



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

Zelia Gregoriou

State of the Art and Mapping of Competences Report: Cyprus

Institute for Human Sciences (IWM)
Vienna
2007

Preferred citation: Gregoriou, Zelia (2007): *State of the Art and Mapping of Competences Report: Cyprus*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at http://www.quing.eu/files/results/soa_cyprus.pdf.

This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

Table of Contents

Introduction	4
Annotated Bibliography.....	6
1 General Gender Equality Policy	6
1.1 Turkish sources	6
1.2 English sources	7
2 Non-employment	13
2.1 Turkish sources	13
2.2 English sources	14
3 Intimate Citizenship.....	15
3.1 Greek sources	15
3.2 Turkish sources	16
3.3 English sources	18
4 Gender-based Violence	20
4.1 Greek sources	20
4.2 Turkish sources	20
4.3 English sources	21
5 OPERA: Gender training books and manuals.....	24
6 FRAGEN: Archives and Documentation Centers.....	28

Introduction

Until the late '90 there has been no research and studies on gender equality policies in Cyprus. Gender as a social category and critical perspective for political and social change has been non-existent. The lack of research, gender policies and gender politics can be attributed to a great degree to the identification of politics in Cyprus with the "National Problem" (the Turkish invasion and the *de facto* division of the island since 1974 between Turkish north and Greek south). Since 1974 the Government of Cyprus has been a *de jure* Greek Cypriot government. Turkish Cypriots, entrapped and isolated in an illegal state, have also been excluded from the opportunities for promoting gender equality. Most research on the Turkish Cypriot community has been carried out by individuals, either academics or members of non-governmental organizations, and funded by UNOPS (the branch of UNDP for Cyprus). Contacts and partnerships between women's organizations in the north and the south have been obstructed even after the opening of the UN checkpoints in April 2003 for social, cultural but also political reasons (attempts for such partnerships usually stumble onto the Republic's policy of non-recognition of the "Turkish Republic of Northern Cyprus" as a legal entity). Given these restrictions and obstacles, it is worth noticing that the only journal on gender issues in Cyprus is published by the Turkish Cypriot East Mediterranean University and that universities in the north have been more active in establishing Women's Studies Departments. Recently a Unit for the Study of Gender was founded in the University of Cyprus and in September of 2007 the Minor Program in Women's Studies will begin.

Since there is no tradition in gender policies in Cyprus, gender policy is highly influenced by EU directives and Conventions for the promotion of Gender Equality (as the Beijing Convention). The Ministry of Justice and Public Order is the competent Ministry in Cyprus for the overall promotion of gender equality and the protection of women's rights. Gender policy is implemented by the National Machinery for Women's Rights (NMWR). Its priorities refer to the major objectives of EU policies for gender equality and the implementation of the goals set by the CEDAW convention. However, the imperative of producing reports which reveal national progress towards the implementation of the CEDAW, often leads NMWR to a diplomatic tactics rather than reflective political change. The process of preparing and presenting such reports is usually non-transparent and NGOs, which are the real carriers of change towards gender equality, participate in this process as unavoidable observants rather than as real partners.

The imbalance between research conducted by Turkish Cypriot and Greek Cypriot scholars in these categories is revealing of the different problems experienced by the two communities. Without access to an effective National Machinery for Women's Rights, Turkish Cypriot researchers seem to produce more research than Greek Cypriot researchers on the issues of policy and citizenship. Greek Cypriot studies, on the other hand, seem to focus on issues of trafficking (which unfortunately is identified with sex trafficking in Eastern European migrant women, thus leaving unexamined other issues of trafficking in women such as the exploitation of domestic workers, a culture of exploitation in which Cypriot women are saliently implicated). It is also noticeable that with research emphasis put on trafficking in women, other

issues such as domestic violence, rape, pornography etc. remain minor if not non-existent foci of research.

It is also worth commenting that the main agent of intervention towards gender equity has been the Mediterranean Institute for the Study of Gender. Its success can be attributed to three factors: its capacity to apply for European Programs and join other collaborative programs; its empowerment by young scholars who are creative and committed to issues of gender equity and feminism (rather than civil servants with interest in “women’s issues”, as in the case of the governmental committees); and, the ability to combine research with social activism.

Annotated Bibliography

1 General Gender Equality Policy

1.1 Turkish sources

1) Fazlıoğlu, Aygül. 2002. ÇATOM: A Model for Empowering Women in Southeastern Anatolia. *Kadin/Woman 2000* 3 (1). TR

Keywords: ÇATOM, Turkey, woman, Southern Anatolia, development

Since 1991 the Republic of Turkey Prime Ministry, Southeastern Anatolia Project Regional Development Administration (GAP-RDA) has identified and started a project to improve the status of women in the GAP Region. In the framework of this project, the Multi-Purpose Community Centers (ÇATOMs) provide training programs for women and young girls in literacy, health and family planning, maternal and child health, nutrition, home economy and income-generating activities. They also provide social and culture activities which have been organized, and established in squatter settlement and central villages since 1995. A participatory, holistic and integrated approach is the basic policy of all ÇATOMs. The contexts of the basic activities carried out in the center are determined by the participation of the target groups and, their participation and contribution are essential in the applications. In this paper, the process of project implementation and the outcomes of the project are presented.

2) Yildiz, Netice. 2003. The role of Turkish Cypriot women teachers in the evolution of modern art *Kadin/Woman 2000* 4 (1). TR

Keywords: Art teachers, Cypriot women, Turkish Cypriot women, women teachers, gender equality

This paper discusses the stages of evolution from a religious to secular character education and the part of art education women teachers in these progresses. The paper offers a historical review of developments towards gender equality in the teaching profession. Turkish Cypriot woman achieved gender equality in the 20th century during the late years of the British colonial period, particularly due to the cultural improvements implemented in Turkey with the establishment of the Turkish Republic in 1923. Although primary school education started at the end of the 19th century and secondary education during the first decade of the 20th century, catching up with the Western standards was achieved within a short time in many cases, in particular, in the plastic arts and legal rights for women. Reorganisation of the secondary education into secondary and high school levels, in the early years of the 1950, enabled graduates to attend universities. Female enrolment in art education programs began in the 1950s, and increased after 1965, with the scholarships provided by the Turkish Republic. Nevertheless, the

neglect of the past centuries was recovered within a century and the level of education of Turkish Cypriot women at present has risen to rather high standards as compared with many Mediterranean countries. Women art teachers played an important part in introducing modern art to society and encouraged talented students in art education both in the past and present. In this regard, the paper reviews the shift from religious to secular education and the role of both art education and women teachers in Turkish Cypriot schools regarding the modernization of Turkish Cypriot society.

