

Cyprus

A. National Policies	<p>The first National Action Plan on Gender Equality (2007-2013) has been adopted. It addresses 'six priority areas, namely: employment, education, decision-making, social rights, violence and gender stereotypes' (CEDAW combined reports).</p> <p>There is also the Cyprus Gender Equality Observatory (CGEO) which, amongst its many activities has created women's cores, aims to raise awareness on gender issues and offers free courses of study and further education to women in Gender Studies in cooperation with the University of Cyprus and other stakeholders.</p> <p>Currently there is no gender mainstreaming in the area of public policy-making that governs activities related to arts and culture.</p> <p>There have been some interesting initiatives to promote women's creativity, especially in the domains of intangible heritage, arts and crafts. For example, the FITA (Females in the Art) Foundation aims to promote and celebrate females within the creative disciplines' through lectures, workshops, exhibitions and events¹.</p> <p>More needs to be done to include gender issues in cultural policies. It must also be remembered that due to the looting, wilful destruction and illegal trafficking and selling of cultural artefacts in the occupied part of the island (after the Turkish invasion in 1974), and due to the fact that the government has no official record of cultural activities there, it is almost impossible to implement cultural policies and to ensure the full realization of women's rights and gender equality in the whole of its territory.</p>
B. National implementation strategies of UNESCO Culture Conventions	<p>The Cyprus Department of Antiquities is the responsible governmental body for the protection of tangible heritage and has long been involved in relevant committees of the UNESCO Conventions that Cyprus is a member to. As part of the continuation of efforts to promote the 1970 UNESCO Convention, an international workshop concerning illicit trafficking was organized by the Department of Antiquities in Nicosia in 2011.</p> <p>However the measures taken for the protection of this heritage at national level, as well as the management plans implemented for the protection of monuments, sites and underwater heritage do not explicitly address gender issues.</p> <p>With regards to the 2003 and the 2005 Conventions, the cultural services of the Ministry of Education and Culture provide funding to cultural associations and local authorities for the organisation of cultural events, without any discrimination based on gender. The inscription of the 'Lefkara lace or Lefkaritika' on the Representative List of ICH has contributed in promoting the role of women in traditional crafts making. A recent example is the organisation by the Cyprus National Commission, in September of 2013, of a week-long apprenticeship programme that provided to young female and male artists, educators, archaeologists and fashion designers the opportunity to live and study for a week with women lace-makers of Lefkara. Among the objectives of this programme were:</p> <ul style="list-style-type: none">(i) transmission of the art of lace making by women lace-makers to young women and men, in the socio-economic environment where it flourished(ii) raising awareness for the safeguarding of ICH in general, women's art and crafts and Lefkara laces in particular(iii) enhancement of the status of women in Lefkara and their empowerment through teaching and income generating activities. <p>Furthermore, the Ministry of Education and Culture encourages participation in all forms of arts (cinema, theatre, music, folk art, dance, the visual arts), through educational programmes and funding schemes, in order to enable access in culture equally for young and older people, men and women. Despite the efforts to promote the cultural industries and encourage wide participation in</p>

	<p>the arts, more needs to be done in order to ensure gender mainstreaming and empowerment of women to showcase their cultural creativity, especially through capacity building activities.</p>
<p>C. Access to decision-making</p>	<p>In several cultural institutions the majority of the staff consists of women (e.g. Cultural Services of the Ministry of Education and Culture: 23 women, 9 men and the Cyprus Department of Antiquities: 22 women, 6 men, as scientific personnel). So far, no measures have been implemented as yet to ensure gender parity in senior management or leadership positions within cultural institutions.</p> <p>A seminar entitled 'Equal Rights, Equal Voices: Women in Decision-Making in Cyprus and the EU' addressed the issue of how to promote a more equal representation of women and men in political and economic decision-making at national and European level.</p>
<p>D. Education, Capacity-Building and Training</p>	<p>The Pedagogical Institute of the Ministry of Education and Culture is the main body responsible for coordinating the implementation of the Action Plan for the promotion of gender equality (Strategic Planning for Equality between Men and Women, 2014-2017).</p> <p>Several awareness-raising actions were organised: launch of a webpage about gender equality issues on the site of the Pedagogical Institute (http://www.pi.ac.cy/pi/index.php?option=com_content&view=article&id=910&Itemid=383&lang=el), development of educational materials and actions aiming at deconstructing gender stereotypes, conducting of surveys on the needs and aspirations of women of diverse cultural background, implementation of intervention programmes in the classroom, training and actions to reduce gaps & educational activities such as 'Gender Equality through Textual and Visual Representations from the perspective of children and youth in Cyprus', which was funded by the UNESCO Participation Programme and implemented by the Cyprus National Commission for UNESCO, in cooperation with the Ministry of Education and Culture.</p> <p>UNESCO Chair for Gender Equality and Women's Empowerment was established at the University of Cyprus in 2009. A postgraduate inter-disciplinary programme about Gender Studies was launched at the University of Cyprus as of 2010, coordinated by the UNESCO Chair and the Centre for Gender Studies Board (as will be appointed at each time)ⁱⁱ.</p>
<p>E. Access to credit and financial resources allocation</p>	<p>When it comes to female entrepreneurs, most women will promote their arts and crafts on a small regional or local scale. Hence they may not feel the need to access credit and will not generally set up large cultural enterprises or businesses by themselves. Due to the financial crisis at the moment, it is extremely difficult for both genders to access funds and banks are more reluctant to lend money.</p> <p>Recently, a scheme for the Enhancement of Female Entrepreneurship has been implemented. The Scheme is part of the Operational Programme 2007-2013 '<i>Sustainable Development and Competitiveness</i>' that is co-financed by the European Regional Development Fund and the Republic of Cyprus with a total amount of €7.2 million. By the end of 2013, 78 projects were completed out of 168 applications approved. The Scheme's aim was to develop, support and encourage the entrepreneurship of women between the ages of 18-55, who wish to establish an enterprise in any economic activity. Age and sex was not a barrier for those women who wanted to start up a new business. The eligible investment projects included various professions such as nurseries, hairdressing and beauty salons, law offices, accounting/consulting offices, bakeries, small manufacturing businesses, surgeries, and gym centers.</p> <p>The Cyprus Federation of Business Professional Women (BPW) has been set up in order to help women set up any kind of business and help them 'benefit from networking with other women in various other industries or backgrounds'ⁱⁱⁱ. UCLAN (University of Central Lancashire in Cyprus) has launched entrepreneurship support schemes and in 2013 it launched the Cyprus Business Idea Competition^{iv}, the above mentioned Cyprus Federation of Business and Professional Women and the Cyprus Network of Female Entrepreneurship Ambassadors. The Cyprus Entrepreneurship Competition was also established by the University of Cyprus in 2003. It aims to promote the business plans of special scientists and young researchers of both genders.</p>

