LARG analysis of this Law:

If rape is understood as penetration of female, why the active actor is not also gendered as "male?" It seems that it is assumed that only a man can rape because it is, also, assumed that only a man can penetrate (or defile the hymen).

The passive actor of incest is also always framed as female. Given the hetero-normative framing of Gender-based violence (only a man can have carnal knowledge of a female), it is remarkable that the active actor of incest is framed as "any person" and not as male.

In Article 155 (defilement of idiots or imbeciles), the passive actor is gendered (female) but not the active actor (framed as “any person”). It is also very problematic that the age of the passive actor is not defined. For example, if the passive actor is an “idiot/imbecile” above the consent age, is this still considered to be a case of “defilement of girl”?

- physical resistance? (since when) Not required

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)

Signed: 16 May 2005

Ratified: 24 October 2007

In Force: 1 February 2008¹⁷

Is trafficking primarily seen as a problem of the sending or the receiving country?

SENDING

¹⁶ Section 144 of the Criminal Code CAP.154: 'Any person who has unlawful carnal knowledge of a female, without her consent, or with her consent, if the consent is obtained by force or fear of bodily harm, or, in the case of a married woman, by personating her husband, is guilty of the felony termed rape’.

¹⁷ http://www.coe.int/t/dg2/trafficking/campaign/Docs/Profiles/CYPRUSProfile_en.asp

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long?¹⁸

According to 2007 Law on Trafficking, Victims are entitled to protection regardless of: legality of entry or willingness to testify in court (Article 28, par. a and par. b).

Temporary residence permit is granted for a period of minimum one month (reflection period, should the victim consider cooperating with the police). Temporary residence permit does not extend to residence rights. (34.4). Temporary residence permit can be revoked by the Director of the Migration Department if the victim re-establishes any contact with the traffickers. The Migration Director can also approve change for the type of labour that allows victims to be employed in the entertainment sector.

Under certain conditions, the Migration Director can approve a 6-month residence permit for victims. Unlike the original 30-day visa, this residence permit/visa can be revoked if the victim stops to cooperate with the prosecuting authorities.

4.3.4 Intersections

Have specialised policies and practices in relation to gender-based violence in minority communities been developed by:

- Police: NO
- NGOs: NO
- Local Authorities / government: NO
- Other: NO

4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates) YES

Until the opening of the government-run shelter (see below) social welfare services typically housed victims in government subsidized homes for the elderly or in hotels.

How many are there?

Two

a. STIGMA, NGO

Contact person: Eleni Pissaridou

When was the first set up? February 2004

Are they state funded, to what extent? STIGMA is partly funded

The organisation maintains a shelter, which was set up in February 2004 by the priest of the Russian Church, Father Savvas Michaelides. From when the shelter was set up until February 2007, 188 victims of sexual violence and exploitation have found refuge there.¹⁹

During the year 2007, a total of 30 trafficking victims stayed in the shelter. All of them cooperated with the police, and 21 of them testified in court against their traffickers. Although the remaining nine victims gave testimony to the police, the testimonies were not deemed substantive enough to build a legal case for prosecution against the traffickers. Only one of the court cases was completed and the defendant was acquitted. The two victims that testified in the completed trial remained in the country. One married a Cypriot, and the second applied for asylum but was rejected and remained in the country illegally. According to Stigma, two other victims were bribed by the traffickers and left the country while the trial was still in process. Another victim was declared by the court as a hostile witness because she changed the testimony she gave to the police. She was sentenced to two months in prison and deported. Another victim who was in the country waiting to testify in court returned home while the trial was still in process. No formal referral process existed between the police and the shelter.²⁰

¹⁸ COE recommends permanent, at least for women who are willing to witness in court against traffickers) <http://assembly.coe.int/Main.asp?link=/Documents/AdoptedText/ta02/EREC1545.htm>
2004 EU directive on short-term residence permits for victims of trafficking automatically provides for 6-month residence permits.

¹⁹ http://www.coe.int/t/dg2/trafficking/campaign/Source/eg-thb-sem6-2007_Proceedings.pdf

²⁰ Cyprus Country Report on Human Rights Practices, 2007, released by the Bureau of Democracy, Human Rights, and Labour March 11, 2008 (online: www.state.gov/g/drl/rls/hrrpt/2007/100554.htm).

- b. Shelter for Victims of Sexual Exploitation, Social Welfare Services (fully funded by the state) capacity of up to 15.

When was the first set up? November 26, 2007

Are they state funded, to what extent? Fully funded by the state

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

5.1 On what state level are policy decisions made (e.g. national, federal, provincial, local)?

National level

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

See section on Collective Bargaining.

- Are there legally binding decision making processes similar to the EU Social Partners Framework agreements (e.g. as the Parental Leave Directive)?

No

- Would the political system be possible to describe as corporatist or neocorporatist where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?

yes corporatist

- What was/is the gender composition in the decision making process of social partners framework agreements (if there are any such agreements)?

Data not available

5.3 In which policy environment (ministry) is a decision on the issue made (for each area)

General gender equality policies: Machinery for the Rights of Women (Ministry of Justice and Public Order.)

Non-employment: Ministry of Labour and Social Insurance

Intimate citizenship: Ministry of Justice, Independent Authority on Bioethics, Greek Orthodox Church, Ministry of Health

Gender based violence:

Ministry of Justice and Public Order

Ministry of Interior (trafficking, migration)

Ministry of Foreign Affairs (trafficking)

Ministry of Labour and Social Insurance (sexual harassment)

Welfare Services/ Ministry of Labour (trafficking, family violence)

5.4 Political cleavages

According to the Cyprus Constitution of 1960 Cyprus is a bi-communal state, consisting of a Greek Community and a Turkish Community.

Since 1974, following a coup organised by the Greek military junta against the democratically elected government organised and the Turkish invasion, Cyprus is *de facto* divided between north and south. Turkish Cypriots live in the north and Greek Cypriots in the south. The Government of Cyprus is a *de facto* and *de jure* Greek Cypriot government.

While the island is recognised as a single entity by the international community, it has been *de facto* divided into north and south since its invasion and occupation in 1974 by Turkish military forces. In social, political, and economic terms, Cyprus consists of not one but two entities, which have been deprived of normal interaction with one another for over a quarter century. In addition to hosting Turkish troops, the occupied north has a separate administration and a self-proclaimed status as an independent state. Yet, from the standpoint of international law, there is only one Cyprus, and it is about to become an EU member state.

Cyprus joined the EU as one state member but because of the political problem the Acquis has been suspended in the north. The area where the Republic of Cyprus exercises effective control is inhabited by a white, Greek Cypriot, Greek speaking, Christian Orthodox Majority.

Only the first three minorities are recognised by the Constitution as minorities (“religious groups”). These do not have separate political representation since they are considered to be part of the Greek Cypriot Community.

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

When, if at all, was CEDAW signed?

Cyprus acceded to the CEDAW Convention 23 July 1985, ratified it in 1986 and. Ratified its Optional Protocol in April 26 2002.

When did the country join the EU?

2004

6. Political Representation

The absence of women from the centres of decision making is a major obstacle towards promoting equality. The number of women holding positions in the Government is still very low. The first women to be elected in the Parliament were: (a) Ayla Kiazim in the Turkish Communal Chamber (July 31 1960; she was elected to replace the Turkish Cypriot MP Halit Kiazim Shemshentin) and Rina Katselli (May 24 1981). The latter, on her first appearance in the Parliament, made a performative statement by choosing to put on a traditional Cypriot dress and wear the traditional scarf (τσεμπέρι, chemberi). In the Parliamentary Elections of 1991, only three women candidates were elected whereas in the local (municipal) elections of 1986, of the 252 municipal councillors only 35 were women (12,2 %). The first (and only) Greek-Cypriot woman minister during the pre-QUING period was Angelidou, appointed in 1993 in the Ministry of Education.

6.1 The development of women’s political representation, including:

Women voted for first time in 1960. The right to vote was granted by the 1960 Constitution of Cyprus. No information available for women’s suffrage during the period of British Rule (1878-1960).