3) Mertan, Biran. 2002. Social and Emotional Development of Turkish Cypriot Children and Caregiving Style. *KADIN / WOMAN 2000* 3 (2). TR

Keywords: Child development, employed mothers, child care

Since the number of employed mothers has steadily increased in Northern Cyprus, the need for non-parental care-giving has also increased. The lack of adequate numbers of childcare centres, and the widespread belief that children under the age of three are more loved and better tended by family members and close relatives, have led to the involvement of a greater number of grandparents as caretakers during daytime. The aim of the present research is to investigate parental behavior towards children and toddler's reactions towards their parents as reported by Turkish Cypriot parents. The sample consists of 68 children whose ages vary between 12 and 36 months. The instrument used in the data collection is the "Baby's Day Test" (Balleyguier, 1979); adapted from French to Turkish by Mertan (1995; 1997) with computerized scoring. The results showed that maternal employment has some impact on children's social and emotional development.

1.2 English sources

4) Panayiotou, Alexia. 2004. *Cyprus—National Action Plan on Social Inclusion: An Evaluation from a Gender Perspective*. EGGSI: Expert Group on Gender, Social Inclusion and Employment. Report to the European Commission. http://ec.europa.eu/employment_social/gender_equality/docs/2005/cyprus-napemp_en.pdf. (accessed: March 28, 2007)

Keywords: *National Action Plan on Social Inclusion, Critical Appraisal, Gender perspective, EGGSI*

According to this report, the gender perspective is seriously lacking from NAP. The report is often coloured in a gendered manner, from the use of the pronoun "he" to the exclusion of men in discussions of balancing family and work life, to the adoption of policies that could perhaps hinder equality but this is not addressed. Gender targets are not given for anything other than the employment rates and neither are short-term targets that would enable the monitoring of the

policies noted and their effects. Furthermore, the provision of increased childcare facilities is presented as a panacea for addressing the gender employment and wage gap and this discussion seems to mask other gender issues, such as discrimination and sexism. While discrimination is hinted at in the beginning of the report, it is left unaddressed in the subsequent discussion as are the expected gender effects of some of the policies noted. In this respect, the Expert's report argues, the NAP falls short of its stated goals to promote a GM approach and to note specific measures and targets for promoting equality in employment and thus social inclusion. In order to promote gender awareness, the Expert's Report suggests that there is need to: (1) promote gender sensitivity and awareness through on-going training programs of policy makers, decision makers and government employees; (2) involve NGOs in the design and implementation of policies and, in general, in all policymaking procedures; (3) promote research in general and the gathering of gender disaggregated data in particular (seriously lacking from the NAP) that will aid the policy making process.

5) *Shadow Report 2006 for CEDAW*. Compiled by Rania Tollefson. Nicosia: Nicosia: Mediterranean Institute of Gender Studies.
http://www.medinstgenderstudies.org/wp/wp-content/uploads/traffickinginwomen_referenceguide.pdf. (accessed: March 14, 2007).
EN

Keywords: shadow report, CEDAW,

MIGS participated in the "From Global to Local" programme coordinated by International Women's Rights Action Watch - Asia Pacific. Through this programme IWRAW assists women's groups in countries reporting to the UN CEDAW Committee to prepare shadow/alternative reports and facilitate the flow of alternative information to the CEDAW Committee with the aim to increase the impact and effectiveness of the review of the government report. IWRAW – Asia Pacific facilitates the presence of women from reporting countries at the CEDAW sessions to monitor and observe the review of their government's report and to interact with the CEDAW Committee members in order to raise pertinent issues concerning women in their country. As part of this process MIGS has prepared a shadow/alternative report to the Cyprus Government CEDAW report which was submitted to the CEDAW committee for review. MIGS also participated in the reporting process during the 35th CEDAW Session in New York to create a lobby presence during the session as well as provide input during the drafting of the concluding comments by the CEDAW committee. In the Shadow Report, the members of MIGS attempt to examine the national context in relation to women's rights and highlight a number of critical factors as well as put forward recommendations for action. As reported to the International Women's Rights Action Watch – Asia Pacific, MIGS hoped to mobilise, in a short time, a group of NGOs active in the area of women's rights to provide input to this report. However, this was not entirely successful. One reason for this is that it became clear that most NGOs are unaware of the existence of the CEDAW Convention as well as of the government report. Indeed, the government report, contrary to government claims, has not been sufficiently promoted nor disseminated widely. The Shadow Report supports that the dissemination of the Cyprus CEDAW

National Report is important in the context of transparency and urge the government to fulfil its obligations in this regard. The Shadow Report points out that organizations working on women's and gender issues are very few and the majority of them are departments of trade unions and political parties whose agendas tend to concentrate on of the political situation in Cyprus in relation to the ethnic conflict and less so on gender equality.

6) Tanova, Cem. 2003. Firm size and recruitment: staffing practices in small and large organisations in north Cyprus. *Career Development International* 8 (2): 107-114.

Keywords: recruitment, staffing practices, gender inequality, north Cyprus

This paper investigates the differences between staffing methods used in small and large organisations in north Cyprus. Possible reasons for small organisations preferring some methods over others are discussed, along with the general problems small firms face in recruiting employees. Our survey results show that small organisations are more likely to rely on informal methods of recruitment, but no significant relationship was found between the choice of recruitment method and human resource management outcomes such as employee turnover rate. Gender inequality is one of the main axes of the analysis. Of the participating organisations, 10 per cent reported that they encourage the staffing of women by using ratios, but only 3.3 per cent reported that they track the training and promotions of women in their organisation. In north Cyprus, women have always played an active role in the economy. Women are employed in clerical and related work, as government officials, clerical supervisors, typists, bookkeepers, cashiers, and telephone operators; as doctors, chemists, and teachers; and in service work.

7) Vryonides, Marios. 2007. Struggling between tradition and modernity: gender and educational choice-making in contemporary Cyprus. *Gender and Education* 19():93–107. EN

Keywords: gender equality, education, educational choice

This study investigates the role of gender in educational choice-making for post secondary school destinations in contemporary Cyprus. More specifically, it examines the cultural and ideological mechanisms that produce gender differentiation in the way educational choices are made by secondary school students and their families. Drawing on evidence from a qualitative investigation of parents of students graduating from secondary schools it supports that the unequal patterns observed can be partly explained by the diverse ways Cypriot parents perceive gender roles which in turn influence their willingness to invest economic and non monetary resources to support their children's choices.

