

Study on gender training in the EU mapping, research and stakeholders' engagement - Cyprus- Country profile



POLICY FRAMEWORK

The national action plan on gender equality was initiated by the National Machinery for Women's Rights (NMWR) at the Ministry of Justice and Public Order and adopted by the Council of Ministers in August 2007. The plan includes action on a number of equality themes: (i) employment; (ii) equality for work of equal value; (iii) equality in decision-making; (iv) dignity, integrity and ending gender violence; (v) gender roles, legislation and governance tools; (vi) education; and (vii) social rights. However, the document does not include a policy commitment to gender training.

Responsibility for the design and implementation of the strategy sits with the NMWR, and is separate from the Ministry of Justice and Public Order.

GENDER TRAINING IN PRACTICE

According to stakeholders consulted for the research, gender training is a relatively new concept in Cyprus, although a small number of training initiatives have already taken place. Training is delivered by the Cyprus Gender Equality Observatory (CGEO) and the Gender Equality Committees in Employment and Vocational Training.

Expertise on gender equality exists but may be being underutilised due to limited gender awareness. The Gender Equality Committee in Employment and Vocational Training has developed a number of awareness-raising resources (online and in hard copy) to raise awareness about gender inequalities and gender mainstreaming in Cyprus.

EXAMPLES OF GENDER TRAINING PROGRAMMES

- The CGEO has organised seminars, over 40 hours for members of the ministries, trade union representatives and women's organisations and other NGOs, with financial support from the NMWR. All participants took part in the first two seminars.



- The Gender Equality Committee in Employment and Vocational Training, in cooperation with the Cyprus Academy of Public Administration (CAPA), provided 3 days of training to civil servants. Four courses have been completed so far in 2012.
- CAPA provides short introductory sessions of 2 to 4 hours to staff in government departments, when requested to do so by the Gender Equality Committee.
- The municipality of Nicosia organised a seminar as part of its staff training and action for gender equality, in cooperation with the Cyprus Gender Equality Observatory (PAG). The sessions included gender equality training and covered issues such as sexual harassment at work. One hundred and twelve employees took part.

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