Suffrage for men was granted in stages with conditional property qualifications.

We have not been able to find out anything about the dates and terms for transitions in male suffrage. However, when the Boards of Education Law was passed by the British administration of Cyprus in 1895, paying property tax was one of the conditions for participation in the village school committees (committees responsible, among others, for hiring and paying school teachers). Based on this information we can hypothesize that the same conditions applied for male suffrage.

We do not know if general male suffrage (without conditions) was introduced in Cyprus at the same as in Metropolitan Britain.

Significant dates during the period of British Rule:

British rule in Cyprus started in 1878. Cyprus was annexed by Britain in 1914 (when Turkey joined with Germany and Austro-Hungary in World War I). Two years after Turkey relinquished all claims to Cyprus in the treaty of Lausanne (1923), Cyprus became a British Crown Colony in 1928. On February 19th of 1959, the London Agreement was signed by British, Greek, Turkish and Cypriot leaders, finally guaranteeing independence for Cyprus. The official state of emergency was finally ended on Christmas Eve. With the declaration of Archbishop Makarios the 3rd as president, August 16th of 1960 became Cyprus’ Independence Day.

Note any caveats, e.g. age, property qualification, ethnicity, and when removed.

Separate electoral lists for Muslims and non-Muslims during British Rule. Muslims voted for 6 Members of the Legislative Council and Non-Muslims for 6 Members of the Legislative Council (3 other Members were appointed by the British Government). This ethnic/religious delineation turned out to be a troublesome caveat when in the Elections of November 1921 the Greek Assembly decided to boycott the Elections (no candidates would show up). The boycott was "broken" by two Maronite (Christian Catholics of the Eastern Sect) candidates who, though they were not Greeks, they were still qualified as candidates for the Non-Muslim category. In the Greek Press of the time we find many articles of Anti-Maronite sentiment. The argument that the "British played the Maronites against the Greeks" often slides to racist language against Maronites. An anti-maronite sentiment can be traced even today among the Greek Cypriot majority and it tends to become more overt in instances of bipolar, bi-communal conflict between Greeks and Turks (Maronites are sometimes stereotyped by Greek Cypriots as allies of the enemy, as non-patriotic).

Separate electoral lists on the basis of national difference were continued after independence, until December of 1963 when violence erupted between the two communities. (Turks voted for the Turkish Communal Chamber, for the 15 Turkish members of the Parliament, and for Vice President; Greeks voted for the members of the Greek Communal Chamber, the other 35 members of the Parliament, and for President)

(Turkish Cypriots held 30% of positions in public sector, 40% in the Police Force and the Cypriot Army)

The final division of the two communities in 1974 interlocked with policies of ethnic cleansing (internal displacement of people, re-settlement of refugees) and led to the establishment of two homogeneous communities. Turkish Cypriots who lived in the south were not allowed to participate in the elections until the amendment of the Electoral law allowed them to vote for first time in the Municipal Elections of May 15 2006 and the Presidential Elections of February 17 2008. The law was amended after the appeal of Turkish Cypriot Ibrahim Aziz to the European Court of Human Rights.²¹

Use of quotas²²

- When introduced? No parliament quotas.
- What form e.g. party, electoral, constitutional

What is the numerical representation of women in parliament? (over QUING period)

- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? E.g. quotas

Gradual since 1981, but still very slow. Parties introduced quotas for candidates but not for actual representation of women in parliament

²¹ Ibrahim Aziz, a Turkish-Cypriot living in south Cyprus and carrying Cypriot citizenship, applied to the Ministry of Interior of the Greek-Cypriot Administration and requested to be registered in the electoral roll in order to exercise his right to vote in the parliamentary elections in May 2001. His request was refused by the said ministry on the grounds that members of the Turkish-Cypriot Community could not be registered in the Greek-Cypriot electoral roll because of Article 63 of the 1960 Constitution. On 27 April 2001, he appealed to the Greek-Cypriot Supreme Court against this decision and argued that the Greek-Cypriot government had failed to protect the electoral rights of members of both Communities. On 23 May 2001 the Court dismissed his application on grounds of the doctrine of necessity in Cyprus. On 25 May 2001 Ibrahim Aziz applied to the ECHR against Cyprus, Greece, Turkey and the UK (Aziz v. Cyprus, Greece, Turkey and the UK, Admissibility Decision of 23 May 2001, ECHR, Paras. 1-5). Aziz brought a separate application to the ECHR on 8 April 2001, but this time against the 'ROC'. The Court in its decision on 22 June 2004 referred to "the anomalous situation that began in 1963" and accepted it as a reason to suspend the participation of the Turkish-Cypriot members of parliament. However, the Court underlined that "despite the fact that the relevant constitutional provisions have been rendered ineffective, there is a manifest lack of legislation resolving the ensuing problems." And it concluded that there had been a violation of the right of Ibrahim Aziz to vote (Kudret Özersay, The Excuse of State Necessity

And Its Implications on the Cyprus Conflict PERCEPTIONS • Winter 2004 – 2005. 31-70).

²² See IDEA: <http://www.idea.int/gender/index.cfm>

Representation of Women in Parliament (absolute numbers and percentage, total number of MPs: 56)

1981	1	1,78
1986	1	1,78
1991	3	5.4%
1996	3	5.4%
2001	6	10.7%
2006	8	14,28

- Other important developments

Women candidates in 2001 Parliamentary Elections

Explanatory Note:

■ WOMEN ■ MEN

ΕΔΕΚ = ΕΔΕΚ Socialist Party

ΑΚΕΛ =ΑΚΕΛ Communist Party

ΔΗΣΥ = ΔΙΣΙ Liberal Democrats (right wing)

ΔΗΚΟ =ΔΙΚΟ Democratic Party



6.2 Political representation for intersecting inequalities:

- Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament)
- ethnicity/religion (what exclusions and when; numerical representation in parliament)
- Other important intersecting inequalities, any quotas?

6.3 Political parties and gender

Does women's political representation vary by Party; YES if so, do these Parties tend to represent different class, ethnic, religious or other interests?

Political parties definitely represent different class, ethnic, religious or other interests. There are variations of women's political representation across different parties. However, it does not mean that

these variations represent parties' commitment to gender equality. Whether women are represented in a party or not depends on the culture and mechanisms of the party as well as the personalities and personal connections of these women with capital and/or other persons in positions of power. Kaiti leridou, for example, for years an elected MP of DISI, is the daughter of ex-president Glaukos Clerides. Roula Mauronikola, elected MP of EDEK (current), is the wife of previous government's Defence Minister Coulis Mayronikolas and Stella Kyriakidou, elected MP of DISI (current), daughter of the ex-Attorney General Michalakis Triantafyllides.

AKEL communist party is the only party which has not introduced gender equality quota for candidates in elections, but the party still has the same percentage of women as EDEK and DISI.

What is the current Party/Parties in Government:

In the February 24 Presidential Election, the General Secretary of the Communist Party AKEL was elected president. AKEL formed an alliance with DIKO and EDEK.

Presidential Democracy

The President from Communist Party (AKEL) won the 2008 Presidential Elections supported by the Coalition between the Communist Party (AKEL), the Democratic Party and the Socialist Party (EDEK).

With which European Parliament political group is this Party/parties affiliated?²³

See table below

What political party/parties have held office during 1995-2007

1996-2004: The Right Wing Party (DI.SI.): President: Glafkos Clerides

2004-2008: Coalition of Democratic Party, Communist Party and Socialist Party (President:Tasos Papadopoulos, Democratic Party)

Parliament election results by gender and party 2007²⁴

Party	Women	Men	% Women	EU Party
Progressive Party of Working People (AKEL- Cyprus)	2	16	11%	Confederal Group of the European United Left - Nordic Green Left
Democratic Party (DIKO)	2	9	18%	Alliance of Liberals and Democrats for Europe
Dimokratikos Synagermos (DISI)	3	15	16,6	Group of the European People's Party (Christian Democrats) and European Democrats
Socialist Party EDEK	1	4	20%	Socialist Group in the European Parliament
European Party (EvroKo)	-	3	0	
Cyprus Green Party	-	1	0	

Main European Political Parties (each footnote provides a link to party's website where you can find their national political party members)

- European People's Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.²⁵
- Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the.²⁶

²³ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

²⁴ <http://www.qub.ac.uk/cawp/Irishhtmls/TD1.htm>

²⁵ www.epp.org

²⁶ www.pes.org

- European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrist, the ELDR is the third-largest political party represented.²⁷
- European Free Alliance (EFA): Pro devolutionists, independence²⁸
- European Green Party: Greens, ecologists, environmentalists²⁹

6.4 Representation in government

- What percentage of government Ministers are female?³⁰

Women Ministers: 1/11= 9% (February 2008)

- To which Ministries do female ministers belong?