	<p>It is important to note that despite these initiatives, corporate culture is still predominately male. The Cyprus awards scheme (CAS) administers awards to businesswomen of the year in order to encourage more women to set up their own enterprises. PriceWaterHouseCoopers (PwC), the leading firm in the provision of audit and advisory services, and whose Senior Manager of Marketing and Communication is female, employs more than 1000 people, 50% of whom are women. Since the middle of the last decade it has launched a systematic research study on the position of women in the Cypriot economy. During January/February 2011, the 'Women in PwC' Committee, in cooperation with the PwC Chair in Business Research at the University of Nicosia, carried out the new round of survey of this initiative. The results of the study are published in Greek, and the study provides a more positive and optimistic outlook of the situation of Cypriot women in the business and economic world. There are more women in middle management nowadays as compared to several years ago, yet the general perception still remains that Cypriot businesses do not provide the same opportunities for men and women when it comes to promotion to higher senior management positions and opportunities for professional development. There are still few women members on the Board of Directors committees.</p>
<p>F. Visibility and awareness-raising</p>	<p>Women are generally represented in the media, as presenters of TV and radio programmes. Several cultural programmes, especially in the public television, are presented by women and host frequently women artists in order to showcase their work.</p> <p>However, Prof. Mary Koutselini (Holder of the UNESCO Chair on Gender Equality and Empowerment at the University of Cyprus) and Sofia Agathangelou have noted in a publication on gender representations in Cyprus TV that there is a non-balanced and stereotypical portrayal of women on TV. The Global Media Monitoring Project of 2010 also reports that 'the gender profile of presenters, announcers, and reporters across the range of media show that no equitable profile exists across gender. The survey revealed that the majority of presenters in all the mediums monitored are men (60%). Although women constitute 73% of radio announcers, they are less represented on television with a presence of only 36%. This observation makes it more vital to adopt in a systematic way policies aiming at non-sexist representation of men and women.</p>
<p>G. Statistics and Indicators</p>	<p>There are sex-disaggregated statistics on men's and women's participation in political and public decision-making in Cyprus. There are also statistics in relation to employment and the pay gap. However, the few existing cultural statistics are not, in general rule, disaggregated by sex.</p> <p>The Department of Antiquities has completed the project "Discovering the Archaeologists of Europe, 2006/2008", which was funded by the European Union (Leonardo Da Vinci II) and the Government of Cyprus. Data from the relevant report show that there is no gender discrimination in the archaeological profession, as per se, as the employability is based mostly on education and relevant experience. Also, salary is depended on the position held in different organizations and not the gender of the archaeologists. A new project, "Discovering the Archaeologists of Europe, 2012/2014", is expected to be completed in 2014, providing new data on the subject matter of this parameter.</p> <p>Research and media monitoring should be undertaken more systematically rather than on a sporadic basis and more research projects should address the issues of gender and media. There should be more lobbying activities and campaigns to promote awareness. This will sensitize the public, as well as relevant stakeholders, of the importance of a more equitable distribution and representation of men and women in public media and fora.</p> <p>The Statistical Service published a new report on 2012 titled 'The Statistical portrait of women in Cyprus' which provides gender disaggregated data for almost all sectors. This provides information on demography, a census of the population, education statistics, a survey on income and living conditions, health and hospital statistics, a labour force survey, Research and Development Statistics and criminal statistics. However, there are still gaps in statistics relating to financial situations, leisure time activities and culture.</p>

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- ⁱ <http://www.femaleartistscyprus.webs.com>
- ⁱⁱ <http://www.ucy.ac.cy/unesco/index.php/el/>
- ⁱⁱⁱ www.bpwcyprus.com
- ^{iv} <http://womenscoopbank.com.cy>