8) Lisaniler, Fatma Góven. 2006. Gender Equality in North Cyprus (Turkish Republic of Northern Cyprus). *Quaderns de la Mediterr nia* 7: 133-140. EN
www.iemed.org/publicacions/quaderns/7/133_Guven.pdf (accessed December 30, 2006). EN

Keywords: historical review, Turkish Cypriot women, legal framework, women's rights, CEDAW, Women and Family Issues Department, New Family Law, legal discrimination

The paper reviews some of the steps taken in the Turkish Cypriot community towards gender equality: 28th May 1951 Turkish Family Law (Chapter 339) and Turkish Family Court Law (Chapter 338); 1952 women granted the right to receive equal education; 1960, following the establishment of the Republic of Cyprus, the right to vote and be elected; 1996 signing of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Women and Family Issues Department established and new Family Law (came into force in January 1998). Under this law, women do not need the consent of their husbands to have paid work outside the home, women who did not have the opportunity or the permission to work were granted 50% of material possessions earned since marriage, women allowed to carry on their family names and, the statute granting the "husband as head of the family" under the former Family Law; February 2002, Women and Family Issues Department changes into the Women's Studies Department. Despite these legal changes, gender discrimination in north Cyprus is still very high. Only 27% of the labour force is female even though they make up 47% of the population. 34.2% of women of working age (15-65) are economically active. In the private sector only 2% of women have managerial positions. Women in north Cyprus do not benefit from health, education and income to the same extent as their male counterparts.

9) Trimikliniotis, N. and Demetriou, C. 2005 *Active Civic Participation of Immigrants in Cyprus Country Report prepared for the European research project POLITIS*, Oldenburg 2005, www.uni-oldenburg.de/politis-europe.EN

Keywords: Immigrant participation, migration history of Cyprus, third Country, racialisation of migrant workers, gender

This Report examines the issue of civic participation of migrants in Cyprus by locating their legal status, their social position and general level of participation in the civic and NGO sector of society and their (lack of) involvement in the local government sector. Immigration policy in Cyprus was largely formulated in the 1990s, when the government decided to abandon the restrictive policies followed until then and allow more migrant workers into the country in order to meet labour shortages. This change of policy meant that Cyprus was almost overnight transformed, from a country that traditionally exported migrants to all corners of the earth, to a net recipient of migrants from all over the globe. Today, the total number of resident non-Cypriots is estimated to a total of about 80,000, representing approximately 10% of the total population which resides in the south of the island. Most of these are migrant workers whose main areas of employment are: domestic workers, service industry (tourism, trade), manufacturing industry, agriculture and construction. It is estimated that there are

between 10,000-30,000 undocumented migrant workers. These include persons from Eastern Europe (Bulgarians, Rumanians, Yugoslavs, Russians, Ukrainians, Georgians, Moldavians and others), south east Asia (particularly women, mainly from the Philippines, Sri Lanka, India and Pakistan), China and Arab countries (Syria, Lebanon, Iran etc).

The Report finds that, overall, the situation in Cyprus on the level of civic participation of migrants can be described as rather disappointing. There are institutional barriers such as 'restrictive conditions' that prohibit political participation in elections (restrictions in voting, standing for office), unless full citizenship is granted. There are no formal prohibitions of membership in parties and organisations, rights for self-organisation and public rallies, although this has not caused migrant workers to participate in trade unions en mass. Formal rights guaranteed under the Constitution and the European Convention on Human Rights are generally respected. Nevertheless migrants face, on the whole, a hostile environment and racial discrimination in society and an unsympathetic immigration regime based on controlling, but ultimately failing to control the growth of migration. So far, the main focus of migrant support and solidarity NGOs has been to protect the basic rights of migrants. As such, 'encouraging conditions' for migrants' civic participation such as foreigners/ immigrant committees, quotas and subsidies to ethnic organisations have not been discussed yet at any level, with the exception of two immigrant support organizations who try to encourage immigrant participation within their ranks. However, some encouraging signs are mentioned, which are related to the processes of interaction with European NGOs and via the influence of practices in other European countries. In the run to Cyprus's accession to the EU and in the period that follows, the rather weak sector of NGOs and civic organisations begun to be more actively engaged in awareness raising and campaigning on migrant rights, a development which may partly be explained from the increased availability of funding for these organisations. In addition, some mainstream organisations, such as large trade unions, have begun to actively engage with the problems of migrant workers and new research and development projects are beginning to yield some results.

10) Demetriou, Olga. 2006. Owing the Seed: The Discursive Economy of Sex Migration among Turkish-Speaking Minority Urbanites in the Postsocialist Balkan Periphery. *Identities: Global Studies in Culture and Power* 13: 261–282. EN

Keywords: qualitative research, anthropological inquiry, migration, *çapkinlik*, *kilibiklik*, masculinities, Komotini, Turkish minority, Greekness

This article explores postsocialist change in a non-postsocialist context. It is concerned with discourses on sex and cultural change as articulated by members of the Turkish minority group living in the northern Greek town of Komotini, in an area of northern Greece where, after the collapse of the Soviet Union, immigration from eastern Europe has risen noticeably. The impact of this migration is explored with reference to *çapkinlik* and *kilibiklik*, two concepts

guiding notions of masculine failure. By analyzing the relations of these to other concepts used to articulate social change (e.g., 'tradition' and 'modernity'), the article exemplifies how the effects of political change on the global level can be subsumed under localized power structures. The article argues that the inconsistencies between informants' physical encounters with eastern European immigrants and their discourses on 'Russian women' show that it is their marginal location within local Greek society that is central to their identity conceptualizations. This, in turn, leads to the argument that such discourses can shed considerable light on our understanding of internal and external relations with reference to particular politicized groups, primarily because they offer an understanding of power relations, that foregrounds not one domain of difference over another, but the interplay of gender, ethnic, and economic differentiations. The article touches upon issues of national and ethnic identity in Cyprus. Its relevance to QUING expands beyond this reference though. It suggests a field of research that so far has been underdeveloped in Cyprus, that is, the construction of femininity and masculinity among Turkish economic migrants in north Cyprus. To the extent the "settlers" are perceived by GreekCypriots as illegal and by TurkishCypriots as Other, gender dynamics among them are considered outside the sphere of the political. Çapkinlik and kilibiklik, the concepts guiding notions of masculine failure, as well as other vernacular terms for masculine failure among Kurdish and Turkish migrants could be investigated in the locality of Cyprus.

11) Skapoulli, Elena (2004) Gender Codes at Odds and the Linguistic Construction of a Hybrid Identity. *Journal of Language, Identity & Education* 3 (4): 245-260.EN

Keywords: Arabic-speaking immigrants, Cyprus, gender ideologies, school, passing, second language learning

This study traces the ways in which an Arabic-speaking immigrant girl in Cyprus positions herself towards the different gender ideologies that she encounters at home and in school. Through Nadia's linguistic choices and discursive strategies we come to see how competing gender codes, meeting at the crossroads of geographic, linguistic, and cultural transition, lead to the emergence of a hybrid cultural identity. The data also reveal that "passing" is not always the goal of speakers who enter a new culture; instead, social categories such as gender mediate between the ability and the willingness to pass. These findings suggest that L2 users, through their daily linguistic and cultural practices across and within discourse sites, become agents of multiple, dynamic, and flexible identities. The study demonstrates the particular implications of second language learning and use and gender ideologies in the process of identity construction and highlights the complexities of identity work in today's multilingual and multitextual social settings.

