



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) equal pay 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 Committee in Employment and Vocational Training.

Expertise on gender equality exists but may be being under-utilised 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. Fifty 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 2 days of training to civil servants. Four courses have been completed so far in 2012.
- CAPA provides short introductory sessions of 3 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 (PIK). The sessions included gender equality training and covered issues such as sexual harassment at work. One hundred and twelve employees took part.





WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; how to construct gender-sensitive indicators.

ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:
<http://eige.europa.eu/content/gender-trainers-database>

ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:
<http://eige.europa.eu/resources/gender-training>

USEFUL LINKS

National Machinery for Women's Rights (NMWR) at the Ministry of Justice and Public Order:
<http://www.mjpo.gov.cy/mjpo/mjpo.nsf/All/1DD21BB8F29B6A5DC22579B40039F4CA?OpenDocument>

Cyprus Academy of Public Administration:
<http://www.eif.gov.cy>

Mediterranean Institute for Gender Equality:
<http://www.medinstgenderstudies.org/>

The Equality Unit of the Ministry of Justice and Public Order of Cyprus:
http://www.mjpo.gov.cy/mjpo/mjpo.nsf/page22_gr/page22_gr?OpenDocument





ABOUT THE STUDY

This factsheet summarises research findings for Cyprus from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein was validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: eige.europa.eu

About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

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