Sotiroula Charalambous: Ministry of Labour and Social Insurance

6.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations.

National Mechanism for Women's Rights

If so, is this the same as the body which is affiliated to the European Women's Lobby?

NO. There is no national body that is member of the EWL.

Cyprus is represented in the EWL by the Mediterranean Institute of Gender Studies MIGS (Associate Member Organisation)

When was it established?

1994

how many organisations are affiliated to the national body?

Women's organisations are affiliated to the The National Machinery for Women's Rights (NMWR) through two bodies that function under the Mechanism:

a. COUNCIL

The members of the Council are the representatives of 16 major women's organisations and women's trade unions. The first organisations and unions to be included by the original Ministerial Decision were Women's Group Protoporia (Right wing Women's Organisation), POGO (ΠΟΓΟ, Women's Organisation, wing of the Communist Party AKEL), GODIK (ΓΟΔΗΚ, Women's Organisation, wing of the Democratic Party DIKO) , Socialist Women's Movement (Women's Organisation, wing of the Socialist Party EDEK), PanCyprian Movement for Equal Rights and Equal Responsibilities, ΠΕΟ (ΠΕΟ, Pancyprian Federation of Labour Union, left wing), SEK (ΣΕΚ Cyprus Workers' Confederation), ΔΕΟΚ (Democratic Labour Federation of Cyprus) OEB (Employers and Industrialists Federation), and PASIDI (ΠΑΣΥΔΥ Pancyprian Labour Union of Civil Employees; includes the Teachers Unions). Since 1994 six more have been added.

A Ministerial Decision 50.437, dated Oct 13 1999, approved the participation of the Women's Organisation of DISI (ΓΟΔΗΣΥ, Women's Group, wing of the Liberal Democrats Party DISI) and the Women's Organisation of United Democrats Party (Women's Organisation of United Democrats Party). Decision 56.294, on 28.8.200, further approved the participation of the Cyprus Federation of Business and Professional Women (ΚΟΓΕΕ). Ministerial Decision 60.641, dated 28.7.2004, approved the participation of two Turkish Cypriot Women's Organisations, the Women's Research Centre and Patriotic Unity Movement ("New Cyprus Party" is mentioned on the National Machinery website). Finally, Ministerial Decision 64.653, approved the participation of GOEK (ΓΟΕΚ Women's Organisation, wing of European Democrats Party). The Council meets regularly once a month and holds ad hoc meetings when a meeting is called by the Minister or requested by 1/3 of its members.

²⁷ <http://www.eldr.org/>

²⁸ <http://www.e-f-a.org/>

²⁹ www.europeangreens.org

³⁰ See IPU: <http://www.ipu.org/wmn-e/world.htm>

b. NATIONAL COMMITTEE FOR WOMEN'S RIGHTS

59 Organisations participate in the **National Committee**

The authorities of the Committee, as defined by the Ministerial Decision, are the following:

- It is informed about Policies and Programs
- Cooperates and participates in the information programs
- Submits proposals for measures and changes

Members of the Committee participate in work groups/study and research committees

This body meets regularly once a year under the Chairmanship of the Minister and holds ad hoc meetings, when this is deemed necessary by the Minister of the Council.

how many women are so coordinated?

No information available

How many staff work for the organisation (how many paid, how many unpaid)?

PAID

The General Secretary (Senior Officer in the Ministry of Justice, Maro Varnavidou) and two officers

The Mechanism is understaffed and this problem is profiled in every Report

What is its budget?

National Machinery Annual Budget, 1995-2006	
YEAR	BUDGET (CYP)
1995	28352
1996	25000
1997	43944
1998	38206
1999	100000
2000	125000
2001	150000
2202	180000
2003	230000
2004	300000
2005	565000
2006	565000
2007	565000

What is its range of activities (are these in an annual report)?

The role of the NMWR is strictly advisory and it has no executive power. Its advisory role is defined in the Ministerial Decision 40.609:

- *The National Machinery for Women's Rights will be under the umbrella of the Ministry of Justice and Public Order and will be under the auspices of the Minister of Ministry of Justice and Public Order.*
- *The Mechanism will have a clearly advisory role and it will not infiltrate the executive authorities which are under the umbrella of other Ministries («δεν θα υπεισέρχεται στις εκτελεστικές εξουσίες που εμπíπτουν στις αρμοδιότητες των άλλων Υπουργείων»).*

In the same ministerial decision it also stated that the Ministers Council, "where it deems this necessary and useful it will appoint Ad hoc Ministerial Committees to examine and to promote special issues with the participation of the relevant Ministries".

The authorities of the Machinery are outlined as follows in the CEDAW Report:

The NMWR deals with all matters concerning women, focusing on the elimination of legal discrimination against women and the promotion of real equality between men and women. More specifically, it advises the Council of Ministers on policies, programmes and laws promoting women's rights, monitors, coordinates and evaluates the implementation and effectiveness of these programmes and laws, carries out information, education and training programmes on relevant issues, supports and subsidizes women's organizations, contributes to the mobilization and sensitization of the Government Sector on equality issues and serves as a cooperation channel between the Government and NGOs working in this field.

The Machinery, positioned under the umbrella of the Ministry of Justice, has received several forms of criticism. Defending this administrative arrangement, NMWR Secretary General Maro Varnavidou suggested that with the Minister of Justice as Chairperson, the NMWR has direct access to the Council of Ministers as well as to governmental funding and infrastructure (interview with C. Ellina, 2003, p. 134-135). In a critical appraisal of the previous, right wing, government, Sotiroula Charalambous, an MP of AKEL (left party) and Chair of the Parliamentary Committee for the Promotion of Equality between Women and Men, has addressed the Mechanism's the limited action:

"What have they done in the field of equality so that we would be in a better position today? Was it the fact that they left out all the legal reforms of harmonization that dealt with the field of equality to be carried out last during the harmonization process? Was it the fact that after they came to power they did not know what to do with the Women's Committee [the predecessor of the National Mechanism]?" (*Parliamentary Proceedings, 21 December 2006*).

[Does the national body engage with all or only some of our 3 issues](#)

All, except for intimate citizenship. Intimate citizenship is non-existent in Cyprus as a policy frame for issues of equality (for example, no women's organisation is represented in the National Bioethics Committee)

[Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship \(if so name them\)?](#)

YES (see below)

List the key women's / feminist civil society organisations and their main methods / activities

Women's Organisations

- Women's Group Protoporia (Right wing Women's Organisation)
- POGO (ΠΟΓΟ, Women's Organisation, wing of the Communist Party AKEL)
- GODIK (ΓΟΔΗΚ, Women's Organisation, wing of the Democratic Party DIKO)
- Socialist Women's Movement (Women's Organisation, wing of the Socialist Party EDEK)
- PanCyprian Movement for Equal Rights and Equal Responsibilities
- Women's Office of ΠΕΟ (ΠΕΟ, Pancyprian Feredarion of Labour Union, left wing)
- Women's Office of ΣΕΚ (ΣΕΚ Cyprus Workers' Confederation)
- Women's Office of ΔΕΟΚ (Democratic Labour Federation of Cyprus)
- GODISI (ΓΟΔΗΣΥ, Women's Organisation of right wing Liberal Democrats Party DISI) a
- Women's Organisation of United Democrats Party
- Cyprus Federation of Business and Professional Women (ΚΟΓΕΕ)
- Women's Research Centre and Patriotic Unity Movement (Turkish Cypriot)
- GOEK (ΓΟΕΚ Women's Organisation, wing of the European Democrats Party)

Feminist civil society organisations

1. Mediterranean Institute of Gender Studies (MIGS)

MIGS promotes initiatives which strengthen and enhance civil society participation and that empower women, especially in the processes of governance. Priority is given to issues of involvement of women in local and national government; engaging minority and socially excluded groups in training and debate in order to help promote diverse public dialogue; combating gender discrimination and domestic violence; enhancing and promoting social empowerment, human rights and people's diplomacy.