2 Non-employment

2.1 Turkish sources

1) Aldemir, Ö. 2002. *Causes and Results of Occupational Segregation in the Turkish Republic of North Cyprus' Labor Market*. Famagusta, Eastern Mediterranean University's Library (unpublished). TR

Keywords; horizontal and vertical occupational segregation index, gender division of labor, labor market, North Cyprus

According to the results of this research, which was carried out on the population employed by the state, the vertical segregation index was 42.6%. Women taking part in low-productive, low-paid or lower-ranked jobs receive lower income. The horizontal and vertical occupational segregation index values show that, even though the service sector is the dominant sector in the economy, gender-based occupational segregation in north Cyprus' labour market leads to the continuation of gender inequality. Women taking part in low-productive, low paid or lower-ranked jobs receive lower income, thus causing gender inequality in north Cyprus and hindering the participation of women in the labour force.

2) Turkish Cypriot University Women Association. 2001. *Gender Profile in Education and Employment Report*. Nicosia: TCUWA Woman Produce and Research Library. TR

Keywords: Report, Turkish Cypriot women, employment and education, perception of familial/ profession roles, public private conflicts, child care and

The field study was conducted by a women's association, the Turkish Cypriot University Women's Association, in 2001, and presents qualitative and quantitative data about Turkish Cypriot women's employment and education profile. In the findings, women form the majority in lower levels of earnings intervals, while in the higher levels the ratios of women decrease. The percentage of women in the lowest earnings interval is 37.7%, but decreases to 10% in the highest earnings interval. When earnings are considered in the light of educational background, they fluctuate. However, the general pattern remains unchanged: 77% of women who are primary school graduates receive minimum wage or less, whereas for men this figure is 27%. Even though the earnings differentials are lower for secondary school and university graduates, 48.7% of women verified the statement that "A child's education will be adversely affected by having a working mother." The statement "A working woman will cause family problems" was verified by 34% of women and the statement "For a decent and proper family life the woman should not work" was verified by 28% of women. However, the statement "I do not find it right for women to work" was agreed by 11.2%. By considering all the statements and answers given by women, it is

possible to reach a general conclusion by women: "I find it right for women to work as long as the proper family routine is maintained, that it does not lead to family disputes and especially does not adversely affect the children's education." This means that women want to work in paid jobs outside the home as long as they are the forms Furthermore, the statement "children can only carry the family name" supports the man's dominance in the family.

2.2 English sources

3) Christofides, Louis, Pashardes, Panos. 2000. The Gender Wage Gap: A Study of Paid Work in Cyprus. Labour 14 (2): 311-330. EN

Keywords: Survey, employment, gender gap, occupation choices

The gender wage gap in paid employment was studied using data from the 1991 Survey of Household Expenditure and Income for Cyprus, a country which aspires to join the European Union. Selection from a sample which includes more than paid employees was taken into account. It was found that average weekly wages for women are about 60 percent of those for men. Approximately 60 percent of the observed gender gap can be explained by differences in average characteristics but much of this explanation includes the results of industry and occupation choices, and opportunities in these populations.

4) Nearchou-Ellinas, Lina and Ioannis S. Kountouris. 2004. Women entrepreneurs in Cyprus: a new dynamic in Cyprus economy: Measures to Integrate Women Refugees in the society in Cyprus and to promote a Multi- cultural Society. Women in Management Review 19 (6): 325-332. EN

Keywords: survey, female entrepreneurial activity, Cyprus, multiplicity of roles, women business owners

This paper describes the findings of a unique nationwide research on female entrepreneurial activity in Cyprus, which was carried out for the Women's Cooperative Bank of Cyprus Ltd with funding from the Ministry of Justice and Public Order. On the one hand, it is an attempt towards gaining greater understanding of who the women who develop enterprising activity are (in other words determine what their demographic characteristics are), what their company characteristics are, (e.g. sector of activity, size etc.) as well as what their needs and concerns (e.g. the impact of multiplicity of roles, upgrading of skills or knowledge etc.) are. On the other hand, it is equally important to see how strong women business owners' presence is in the local economy.

5) Nearchou-Ellinas, Lina. 2004. The Use of the Internet in Small Firms in Cyprus: The Gender Perspective. UNECE programme on Women's Entrepreneurship. <http://www.unece.org/ie/enterp/women/documents/elli.pdf> (accessed: February 15, 2007). EN

Keywords: Cyprus, small firms, Internet, e-commerce, women entrepreneurs

This paper attempts to assess the current situation in Cyprus in regard to the use of the Internet in small firms with special emphasis on the gender perspective. In the first part, the focus will be on describing the use of the Internet in general - and e-commerce in particular - comparing the island's data wherever possible with those of other candidate countries and the EU average based on public published data. In the second part, the focus will be on analyzing women entrepreneurs – the characteristics of their businesses, women entrepreneurs' needs as well as their demographic characteristics – and if and how they use the Internet and e-commerce based on primary research (questionnaires and interviews).

3 Intimate Citizenship

3.1 Greek sources

1) Hadjipavlou, M. (2004) *Women in the Cypriot Communities*. Nicosia: Printways. GR.

Keywords: qualitative research, women's voices, private and public, dilemmas, ethnic conflict, nationalism, silence, Maronites, Latinos, Armenians, Greek Cypriots, Turkish Cypriots

The study employs discourse analysis and narrative analysis to investigate how women across different ethnic communities (Greek Cypriot, Turkish Cypriot, Maronite, Armenian and Latinos) experience male domination in various fields of life and perceive familial and work roles, gender norms and educational opportunities as conflictual. While women in Cyprus are underrepresented in public life and in the centers of decision-making (14% in the Parliament and 18% in the local government with no female member in the cabinet), the findings of this study suggest that women do not really feel the need to participate more actively in political, environmental, trade union, community and local government levels. This contradiction, the study suggest, can be attributed to the fact that Cypriot women in all Cypriot communities find themselves in a transitional context where modernity and traditionalism are intermixed in both the private and public realms of their lives. This can explain the many kinds of contradiction, confusion and ambivalence that cut across women's responses to various issues. As it came up in the interviews women's awareness on gender issues and their sensitization to the prevalence of the male dominant culture in Cyprus is exceedingly low.