Building autonomous institutions: yes

Public protest e.g. demonstrations: no

Campaigning: yes

Lobbying state: yes

Service provision: no

Research: yes

Are they important or marginal to national politics? Becoming the most important

Are they centralised or dispersed? centralized

2. Cyprus Family Planning Organisation

Struggles for Sexual and Reproductive rights. Pro-choice

Building autonomous institutions: yes

Public protest e.g. demonstrations: no

Campaigning: yes

Lobbying state: no

Service provision: yes

Research: yes

Are they important or marginal to national politics? Medium (have access state schools)

Are they centralised or dispersed? Centralized

3. Cyprus Gender Equality Observatory (GGEO)

The GGEO is a specialised organisation with the following goals:

-To elaborate Cypriot European and international policies on equal opportunities and to remove all discrimination against women in economic and social life, in the labour market, in education, in the family etc.

-To monitor results, surveys and studies on gender issues on the local, regional, national and international levels.

-To evaluate the data and to develop various activities.

-To submit proposals relating to undertaking positive action aiming at the principle of equal opportunities for men and women.

Building autonomous institutions: yes and no (under umbrella of Socialist Party's Union. DEOK)
Public protest e.g. demonstrations: no
Campaigning: yes
Lobbying state: no
Service provision: no
Research: little, mostly surveys
Are they important or marginal to national politics? Marginal but becoming more important
Are they centralised or dispersed? Centralized

4. Association for the Prevention and Handling of Violence in the Family

The Association for the Prevention and Handling of Violence in the Family was founded on the 25th of July 1990 in Nicosia. The Association is a non-profit, non-governmental organisation.

The Association is managed by the Board of Directors, which approves the counsellors' activities within the Crisis Centre and the activities of the volunteers.

Building autonomous institutions: no
Public protest e.g. demonstrations: no
Campaigning: yes
Lobbying state: no
Service provision: yes
Research: no
Are they important or marginal to national politics? Marginal
Are they centralised or dispersed? Centralized

- What are the major distinctions between different types of organisations/projects e.g. feminist, pro-family, etc.?

Main distinctions include:

- Ideology: Feminist/non feminist
- Framework: International/European/national focus
- Method: Service provision/non service provision
- Autonomy: Separatist/non separatist
- Acceptance: Trade union affiliated or not
- Autonomy: State funding/no state funding
- Organisational structure: Umbrella-coordinating body/member of umbrella/local NGO
- Perceived legitimacy: invited to consultations/not invited to consultations.
- Organisation: real or virtual.

- Do women's organisations actively engage with other intersecting inequalities (in each area?)

So far only MIGS

- Do they have good alliances with those representing other inequalities or not? (in each area)

MIGS has alliances with National Filipino Association, the Sri-Lankan Community Association and Women Refugees (not an association)

- Are there many organisations of minoritised women? (in each area)

NO

- What links are there with international? / EU level bodies? (in each area)

NONE

- o Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the state; is it commissioned by the state to undertake specific tasks?

AUTONOMOUS BUT ALSO LINKS WITH THE STATE (NGOs get small funds from the NMWR and are invited to consultations.

A good example of this kind of consultation is an event organised by MIGS on Women's Day 2007, when drafts of the two Action Plans (Equality and Trafficking) were presented and discussed.

It is more frequent that NGOs try to engage government policy makers in various workshops and activities organised by the NGOs (dissemination of results) rather than the Government trying to establish links with feminist NGOs.

Most funding comes from EU projects (MIGS) and EQUAL (Cyprus Gender Equality Observatory)

Does this vary between issue areas?

General - engaged

Non-employment - engaged

Intimate citizenship NEVER

Gender based Violence - engaged

Has this changed over time?

Yes.... Generally, the women's movement seems to have become more and more engaged with the state, consultations are becoming institutionalised features of state/civil society interactions, funding for NGO monitoring and reporting provided, feminist in state institutions as stable allies (POS), women and equality units established (POS).

When engaging with the state is a coalition form of organising common or not?

Both coalitions, but also individual NGOs. The consultation process allows for a 'multiple' approach where coalitions, organisations and even individual scan submit their views.

Several campaigns directed towards policy makers and state institutions, are organised in cooperation between several women organisations.

Does it make sense to talk of a 'women's movement' or not? Briefly explain your answer.

NO.

Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?

General: primarily equal opportunities/sameness

Non-employment: equal opportunities/sameness

Intimate citizenship: issues of intimate citizenship have not been framed by any women's organisation as issues of gender equality

GBV: Transformation

Equal valuation of difference is most common organisations campaigning on family policy and care work. The NMWR lobbies for participation of women in political and public life.

Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?

From civil society point of view, the general preference is public day care. Policy Recommendations by an INTI Program on the Integration of Female Migrant Domestic Workers (coordinated by MIGS) include recommendations on state subsidy of private provisions of care.

Day care is mainly privatised. This would not be possible without the availability of cheap precarious labour provided by female migrant domestic workers, most of them are stay-ins (in 2006 about 26,000 migrant women were employed for care labour).

How closely aligned is feminism with social democracy?

They are only close in the case of the POGO (ΠΟΓΟ), the AKEL Party's Women's Organisation.

Notes on the history of the development of gendered or feminist civil society organisations:

Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate? Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)?

No information available

Is there a history of divisions as to: socialist, radical, liberal? Does this vary by 4 areas

General: liberal & socialist

Employment: socialist (employment rights, parental leave, financial independence from men, coalition with trade union/men's groups) and liberal (flexible forms of labour for women who want to re-enter labour market, subsidization of women's entrepreneurial activity)

Intimate Citizenship: NONE

Gender based violence: NO

Is there a history of changing engagement with class, ethnic and religious forces? Does this vary by 4 areas?

No information available

Is feminist research organised in Universities and research institutes? Are there named centres?

Yes, but it is very scarce.

In spring 2008, the University of Cyprus started running an Undergraduate Minor Program in Gender Studies.

The establishment of a Research Unit for Gender Studies has been announced, but so far there are no developments.

If yes, are they important? If not, is important feminist research primarily dispersed or mainstreamed?

Dispersed. Several academics in Cypriot Universities who work on gender equality have participated in programs coordinated by the MIGS:

- Alexia Panayiotou, Lecturer at the University of Cyprus (Member of the Executive Council of MIGS)
- Miranda Christou, Lecturer at the University of Cyprus (Project Involvement in Daphne II-Secondary Education Schools and Education in Values)
- Christiana Kouta Nikolaou, Lecturer at the Cyprus Technological University (Project Involvement in Daphne II-Date Rape Cases Among Young Women / MEDA - Role of Women in Economic Life)
- Zelia Gregoriou, Assistant Professor at the University of Cyprus (Project Involvement in Integration of Female Migrant Domestic Workers)

Are there specific positions, funds or journals within the country (or region e.g. Nordic)?

NO

Is there a national association for women's studies/gender studies?

NO

Are there feminist lawyers' organisations?

NO

Are there radical lawyers' organisations that support justice claims for one or more of the inequalities?

NO

6.2 Class

- o A short history of the development of organisations representing class interests.

Cyprus Workers' Confederation (SEK): Consisting of 68 free labour associations (federations) with a total of 65,000 members. Pancyprrian Federation of Labour (PEO): 9 unions with a total of 64,000 members. Established in 1941 and claims to be the largest Cypriot trade union federation, although SEK is roughly of equal size.

The Democratic Labour Federation of Cyprus (DEOK). The youngest Confederation, founded in 1962, only two years after the emergence of The Republic of Cyprus (1960).