Whereas some women are critical of their own oppression and are looking for ways out, others comply with the social pressures in a conscious way. Another issue explored across the various ethnic communities is the “national problem” has historically overshadowed and downplayed women’s issues, voices and their different experiences. The conflict is viewed as genderless, implying men’s and women’s experiences of the conflict are the same. The predominance of the masculine rhetoric in the official national discourse used by the Greek and Turkish Cypriot communities—as the “duty” to fight the “enemy” for justice and respect or recognition—has influenced the way Greek and Turkish Cypriot women internalize their ethnic and national duty roles. Thus, many women did what their community would expect them to do, complying with their socially prescribed roles as followers of male agendas. The absence of a feminist movement on the island further contributed to the internalization of the male political discourses since all women’s associations are closely tied to political parties and often are expected to adopt party ideologies.

The study also argues that the Cypriot women viewed the EU accession process as a male and patriarchal project in which women were left outside. All the women demanded that more information on women’s issues and EU be disseminated, i.e. through the organization of seminars, public speeches and informal gatherings.

3.2 Turkish sources

2) Turhan, Turgut. 2000. The Citizenship Right Gained Through Marriage in the TRNC Laws and Women. *Kadın/ Woman 2000* 1 (1).
http://emu.edu.tr/kadin_woman2000/menu_turkish.htm#contents (accessed March 27, 2007). TR

Keywords: TRNC citizenship, nationality code, female, nationalism, discrimination

The rules developed by states related to their nationality laws are closely connected with population policies that they apply. It is possible to see this interaction in TRNC Nationality Code as well. That is marries to a citizen of TRNC, automatically acquires TRNC citizenship. The assent of the woman is not one of the conditions required while she obtains TRNC citizenship. However, the Code, again as a result of the population policy, included a provision that a woman who is a citizen of TRNC preserves her citizenship after she marries to a foreign man even if it causes double nationality. It is obvious that, this provision included in the TRNC Nationality Code is a breach of the equality principle against woman accepted by the nationality law. However, it should be noted that, this is not a reflection of the real intention of the TRNC lawmakers. This is because lawmakers preferred the population policy applied by the state contrary to the man-woman equality in nationality law. On the other hand, it should not be forgotten that there is also a provision in this Code, which gives the opportunity to a man that marries to a TRNC woman to acquire TRNC citizenship. It should be

emphasized that this is a very important step towards the ideal of man and woman equality in nationality law.

3) Eröne, Gönül. 2000. Turkish Cypriot Women and CEDAW. *Kadın/ Woman 2000* 1(1). http://emu.edu.tr/kadin_woman2000/menu_turkish.htm#contents (accessed March 27, 2007). TR

Keywords: Social analysis, legal framework, patriarchy, CEDAW, women's rights

The current paper was delivered at the "Judicial Colloquium on the Implementation of International Human Rights Law at the Domestic Level" sponsored by the UN Division for the Advancement of Women in Vienna, Austria on 27-29 October 1999. The aim of the paper is to give a brief historical, educational, social, cultural development of the Turkish Cypriot woman from the Ottoman Empire period up to the present day. It covers the difficulty and hardships she faced in the years of Turkish Cypriot struggle against ethnic cleansing by the Greek Cypriots and her right to self-determination. It deals with aspects that have enabled the contemporary Turkish Cypriot woman to take her place in the working life of the patriarchal society in which she lives. Emphasis is put on the difficulties she faces in the family home and in her working life as she tries to get into decision-making positions, and includes the lives of women in rural areas. Statistical information is given on working women as they rise to meet the challenges of modern day demands. It covers the problems she faces not only from within herself but for the male dominated society. While comparing the principles of CEDAW the paper goes into the relevant domestic registration on women's rights, which today governs her professional and private life, and the roles, and duties she is expected to perform as mother, wife, working woman and daughter. There is a brief case study on the new Family Law which came into force at the beginning of 1998, giving the women matrimonial property rights. Finally, the paper notes recommendations for the improvement of women's rights and status.

4) Lisaniler, Fatma Góven (2003) *Assessing the Position of Women: A Step towards Equality*, Turkish Cypriot University Women's Association Publication, Ateş Printing House, Nicosia, 2003. TR

Keywords: Cypriotness, Greekness, Greek-Turkish hatred. Minority, women and national identity

The paper argues that perceptions of my 'Cypriot-ness' as an even more nationalist quality than 'pure Greek-ness', because 'Cyprus' is locally perceived as the hotbed of Greek-Turkish hatred, especially because the conflict there provided the pretext for some of the most oppressive measures taken by the state and the most racist attacks by nonstate actors against the minority.

3.3 English sources

5) Lenz, Ramona: 'Fake' Marriages as a Threat for the Nation – Migrant Sex Workers in Cyprus Paper presented at the *Workshop on Developments and Patterns of Migration Processes in Central and Eastern Europe*, 25 to 27 August 2005, Prague Multicultural Center Prague. http://www.migrationonline.cz/article_f.shtml?x=736922 (accessed: March 12, 2007) EN

Keywords: sex work, migration

Against the backdrop of constructed analogies between women and nation that many feminist theorists have elaborately analysed, women migrants may in a special way be considered dangerous for national projects which may result in concrete racist and sexist discrimination against them. This is especially true for Cyprus where debates about nationality dominate public discourse in the consequence of the Turkish invasion in 1974 that resulted in the division of the island into a Turkish- Cypriot part and a Greek-Cypriot part. Based on field research conducted in 2001 in the Greek- Cypriot Republic of Cyprus, this paper explores how the discourse about nationality in Cyprus is connected to attitudes and practices of exclusion of woman migrants – mostly from Eastern Europe – working in the local sex industry. One example of these attitudes and practices is the high importance attached to the prosecution of marriages of convenience between Cypriot men and migrant sex workers and its connection to the increasing divorce rate in Cyprus. Underlying these issues is the concept that family has to be protected against external threat and at the same time guarantee the defence of the nation. This paper shows how migrant sex workers with their precarious residence and work permits may serve to confirm this concept of family and nation, and how this is accompanied by the intention to control women's sexuality – that of migrant women as well as that of national women. It will explore the ambivalent but not necessarily contradictory representation of migrant sex workers as a threat to national borders and family ties on the one hand, and as victims who need protection on the other hand, while at the same time they serve to stabilise boundaries of conventional gender roles in times of change.

6) Cockburn, Cynthia. 2004. *The Line: Women, Partition and the Gender Order in Cyprus*. London & New York: Zed Books. EN

Keywords: Gendered analysis, historical analysis, women, conflict, transversal politics, border-crossings

This study is a gendered analysis of the ethnic conflict in a patriarchal island, Cyprus, where one can literally observe the Line. Cynthia Cockburn searches for the possibilities of the 'transversal politics' for the Cyprus context, in a similar vein to her previous work on women's activities across the frontiers in Ireland, Bosnia-Herzegovina and Israel/Palestine (*The Space between Us: Negotiating Gender and National Identities in Conflict*, London & New York: Zed Books, 1998 and

'Transversal Politics' Special Issue of Soundings (special co-editor with Lynette Hunter) 12, Summer 1999). The notorious green partition Line was drawn almost twenty-nine years ago. Cockburn is particularly interested in the 'inner processes of line making, line negotiation and line melting'. She wants to elaborate the reflections of the line in the minds of people, taking into consideration both gender and ethnic differentiation. She wants to tell the reader a different (her) story of Cyprus—'Cyprus seen through women's eyes' Cockburn's research in Cyprus starts in March 2001 when the line was still seen as an 'eternal rigid barrier' and ends a few weeks after its opening (21 April 2003) when the authorities of the unrecognised Turkish Republic of Northern Cyprus (TRNC) began to allow border-crossings. Witnessing this historical period, she conducted extensive interviews and group discussions with women from the both sides of the island. The Line achieves the difficult task of thinking of a 'transversal politics' which is founded on the idea that the world is seen differently from each gender position. This becomes all the more important in a case like Cyprus where people on both sides make political alignments and decisions according to their positions on the Cyprus question—positions that are usually quite entrenched and not easily changeable. Consequently, engaging in dialogues with people with different standings is necessary in order to obtain more comprehensive knowledge with the aim of challenging and crossing the lines.

7) Agathangelou, Anna M., and L. H. M. Ling. (1997) Postcolonial Dissidence within Dissident. In *Transforming Master Narratives of Sovereignty in Greco-Turkish Cyprus. Studies in Political Economy* 54: 7-38. EN

Keywords: Neoliberalism, globalization, women, masculinity, patriotism

America's "war on terror" and Al Qaeda's "jihad" reflect mirror strategies of imperial politics. Each camp transnationalizes violence and insecurity in the name of national or communal security. Neoliberal globalization underpins this militarization of daily life. Its desire industries motivate and legitimate elite arguments (whether from "infidels" or "terrorists") that society must sacrifice for its hypermasculine leaders. Such violence and desire draw on colonial identities of Self vs. Other, patriotism vs. treason, hunter vs. prey, and masculinity vs. femininity that are played out on the bodies of ordinary men and women. The authors conclude with suggestions of a human security to displace the elite privilege that currently besets world politics.

4 Gender-based Violence

4.1 Greek sources

1) Lenz, Ramona. 2006. *Trafficking in Women in the Republic of Cyprus* (Frauenhandel in der Republik Zypern). Nicosia: Intercollege Press. GR

Keywords: cultural anthropology, sex trafficking in Cyprus, Eastern European migrant women

The study explores the predicament of Eastern European Migrant Sex workers in the Republic of Cyprus and points to the responsibility of the state for the trafficking by exposing the silent and yet productive contradiction between the legal status of prostitution and the legalized trafficking of women as “artists”. The study has been a breakthrough in the sense of exposing the interplay of governmental and private factors in the sanctioning of trafficking. The study, however, has raised some concerns from NGOs as in its attempt to register the “voice of n women” it replicates the social construction of women as passive and victimized, without agency.

4.2 Turkish sources

2) Günşen İçli, Tülin and Aslıhan Öğün 2000. Some Factors Affecting the Reasons of Committing Crimes on the Part of Women. *Kadın/ Woman 2000* 1 (1). http://emu.edu.tr/kadin_woman2000/menu_turkish.htm#contents (accessed March 27, 2007). TR

Keywords: Criminality rates, women, Turkish Cypriot women, socio-economic level

Females commit markedly fewer crimes than males, of a generally less serious character, and are less likely to persist after a first conviction, has been acknowledged by criminologists. In this research a questionnaire including both close ended and open ended questions were applied to all the women criminals in 71 prisons in Turkey between May 1996 and June 1997. The main aim in preparing the questionnaire was to determine the social and cultural reasons in specifying the reasons of committing the crime on the part of women. The questions were prepared in order to obtain socio-demographic data as well as informative data on the family life, occupational status, various relationship with friends and acquaintances and data on the criminal activity. According to the result, the incidence of violence is found to be 63.9% for the female offenders. This finding demonstrates that female offenders were why, the Nationality Code included the principle that a foreign woman who subject to violence and also the results indicate a definite link between being subject to violence and committing violent crimes. The socio-economic level of this group

was low. Most of them had to face economical problems in their marriages. Most of them got married at early ages and their marriage partners were chosen by their families. The women did not choose to leave the abusing relationship and remained in it. According to the results, the main reasons for this included a mixture of the following components: a sense of commitment, financial hardship and affection for children. Also most of them blamed themselves for the abusive / aggressive behavior. In cases of murder, the victims are usually male, being mostly their husband or lovers. When the women commit murder in order to save their honour, it is found that the family and friends usually showed tolerance to the incidence.

4.3 English sources

3) Guven-Lisaniler, F., L. Rodriguez and S.Urugal, S. 2000. Migrant Sex Workers and State Regulation in North Cyprus. *Women's Studies International Forum* 28(1):79-92. EN

Keywords: sex workers from Eastern Europe, regulatory framework for, North Cyprus, trafficking

North Cyprus is one of the destinations of women from Eastern Europe seeking economic opportunities abroad as sex workers. This paper, adopting a 'labour' approach to migrant sex work, focuses on working conditions in nightclubs and pubs. The authors examine the effects of laws governing immigration to North Cyprus and furnishing the regulatory framework for 'entertainment' establishments. Their research involved data from the relevant government offices; newspaper reports; and interviews with a member of the House of Representatives, a nightclub owner and a sample of 16 women working in the industry. Their principal finding is the contradiction of an official policy that on the one hand rules prostitution in nightclubs and pubs illegal while on the other submits the women in question to punitive regulations that implicitly acknowledge their engagement in sex work and enable tax revenue from their earnings, while failing to protect their interests and rights.

The conclusions of this study contradict the analysis of sex workers in the Greek Cypriot community. According to the writers, the employment of mainly Eastern European migrant sex workers as konsomatrices at nightclubs characterizes the upper end of the sex industry in North Cyprus, which leads them to conclude that the women cannot on the face of it be characterized as engaging in forced commercial sex. The authors mention that did not find evidence of imprisonment, or the use or threat of violence, and concede that they are not in a position to argue whether migrant sex workers in North Cyprus are or are not appropriately to be classified as trafficked persons. The authors also note that they did not carry out detailed research off the island into circumstances in the women's country of origin, nor into agencies and their mechanisms of transfer across borders. Based on the interviews conducted (which the authors do not consider a representative

sample) the choice to come to Cyprus was a relatively free one, and the terms and conditions relatively transparent. They argue that more research is urgently needed on this, however, for they cannot rule out that some transactions are coercive and may amount to trafficking—and if this is the case the new Law of Nightclubs and Similar Establishments introduced in 2000 has the effect of giving it a mantle of legitimacy.