THE DEVELOPMENT OF THE CYPRUS TRADE UNION MOVEMENT

An account by PEO

Main source: www.peo.org.cy

"Although the initial attempt for the creation of Trade Unions in Cyprus goes back to 1915, the most serious effort to establish trade union organisations in Cyprus is observed in the years 1920-1930. The outcome of these attempts was the organisation of the workers and their enrolment to labour societies, labour clubs and trade unions.

In the decade 1930-1940 an arduous struggle was carried out for the establishment and the recognition of the trade unions. This decade coincides with the national emancipation and anti-colonial insurrection of the Cypriot people in October 1931. The insurrection was suppressed by the British colonial system and the workers' leaders were mercilessly persecuted.

In the beginning of the decade 1929-1934, the economic crisis had immense negative repercussions on the underdeveloped economy of the British Colony of Cyprus. This situation forced thousands of extirpated farmers to be reverted to proletarians who rushed to the towns and the areas of mines to offer their services.

From 1932 to 1938, the mining industry was rapidly developed due to the exploitation of the workers by the foreign companies and the huge underground stocks of copper and iron. At the same time, the building industry was expanded as well as the alcohol, tobacco and the tanning industries. The labour force until 1938 was estimated to 8.000 workers.

Despite the persecution, imprisonments and the discharges of workers inflicted by the British Colonial regime, the working class compelled its respect. Thus, in 1931 the Nicosia Footwear Trade Union was established. This Trade Union enjoyed its official recognition in 1932 immediately after the enactment of the Trade Unions Law. Until the end of 1940, 62 additional trade unions have been established and recognised having in their strength 3,389 members.

Among the main professions, which embarked on a hard struggle against the British Colonial regime, managing to secure the right to organise, were the working classes in the wood/forest and building industry, the mining and the footwear industries.

The young trade union movement had to solve many and serious problems, such as the hours of work (which amounted to 15 hours per day), the rates of wages (which did not exceed 2 shillings a day), the organisation of the workers and the recognition of the trade unions. Besides, a continuous struggle was necessary for the abolition of the dictatorial laws and orders of the colonial government so that the Cyprus people and particularly the workers, to acquire the rights of assembly, organisation, press, speech and the right to elect their local and communal authorities.

For the achievement of the above targets the unity of the working class and generally of all the small trade unions had to be maintained. The unification of the Trade Unions has been achieved in November 1941 where a Trade Union Conference took place and a Pancyprrian Trade Union Committee was elected. This Committee was an administrative body, which united all the trade unions, participated in the Conference.

The Pancyprrian Trade Union Committee (PSE) began to submit a series of claims, such as the 8-hour work, wages increases, improvement of the conditions of work, social security, cost of living allowance etc. The Pancyprrian Trade Union Committee led the trade union struggles of the workers of Cyprus

until the beginning of 1946, when it was declared illegal by the British Colonial government on the accusation that it was advancing anti-British propaganda. Its leaders were arrested and sentenced to imprisonment of a duration of one to one and half years.

In January 1946 the remaining Trade Union leaders of PSE, in replacement of the unlawful PSE, established the Pancyprian Federation of Labour (PEO). PEO continued the work of PSE, leading the Cyprus trade union movement and becoming the inspirer of its struggles. In 1948 PEO leads the hardest struggles of the Cypriot working class for the official recognition of the trade unions, the increase of wages, the 44 hours work, the improvement of conditions of work and other rights.

The year 1948 is considered a corner stone in the history of the Cyprus labour movement, because it compelled its respect among the Cyprus working class and gained its recognition even by a part of the employers' side.

At this point it is worthwhile to mention that in 1944, the first non labour-oriented trade unions make their appearance, in contrast with PEO, which had been established in November 1941. The 'new' trade unions under the guidance of the then leadership of SEK, followed an antistrike policy serving the interests of the employers who, in their turn, were the supporters of SEK.

From 1946, on the initiative of PEO, the struggle for social security starts. In 1948 the first Trade Union Social Security Fund as well as the first Trade Union medical centre were established. The wages, under the pressure of PEO, were improved, the hours of work were reduced, the working conditions were improved and the workers' standard of living was gradually upgraded.

After the Cyprus independence, the Cyprus Trade Union movement appears to be more organised and massive.

The white and blue-collar labour force increased spectacularly due to the development of the industry, commerce and services. Apart from PEO and SEK, many other trade unions and occupational organisations are activated, such as PASYDY, POED, OELMEK, OLTEK, ETYK, POAS, DEOK and others.

PEO continued to remain the leader of the Cyprus Trade Union movement being the most organised, massive and labour oriented trade union. On its own initiative, which started well prior to the Independence of Cyprus, PEO managed to succeed in its efforts to unify the workers in all the working places. This unity became the principal cause in succeeding to establish unity action among the leadership of PEO and SEK and among all the above occupational organisations. Under this spirit of unity action, PEO and SEK submit jointly claims and undertake, with other trade unions, common struggles.. This unitary policy makes the position of the trade union movement stronger to stand opposite the employers, forcing them to retreat and accept their demands.

With the correct and proper policy of PEO, the 40 hours of work weekly is introduced, the social security system and generally the labour legislation is improved. The Termination of Employment Law is enacted. On the basis of the provisions of this law the Arbitration Tribunal is established. The events of 1974 (a coup by the Greek Junta, the Turkish invasion, 200.000 Greek Cypriots were forced to leave their homes and properties and become refugees in the south whereas were re-settled in the north)

During the post invasion period the GC trade union movement suspended the submission of claims and its struggles, whilst the standard of living of the working population is seriously affected. PEO, as well as the remaining trade union movement, face the spectre of 60.000 unemployed persons.

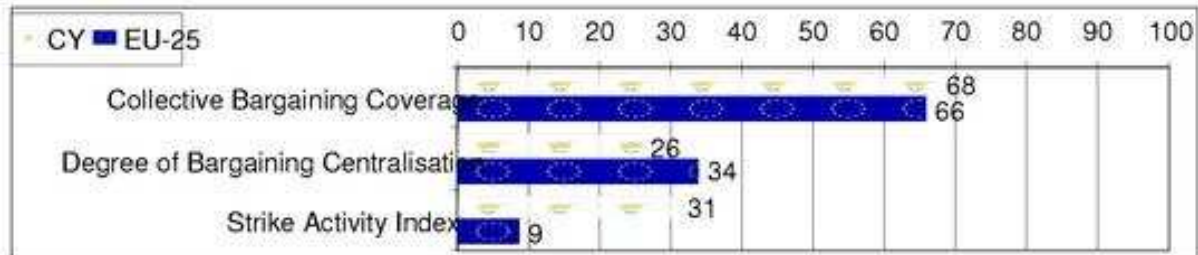
In 1978-1979 when the Cyprus economy attained its pre-invasion levels of development PEO, together with the remaining trade union movement comes back to the trade union struggles and manages, by 1980-1981, to succeed and secure increases in the wages and the reintroduction as from 1978 of the cost of living allowance.

From 1980 and onwards the energetic activities, the sensible and responsible policy of PEO as well as its continuous and full participation in all the Governmental labour and social policy".

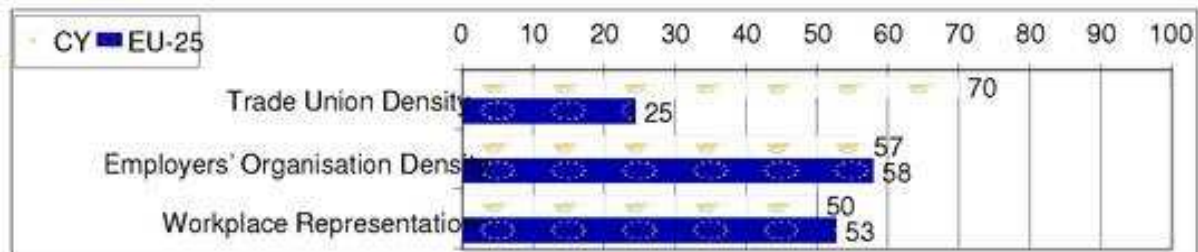
- [How strong are trade unions? Use the following four measures of trade union strength \(Data: European Industrial Relations Observatory Online, national sources\)](#)
 - [density \(proportion of workers that are organised\) 70%](#)
 - [coverage \(what proportion of workers are covered by collective bargaining agreements\) 68%](#)

- centralisation of collective bargaining: 26 %
 - is there are national body of trade unions;
 - what proportion of TU members and unions are affiliated?

Industrial relations processes



Main actors



(Graphs cited from European Industrial Relations Observatory Online, http://www.eurofound.europa.eu/eiro/country/cyprus_1.htm)

- coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions
 - Can it coerce or discipline member unions to enforce agreement?

Collective bargaining in Cyprus

Since 1960, when Cyprus was declared an independent republic, the industrial relations system has developed on the basis of two fundamental principles: voluntarism and tripartite cooperation. Collective agreements have traditionally played a leading role in the regulation of industrial relations, with legislation playing a secondary role. The system of free collective bargaining was developed by the 1977 Industrial Relations Code, which has since guaranteed the right to organise and laid down the manner in which bargaining is carried out, along with all secondary issues. The state's role is advisory and it intervenes - through the Mediation Service of the Ministry of Labour, as laid down in the Industrial Relations Code - in cases where difficulty is encountered in achieving agreement in direct bipartite bargaining between employers' organisations and trade unions.

It should be noted that the 'regulatory' part of collective agreements – i.e., the terms regulating pay and working conditions issues, along with other issues arising from the provision of labour - is not directly and necessarily applicable to workers, and many people refer to collective agreements as mere 'gentlemen's agreements'. In this context, the legal status of collective agreements remains a moot point. Such agreements do not create rights and obligations in public law, but in labour and private law, since terms of collective agreements are incorporated in individual contracts.

However, in general, and despite the fact that the content of collective agreements is in general limited to pay and basic 'institutional' issues (such as working hours and leave), the part they play in regulating the terms and conditions of employment is a particularly important one. Collective bargaining as a whole is decentralised, and many collective agreements are concluded at enterprise level. There are no national general collective labour agreements (as in Greece, for example) and the two basic bargaining levels are the sector and the enterprise level. The usual term of the agreements (subject to bargaining) is two years, and in a number of cases three years. According to data from the Industrial Relations Division of the Ministry of Labour, in 2003 there were 13 sectoral collective

agreements - in leather goods, clothing, footwear, metal products, construction, construction companies, electrical installations, transports, hotels, catering, oil companies and the financial sector - covering 26.7% of all employed earners (2001 figure). There were also around 450 enterprise-level collective agreements. Most of the abovementioned agreements were signed in 2001 and expired in December 2003. However, there are no available data on the precise number of agreements signed each year.

SOURCE: Industrial Relations Observatory Online document

Author: Eva Soumeli

ID: CY0401102F

- Women and trade unions:
 - What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female?

Of the 203, 277 registered union members, 74,709 were women, that is, a percentage of 36, 75% (2005 data)

Note: Information provided by Anna Pillavaki, Deputy Executive Secretary of DEOK.

- How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?

In the two largest unions, the Pancyprian Federation of Labour (PFL) and the Cyprus Workers Confederation (CWC), women are organised in the form of Women's Offices/Departments. The Executive Secretary of the Department of Working Women of SEK is Despina Isaia and the executive secretary of Women's Department of PEO is Marina Stavrinou-Koukou. DEOK does not have a Women's Department but an Equality Department instead.

- What proportion of women are in the executive of (major) trade unions?

PEO's Executive Secretariat consists of 19 members. There are NO women on the executive. Marina Stavrinou-Koukou, the Secretary of the Women's Office, is the only woman who attends the meetings of the Executive Council, as an auditor only though (does not vote).

SEK: there are NO Women in the Executive Secretariat.

DEOK: there is one woman in the Executive Secretariat, Anna Pilavaki.

- Is gender equality high or low on the bargaining agenda?
- Is it seen as an issue for women, or for all trade unionists?

Gender Equality is very low on the bargaining agenda. Soumeli and Trimikliniotis (2004) report:

With regard to the question of equality of opportunity for men and women, it may be said that there is no connection with the collective bargaining process. Although no study has been conducted with regard to the content of collective agreements at sectoral and company level, the indications are that agreements at these levels do not appear to take gender into account in the setting of terms and conditions of employment.

Moreover, with regard to the setting of wages and salaries, the parties to collective agreements are not bound by the principle of a national minimum wage. In other words, a general minimum wage is not set for all unskilled workers. The effect of such a minimum wage would, according to advocates, be to secure a viable basic threshold for worker's survival. In this context, the absence of a minimum wage may help to widen the wage gap between men and women, given that a large number of women are employed in unskilled and low-paid jobs.

SOURCE: Equal opportunities and industrial relations, report on Cyprus

<http://www.eurofound.europa.eu/eiro/2004/01/feature/cy0401103f.htm>

- **ID:** CY0401103F
- **Author:** Eva Soumeli and Nikos Trimikliniotis
- **Country:** Cyprus
- **Language:** EN
- **Publication date:** 02-02-2004

Gender equality seems to be quite high in the agenda of DEOK, the youngest Large Union and the one with the highest percentage of women in higher ranks (33-34%). DEOK was the main agent for the foundation of the Cyprus Gender Equality Observatory (<http://www.pik.org.cy/>)

- How well organised are employers?
 - Do they have a single (or more) national organisation?

There are two employers' organisations in Cyprus. The **OEB** (Employers and Industrialists Federation), and the **CCCI** (Cyprus Chamber of Commerce and Industry). Both organisations have equal representation in the various tripartite bodies, like the Labour Advisory Board, the National Employment Committee, the Economic Consultative Committee, the Social Security Committee, and others. They also offer extensive services to their members, and between them, they represent nearly the entirety of the business/entrepreneurial community of Cyprus, since all individual professional associations are affiliated with either the OEB or the CCCI, or in some cases with both. Individual enterprises can become direct members to either, or both, of these organisations, or they can be affiliated with them through their membership to their professional association, which in turn is a member of the employers' organisations. The CCCI is a member of EUROCHAMBERS, the International Chamber of Commerce (ICC), the European Association of Craft, Small and Medium - Sized Enterprises (UEAPME), etc. The OEB is a member of the International Organisation of Employers (IOE), the Union of Industrial and Employers' Confederations of Europe (UNICE), and others.

- Is it powerful or not? E.g. can it control its members? YES

- Are they indifferent or hostile to gender equality in the workplace?

OEB was the first to issue a Code of Practice against Harassment. Among its objectives, OEB cites the following: "To encourage Women Entrepreneurs as part of its general objective to promote growth." Despite this statement, very few women are participating in the decision making bodies of OEB. There is not a single women in the Executive Committee (total number of members: 16) and there are 16 women in the Executive Council (total number of members: 67).

Below we present a more detailed review of the main bodies of OEB (W indicates women):

COUNCIL OF MANAGEMENT

Consists of 67 Members, who in accordance with the Articles of Association, represent all sectors of economic activity. Elects the Chairman and the Executive Committee of OEB and formulates the Federation's general policy.

EXECUTIVE COMMITTEE Consists of 16 Members

CHAIRMAN - DR ANDREAS PITTAS

DIRECTOR GENERAL - MICHAEL PILIKOS

INDUSTRY AND SERVICES DEPARTMENT: All men (Kostas Christophides Antonis Frangoudis Paris Anastasiou Kyriacos Aggelides Michael Gregoriou Marcos Kallis)

INDUSTRIAL RELATIONS & LABOUR LEGISLATION DEPARTMENT

Michael Antoniou- Head, Assistant Director General

Lena Panagiotou (W) - Industrial Relations & Labour Legislation Officer

Christina Vasila (W)- Industrial Relations & Labour Legislation Officer

MANAGEMENT DEVELOPMENT DEPARTMENT

Petros Petrou- Head

Maria Pirea (W)- Assistant Officer

RESEARCH & STRATEGIC PLANNING DEPARTMENT

Dr. Pieris Chourides- Head

Maria Stylianou (W) - Research & Strategic Planning Officer

SECRETARIAL SERVICES DEPARTMENT

Androula Apostolou (W) - Head Gioula Gipsioti, - Assistant Officer

Maria Agapiou (W) - Personal Assistant to the Director General

Eleni Efthymiou (W)- Secretary

Voula Ioannou (W) - Secretary

Stella Georgiou (W) - Secretary

Koulla Ttoushiou (W) - Secretary

Soteris Lambrou, - Messenger

Marios Manoli - Messenger

ACCOUNTING DEPARTMENT

Demetris Taliotis - Head

EUROPEAN PROGRAMS

Margarita Michael (W) - European Programs Officer

The second employers' organisation is the Cyprus Chamber of Commerce and Industry (CCCI). CCCI is a private law organisation, which is financially independent, thus its operation is under no influence by the state. The Chamber is funded by its members' subscription fees and through income generated from the offer of services.