The characteristics of their indentured servitude may be summarized as follows. The new Nightclub Law regulating their trade leaves migrant sex workers in a precarious legal position. They are admitted to North Cyprus on a work permit that explicitly forbids prostitution, yet regulates their life around the assumption that they engage in sex work. The Law criminalizes prostitution in such a way that sex-workers must perform their labour on the fringes of the law. It binds them in service to a single employer, the alternative being deportation. Further, it renders them vulnerable to abuse by their employers and the local authorities by sequestering their passports and tickets. It isolates them from local society and from other sex workers by dictating where they must live, whom they can and cannot befriend, and under what circumstances they may marry a Turkish Cypriot man. Note: While the legal framework for sex-workers in north and south Cyprus looks pretty similar, there seems to be a fundamental divergence in the definition of trafficking. The Labor approach used by Guven-Lisaniler et al. emphasizes on individual intention whereas studies conducted in south Cyprus (Lenz 2006;) seem to be more attuned to the definition of trafficking by the Palermo Convention, thus focus on the structures and legal aspects of migrant work in order to refine trafficking.

4) Philaretou, A. 2005. Eastern-European Sex Workers in Greek-Cypriot Cabarets. *Sexual Addiction & Compulsivity* 12:45–64. EN

Keywords: informal interview techniques, case study, female sexuality, sex labor, Eastern-European migrant women

Female sexuality has been exploited in sexualized work environments, such as cabarets, strip clubs, and brothels, for centuries. A critical site for exploring the intercrossing of sexual and economic differentials is the cabaret where the ultimate patriarchal gender dynamics are acted out; where males and females utilize their financial assets and sexual appeal, respectively, to benefit and exploit each other. This exploratory investigation provides an understanding of the macro environmental contexts and micro intrapersonal and interpersonal factors that have pushed and pulled a considerable number of young Eastern-European women to sex work. In particular, it attempts to shed some light into the various processual dynamics surrounding the personal and work lives of Eastern-European sex workers in Greek-Cypriot cabarets. The methodological mode involves both informal interview techniques and a reflexive case study approach. Informal interview and reflexive case study techniques constitute well-established variants of unobtrusive field research and involve the researcher actually joining in the events under study and examining the various phenomena from the inside.

5) Agathangelou, A.M. and L.H.M. Ling. 2003. Desire Industries: Sex Trafficking, UN Peacekeeping, and the Neo-Liberal World Order. *Brown Journal of World Affairs*10 (1): 133-148. EN

Keywords: Globalization, military, peace force, sex trafficking, sex labor

The paper explores the connections between globalization of UN peace forces deployment and sex trafficking (connection which usually remained unspoken and unexplored under the rhetoric of dealing with “loneliness abroad.” Given the fact that since March 1964 Cyprus has become a permanent post for UN Peace forces, the paper is enlightening in suggesting new perspectives in examining the interlocking of two global flows in Cyprus, migrant sex labor and UN peacekeeping labor.

6) Lenz, Ramona. 2003. Freedom of choice or force of circumstance? Eastern European sex-workers in the Republic of Cyprus. *Research Group Transnationalism Working Papers* 4. http://publikationen.ub.uni-frankfurt.de/volltexte/2007/3665/pdf/wp004_lenz.pdf (accessed: March 5, 2007). EN

Keywords: Discourse analysis, agency, migration, trafficking in women, sex industry, Cyprus, governmentality

This paper focuses on Eastern European migrants who, since the beginning of the 1990s, are entering the Republic Cyprus as “artistes”. This is a visa permit status as well as a euphemism for short-term work permits in the local sex industry. In addition to exploring the migrational experiences of these women and their living and working conditions in the Republic of Cyprus, the paper reconstructs, empirically and analytically, the connection between immigration and the local sex industry. Here, several categories of social actors and institutions in Cyprus are actively involved. The rhetoric of government representatives, entrepreneurs and clients in the sex business on the one hand is contrasted with the discourse of local NGO representatives concerned with immigrants’ rights on the other hand. The paper comes to the conclusion that all of these discursive positions ultimately do not do justice to the complex process of decision making that women undergo who migrate into the sex industry. Either, freedom of choice is emphasized – such as by entrepreneurs and the government – or the domination of women – as in the public statements of the NGO. In order to analyze the ambivalent tension between freedom of choice and submission to force by which the women’s decision is characterized, the author employs Michel Foucault’s concept of governmentality, which describes forms of political regulation that use the individual’s freedom of action as an instrument to exercise power.

5 OPERA: Gender training books and manuals

1) *The Gender and Media Handbook. Promoting Equality, Diversity and Empowerment.* 2005. Scientific Development and Research Krini Kafirisi, edited by Spurgeon Thompson, research by Hanife Aliefendioglu and Yetin Arslan, project coordination Myria Vassiliadou. Nicosia: Mediterranean Institute of Gender Studies. EN

Keywords: Handbook, women, activism, Cyprus

The Gender and Media Handbook is an important and much welcomed addition to worldwide efforts to promote gender equality and diversity in and through the media. Written in a lively, engaging and accessible style, it is set to become a "must have" publication for media practitioners, teachers and activists who are committed to effecting change toward gender equality, diversity and empowerment in Cyprus and in other parts of the world. It is a valuable resource and a practical manual containing critical background on the current challenges and opportunities around gender and media issues (representation, employment, ownership, and so on); contemporary activist and academic thinking on how gender issues are linked to questions around media power and social change; advice on how to address gender issues in media institutions in order to transform organisational structures, policies and professional associations; and, finally, it includes information on the important contributions toward gender equality currently being made by activists working in alternative media and in gender and media organisations.

Content: Women's media break with male conventions of reportage, writing styles, topic selection, emphases, Gender and Media Around the World and in Cyprus: Obstacles and Potentials for Equality, Diversity and Empowerment, Gender and the Media: A Wake-Up Call (Gender Issues in Cyprus, Gender and Media in Cyprus: The Turkish Cypriot Study, Gender and Media in Cyprus: The Greek Cypriot Study), Promoting Gender Equality, Diversity, Empowerment and Media: Conceptual Tools and Production Practices (Conceptual Tools: Rethinking Gender, Rethinking Media Power, Rethinking Social Change, Production Practices, Gender Equality in Media Production, Promoting Gender Sensitive Journalism, Promoting Gender Equality in Media Fiction), What to Do to Promote Gender Equality in the Media Workplace (Associations/Networks of Women Media Professionals), Promoting Gender Equality, Diversity and Empowerment: Gender And Media Activism

2) *Guide to Reference Sources on Trafficking in Women/ Guide to Websites on Trafficking in Women.* 2006. Compiled by Rania Tollefson. Nicosia: Nicosia: Mediterranean Institute of Gender Studies. EN
<http://www.medinstgenderstudies.org/wp/wp->

content/uploads/traffickinginwomen_referenceguide.pdf (accessed: March 14, 2007).
EN

The aim of the Reference Guide is to identify reference sources in English for trafficking issues worldwide. The aim of the Website Guide is to provide a comprehensive list of websites which deal with the subject of trafficking in Women. Both guides are addressed to students, researchers, policy makers, scholars and/or anyone interested in such issues.