CCCI is the union of Cypriot businessmen, the interests of whom it promotes by submitting to the government and the Parliament the members' positions on matters in which they are involved, while, through its participation in tripartite bodies and committees, it conveys and promotes the views of the business community.

The membership of the CCCI exceeds 8,000 enterprises from the whole spectrum of business activity, while affiliated to the Chamber are more than 120 Professional Associations from the trade, industry and services sectors.

The Chamber is governed by a 36-member Council chaired by the President.

A 15-member Executive Committee acts as co-ordinator and handles matters of urgency. NO women participate in the Executive Committee.

Executive Committee of CCCI:

Manthos Mavrommatis, President

Vassilis G. Rologis , Ex President

HONORARY PRESIDENTS:

Phanos Epiphaniou

Christakis Georgiades

Christodoulos Mavroudis

Kyriacos Hamboullas

VICE PRESIDENTS:

Theodoros Aristodemou

Andreas Louroutziatis

Tony Antoniou

Vassos Hadjitheodosiou

Nicos Lakoufis

Panayiotis Loizides

Secretary-General

MEMBERS:

Christodoulos Angastiniotis

Dimitris Solomonides

Andreas Matsis

Dinos Lefkaritis

Kyriakos Droushiotis

- Do they oppose the development of gender machinery, gender equality policies and gender equality laws?
NO
- Do they support 'diversity management'?
NO, as seen in the composition of their own management bodies
- Did they lobby for a merged rather than separate equalities bodies?
Neither

- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions?
Tri-partite
 - Are women represented in such bodies?
 No
- Are there EU, bilateral or other international level links for either trade union or employer organisations?

International level links for Labour Unions:

PEO is affiliated with World Federation of Trade Unions.

SEK is affiliated with the International Confederation of Free Trade Unions (ICFTU), the European Trade Union Confederation (ETUC) and the Commonwealth Trade Union Congress (CTUC).

DEOK is affiliated with Greek Unions/Confederations.

- Are these links important (e.g. in lobbying government at national level)?
These links do not appear to be of significance in terms of national bargaining

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the national population by ethnicity?

2003 Demographic Statistics:

Greek Cypriot Community: 646 900

Turkish Cypriot Community: 87800

Foreign Residents: 83500

National Minorities include:

Maronites (4800)

Armenians (2600)

Roman Catholics ("Latins") (900)

Roma (1000-1500; not mentioned in official government statistics)

- What are considered to be the most important ethnicised, racialised, linguistic and religious divisions politically (e.g. Islamic/non-Islamic, Roma/non-Roma, Black/White, citizen/migrant, language communities)?
- 1) nationality/ethnicity: Greek-Cypriot (south)/Turkish-Cypriots (north)
2) ethnicity/race: citizens (perceived as white)/migrants (most from "Global South")
- Prioritise the ones that have been the most important in the development of gender+ equality policies. nationality/ethnicity (Gender policies are developed only in reference to Greek Cypriots)
- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?

The major minoritised groups are migrants and asylum seekers and refugees. Of these groups, only recognised refugees (very few) enjoy the same rights as Cypriot Citizens. Recently, the New n Migration Law (2007) was harmonized with EU Directive on Long Term Residence Status for TCNs and EU Directive on Reunification of Families. This seemed to open the way for the change of status of many migrants, particularly domestic workers, and to create the possibilities for political participation and employment rights. However, in a recent decision, the Supreme Court of Cyprus ruled that female migrant domestic workers are not eligible to apply for long term residence status because they originally entered Cyprus with temporary visas (i.e., without the intention of permanent residence in Cyprus).

- In what way are ethnicised and racialised groups organised? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

No lobbying or campaigning by any minority groups. The only public protests to be held so far were by asylum seekers.

- In what way are women engaged in these organisations?

Women migrant are very active in the Filipino Workers of Cyprus Association and the Sri Lankan Workers Association. Their engagement, however, is limited to organising cultural events on Sundays.

- Do minoritised women organise separately within or outside of such organisations?
Within
- Are there many groups organised against certain ethnic groups?
NO (I would say none)

7.3.2 Religion/belief/faith

What is the composition of the national population by religion / faith

- What proportion of the population are practising members of an organised religion?

No data available.

- What are the main religious organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Greek Orthodox Church of Cyprus (very very strong, politically, economically and culturally)
Moslem (EFKAF)

Small religious groups recognised by the Constitution:

Maronite Church of Cyprus (Archbishop)

Armenian Church of Cyprus (Archbishop)

Latin Catholic Church of Cyprus

Others:

The Anglican Church of Cyprus

Jehovah's Witnesses (not organised as a church)

- How are women represented or not within them?
Women very active but not at the organisational level.
- What is their preferred model of womanhood?
Not a concise model.
- Do they support or oppose the other equalities issues?
They support equality issues, except equality rights for gay and lesbians.
- Are they in alliance with any other inequalities or not?
Yes, in alliance with organised groups that oppose the decriminalization of homosexuality
- Are there any groups organised against certain religious groups?
The Orthodox Church of Cyprus is organised against Jehovah's witnesses.

7.3.3 Sexuality

- Are there gay/lesbian/trans organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)?

The only organisation is the Gay liberation movement of Cyprus, founded in 1987 by Alexandros Modinos, the person who accused Cyprus for violations of Homosexuals' Human Rights in the ECHR. The organisation has been inactive. No Demonstrations.

- Do they have a national organisation?
Inactive
- In what way are women engaged in and represented in these organisations?
Women are not engaged in any of these organisations.
- Do they work in alliance with other inequalities or not?
Yes, not so much on an organised basis though.
- Are there groups organised against LGBT people/organisations?
The Greek Orthodox Church of Cyprus during the period of the decriminalisation of homosexuality and the amendment of relevant laws (1993-2000).

7.3.4 Disability

Are there disability organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research).

No public protests. Engaged in Lobbying for issues, such as the passing of the New Special Education Inclusion Law, positive actions for employment in the public service, securing home long term care (subsidization of a domestic helper, usually a TCN migrant women).

- In what way are women engaged in and represented in these organisations?
Women are usually represented as mothers of children with special needs/disabilities.

7.3.5 Age

- Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research).
Only associations for cultural events/entertainment.
- How are women engaged in and represented in these organisations?
Organising social activities.

7.4 Hotspots And Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which?)? For example is gender/religion or sexuality/religion or gender/Islam a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

Hotspot 1: During the period of legal reform for decriminalization of homosexuality (with critical turning points in 1993, 1995, 1998 and 2000) Christian Orthodox Association against decriminalisation managed to influence my social groups and many MPs. The only Women's NGO to support the Gay Liberation Movement was the Family Planning Association.

Hotspot 2: Markela Isaia Chakka and her daughter Evangelia Tsiakka submit appeal to Supreme Court against a Ministerial Decision of 1977 which defined internally displaced identity (eligibility for social support measures) on grounds of patrilineality (i.e., the son of a first generation displaced person is also recognised as displaced and is eligible for benefits but daughter is not). Many women's groups have supported this move but no organised alliance has been formed yet,

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

There are no alliances between gay/lesbian groups and other groups because no gay/lesbian groups are currently active.

Strong alliance between DEOK and Gender Equality Observatory of Cyprus, some ad-hoc alliances between the Women's office of PEO (left wing labour union) and MIGS.

Close links between INEK (also branch of PEO) and Equality Authority as well as INEK and Antidiscrimination Authority (Nikos Trimikliniotis of INEK submitted several complaints on behalf of migrants and asylum seekers to these two authorities).

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	CY	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)	92.1 ³¹	
Population size 2006 in million (Eurostat 2006)	0.76	
% of workforce in agriculture 2003 (World Bank 2006)	4,3 ³²	
Longevity 2005 (World Bank 2005)	79,3 ³³	
Gini (measure of economic inequality) 2005 (Eurostat 2007)	29 ³⁴	31
% GDP/gov. expenditure on social expenditure 2003 (OECD 2007)	18,6 ³⁵	
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	Not available	
% GDP/government expenditure on childcare (forthcoming OECD)	0 ³⁶	
% GDP/Government expenditure on military (World Bank 2005)	2.74 ³⁷	

Gender Regime

	Cyprus		EU-25	
	Female	Male	Female	Male
Employment rate (2005, Eurostat) ³⁸	58.4	79.2	56.3	71.3
Unemployment rate (2005, Eurostat) ³⁹	6.5	4.3	9.8	7.9
Women's share of part-time employment % (2004, UN) ⁴⁰	69% ⁴¹	31%		

³¹ 92.1 is quoted from Eurostat (with respect to EU27 = 100)

Alternative Source: IMF; units:current international dollar. last three years:

2006	2007	2008
29,870.11	31,521.80	32,958.72

Data from CIA The World Factbook: Republic of Cyprus: purchasing power parity - \$20,300 (2004 est.); north Cyprus: purchasing power parity - \$7,135 (2004 est.)

³² From Cyprus National Statistics.

³³ SOURCE: Sofia Strid, Jo Armstrong & Sylvia Walby (2008) Lancaster Team Statistics & Sources for Deliverable No. 41: Series of WHY country context studies.

³⁴For the year 2006. SOURCE: Sofia Strid, Jo Armstrong & Sylvia Walby (2008) Lancaster Team Statistics & Sources for Deliverable No. 41: Series of WHY country context studies

³⁵ Cited in the NATIONAL REPORT ON STRATEGIES FOR SOCIAL PROTECTION AND SOCIAL INCLUSION (Lefkosia, 2006). For the year 2004, social expenditure was 17,8. Data from <http://www.nom-nos.dk/Nosbook/Chapter%2010.pdf>.

³⁶ Zero seems quite extreme. The figure is cited from Eurostat, European social statistics Social protection Expenditure and receipts Data 1997-2005 Table: C 2.5 Detailed breakdown of social benefits for the function: Family / Children, p. 241. (http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-DC-08-001/EN/KS-DC-08-001-EN.PDF)

³⁷<http://worldperspective.usherbrooke.ca/bilan/servlet/BMTendanceStatPays?langue=en&codePays=CYP&codeStat=MS.MIL.XPND.ZS&codeStat2=x>

³⁸ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

³⁹ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

⁴⁰ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

Share of women in adult labour force % (2004, UN) ⁴²		44%	56%			
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat) ⁴³		25				
School enrolment tertiary % gross (2004, World Development Indicators) ⁴⁴	--	37.7	25.6			
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007) ⁴⁵		14.3				
Women's share of legislators and managers % (UN 2005) ⁴⁶		16				
% lone parent families ⁴⁷ (dependent children)		To be filled				
Mean age at first marriage (2000, Eurostat) ⁴⁸		27,4	30 ⁴⁹			
Marriage rate (2003, UN) ⁵⁰		??				
Divorce rate (2003, UN) ⁵¹		2,04				
Fertility rate (2004 , World Development Indicators) ⁵²		1,4				

⁴¹ No Statistics for Cyprus on Recommended Source. Data presented from Cyprus Statistics
[http://www.pio.gov.cy/mof/cystat/statistics.nsf/All/C2895943E39069DAC225734500322027/\\$file/LFS_2006.pdf?OpenElement](http://www.pio.gov.cy/mof/cystat/statistics.nsf/All/C2895943E39069DAC225734500322027/$file/LFS_2006.pdf?OpenElement)

⁴² Share of women in adult labour force:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

⁴³ Gender pay gap

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

⁴⁴ World Development Indicators, World Bank (September 2006)

⁴⁵ Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

⁴⁶ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

⁴⁷ Office for National Statistics (2004) *Living in Britain (General Household Survey 2002)*

<http://www.statistics.gov.uk/lib2002/downloads/households.pdf>

⁴⁸ Mean age at first marriage,

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

⁴⁹ SOURCE: Sofia Strid, Jo Armstrong & Sylvia Walby (2008) Lancaster Team Statistics & Sources for Deliverable No. 41: Series of WHY country context studies

⁵⁰ Marriage rate, table 23: <http://unstats.un.org/unsd/demographic/products/dyb/dybssets/2003%20DYB.pdf>

⁵¹ Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

⁵² World Development Indicators, World Bank (September 2006)

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal to or beyond	ECJ for CEC/Country	EU references
ISSUES						
Equal pay/equal treatment	YES	After	2002	Equal		
Sexual harassment and discrimination	YES	After	2002	less		
Equality bodies	YES	After	2004	Less	-	
NGO/civil society dialogue					-	
Parental leave	YES	After	2006			
Organisation of working time	??					
Other?						
Gender Machinery						
	YES	Before	1994	Less		

9.2 Plans and programmes

National general gender equality plan (current)	Yes			No		
Reference to Lisbon targets	X					
Reference to Barcelona targets				X		
Targets and indicators	None	Weak X	Moderate	Strong		

National plan: Gender-based violence (current)	Yes X			No		
Targets and indicators	None	Weak X	Moderate	Strong		

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)		X	X		
Social protection and social inclusion plan (general assessment)		X	X		
Reference to gender based violence		X	X		

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister				
Independent equality body (research, monitoring, and enforcement)	2004	2004		
National consultative / representative body linking state and women's NGOs	1994			
Any other body / bodies (e.g. parliamentary committees) Please name: Committee on Equal Opportunities for Men and Women				

9.4 Policy

	Not at all	Low	Moderate	High
General To what extent is gender mainstreamed throughout policies?		X (very low)		
Non-employment (4.1)				
Extent to which mothers can be legitimately non-employed ⁵³		X		
Intimate citizenship (4.2)				
Extent to which women have access to abortion (in country of residence)				X
Extent to which state policies are highly heteronormative				X
Gender-based violence (4.3)				
Extent to which policies on GBV go beyond domestic violence ⁵⁴		X		
Strength, resources and co-ordination of GBV policies		X(very low)		

⁵³ Mothers can take 18 consecutive weeks of maternity leave in both the private and public sectors. During the 18 week period, social insurance covers 75% salary (percentage based on previous year salary). The other 25% is covered by the employer only during the first 12 weeks (This applies always in the public and private sectors with the exemption of small businesses which may have not signed such a collective agreement with female employees). For the remaining 6 weeks only 75% of salary paid by social insurance. After the end of maternity leave parents can take 13 more weeks of unpaid "parental leave" (translation from Press and Information Office of the Government: (online: www.cyprus.gov.cy/moi/pio/pio.nsf/All/9CFFA120D191471FC22573DE003B1DE4?OpenDocument))

⁵⁴ In Cyprus domestic violence and trafficking are alternating as dominant themes in public discourses on GBV (usually, the catalyst for such discussions is the release of studies by NGOs)

9.5 Civil society and State interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)		X		
Extent to which the women's NGOs participate in policy making		X(very low)		
Extent to which women's NGOs are close to state		X (only with regards to gender policy)		
Extent to which women's NGOs engage with intersecting inequalities			X (only MIGS though)	
Extent to which women's NGOs are state funded		X		
Extent of influence of trade union body on policy making			X (not on gender equality issues)	
Extent of power of women within trade union body		X Only through Women's Office; with the exception of DEOK, no participation at all in executive bodies of SEK and PEO (largest labour unions).		