3) *Gender Studies – Cyprus: Guide to Reference Sources* (2006). Nicosia: Nicosia: Mediterranean Institute of Gender Studies. EN
http://www.medinstgenderstudies.org/wp/wp-content/uploads/cyprus_gender_references.pdf (accessed: March 12, 2007)

Keywords: Reference Guide, Gender Studies, Cyprus

The aim of this guide is to identify some reference sources for gender and women in Cyprus. It is addressed to students, researches, policy makers, academics and/or anyone interested in such issues. Contents: Journal Articles, Books, Book chapters, On-line essays, Reports, Reports from international organizations, Cyprus Governmental Documents, Presentations, Thesis, Surveys, Encyclopaedias/ Dictionaries

4) *Glossary on Gender* (2006) Compiled by Josie Christodoulou. Nicosia: Nicosia: Mediterranean Institute of Gender Studies. EN

http://www.medinstgenderstudies.org/wp/wp-content/uploads/gender_glossary1.pdf
(accessed: March 12, 2007)

Keywords: glossary, gender

The Glossary aims to contribute towards a general and clearer understanding of some of the frequently used terms and concepts in relation to gender. It is addressed to policymakers, researchers, students and/or anyone interested in such issues. MIGS fully acknowledges that the glossary is neither definite nor complete and that the reader's understandings of these terms will depend on her/his background and experiences. The terms listed below are constantly being developed and changed and we welcome additions.

5) *Leaflets/Posters on Trafficking in Women* (2006). Nicosia: Nicosia: Mediterranean Institute of Gender Studies. GR, EN

Keywords: Leaflet, activism, trafficking in women

The Mediterranean Institute of Gender Studies has published awareness-raising leaflets and posters on trafficking in women. This effort has been funded by the National Machinery for Women's Rights with the aim to inform and sensitise the public and relevant stakeholders on trafficking in women for the purpose of sexual and labour exploitation. MIGS recognizes that trafficking in human beings is a large-scale human rights violation which can take diverse forms including trafficking for sexual exploitation, and forced labour. The leaflets aim to inform and raise awareness among students, policy makers and government officials, as well as the general public about trafficking in women and specifically questions relating to the following:

- a. What is human trafficking and when does it occur?
- b. How many women are victims of trafficking worldwide?
- c. Why are women vulnerable to human trafficking ?
- d. Don't women choose to take these risks?
- e. What lives do trafficked women have ?
- f. What be done to prevent and combat human trafficking ?
- g. Where to seek more information about trafficking in human beings in Cyprus.

6) Honour Related Violence - European Resource Book and Good Practice (2005)
Stockholm: Kvinnoforum, 2005.

http://www.qweb.kvinnoforum.se/Documents/Resources/2006/060905_HRVresourcebook.pdf (accessed March 12, 2007). EN

Keywords: Resource Book, Good Practice, violence against women, patriarchy

This Resource Book is one of the outcomes of a European project regarding honour related violence. The purpose of this Resource Book is to increase and improve the support to those who suffer from honour related violence (HRV), and to prevent the future occurrence of this violence. The Resource Book gives an overview of the present situation of HRV in the respective countries that have participated in this project, and discusses the level of occurrence of HRV. It also points out important findings and gives recommendations for future work against HRV in the participating countries.

The Resource Book also provides a presentation of examples of good practice. The authors have chosen to highlight a number of good examples of supportive and preventive work from both authorities and civil society organisations to cover different areas in regard to working against HRV, but there are many more. Additional contacts can be found at the end of each country report in an overview of organisations working against HRV, and the various preventive and supportive work they do. There is also a presentation of initiatives, contact persons or resource groups from different authorities. The material and discussions presented in the report is based on interviews with professionals from different sectors of society and do not claim to be complete, statistically substantiated or provide the 'whole truth', but rather give an overview of the situation based on the interviews conducted. The authors have tried to let as many people as possible have their voices heard regarding HRV in order to give a comprehensive picture.

The Resource Book is based on the project “Prevention of violence against women and girls in patriarchal families”. The project is an EU-cooperation between seven countries: Sweden, Bulgaria, Germany, UK, Finland, The Netherlands and Cyprus.

7) *Honour related violence. Prevention of violence against women and girls in patriarchal families*. 2005.. Stockholm: Kvinnoforum.
http://www.qweb.kvinnoforum.se/Documents/Resources/2006/060905_HRVmanual.pdf (accessed: March 12, 2007). EN

Keywords: Manual, Honour related violence, patriarchy

Challenging the parameters of the power dynamics involved in HRV is complex since they are embedded in interpersonal relations, family, community and culture. For this reason the writers of the Manual emphasise the importance of approaching HRV on the basis of human rights, to be able to find constructive and durable solutions. The strategy to combat HRV must therefore be multileveled and include interventions at the level of the state, community/family, and individuals. Training and co-operation are fundamental parts to this process.

The situation in many European countries today provides the opportunity for raising the problem of HRV to the agenda, to develop cross sector co-operation, to make an inventory of the situation of HRV, and thus to alleviate the situation of those suffering from HRV. Many notable initiatives regarding HRV exist today, along with expressed support from society to combat this problem. It is however, vital that the knowledge is spread, the work is co-ordinated and the level of awareness is raised substantially. This Training Manual can serve as an instrument for actors working against HRV, and leads to improved knowledge and increased co-operation to combat violations of human rights committed in the name of honour. For more information about the project contact Dr. Alexia Panayiotou, at alexiap@ucy.ac.cy

6 FRAGEN: Archives and Documentation Centers

The Mediterranean Institute of Gender Studies (MIGS), the Turkish Cypriot Association of University Women and the Cyprus Gender Equality Observatory whose addresses are listed above, also have information available.

Statistical Service of Cyprus (<http://www.mof.gov.cy/mof/cystat>)

Pan-Cyprian Federation of Labor (PEO)

Tel.: + 357 22-866400

Fax: + 357 22-349382

31-35 Archemos str.

P.O.BOX 1885 CYPRUS

Website: <http://www.peo.org.cy/english/index.php?parent=14>

Democratic Labor Federation of Cyprus

Website: www.sek.org.cy/