



GENDER EQUALITY POLICIES

Video : Gender Equality in Cyprus

Theme
Gender
Equality

Module
Introduction

Territory
Cyprus

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Public policy

Text transcription of the video

Hello, everyone! In this video, we'll be covering the topic of ****Gender Equality in Cyprus**** and its surrounding policies and legislation, which have been crafted to foster equality and fairness across various aspects of work and social life. Let's start with a key piece of legislation, the ****Law on Equal Treatment of Men and Women in Employment and Vocational Training (2002)****, which aims to eliminate any discrimination based on gender in employment and training contexts. This law forms the foundation of gender equality policies in Cyprus.

Cyprus has developed several laws to support gender equality:

1. ****Equal Treatment in Employment****: This law emphasizes equal treatment in work, focusing on eliminating discrimination based on gender, race, religion, or age. It ensures fair practices and equal opportunities for everyone.
2. ****Equal Pay for Equal Work****: This law enforces the principle that men and women should receive equal pay for the same or equivalent work.
3. ****Occupational Social Security Schemes****: Ensures equal rights and contributions for men and women in social security, covering various benefits and protections.
4. ****Fixed-Term Employee Protections****: Aims to protect employees, particularly women, on fixed-term contracts, ensuring they are treated fairly and equally with indefinite contract employees.



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5. ****Maternity Protection****: This law safeguards the rights of mothers by protecting them from dismissal during pregnancy and providing maternity leave.
6. ****Promotion and Protection of Breastfeeding****: Encourages workplaces to provide facilities for breastfeeding or milk expression, supporting working mothers.
7. ****Paternity Leave****: Extends employment rights to fathers, providing paternity leave.
8. ****Equal Access to Goods and Services****: Ensures equal access to services, promoting fair treatment in both private and public sectors.
9. ****Combating Sexism and Online Harassment****: Addresses sexism, especially in online spaces, to foster respectful digital interactions.
10. ****Prevention of Violence Against Women****: Aims to protect women from domestic violence and supports comprehensive frameworks for victim support.
11. ****Protection from Harassment****: Includes measures to protect individuals from harassment and stalking, with both civil and criminal penalties.

These laws reflect Cyprus's commitment to gender equality and create an environment of fairness and respect for all employees and citizens.



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In addition to these laws, Cyprus has several institutions and plans in place:

****Commissioner for Gender Equality****: This office promotes equality, supports legislative improvements, organizes educational seminars, and reports annually to the government on gender equality progress.

****National Action Plan for Gender Equality****: This action plan, active from 2019 to 2023, outlines strategies to combat gender-based violence, ensure equal decision-making participation, and engage civil society to address gender inequality.

****National Business Certification Authority****: Certifies businesses with effective gender equality policies, emphasizing equal advancement and pay for all employees.

****Gender Equality Committee in Employment and Vocational Education****: This committee advises on national policy and promotes equal treatment in workplaces and training programs.

Let's look at how universities in Cyprus implement these policies to support gender equality:

****Breastfeeding Rooms****: Cyprus University of Technology provides designated breastfeeding rooms on campus, offering support for staff and students who are parents.



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****Inclusive Language Guide****: A guide at the Cyprus University of Technology encourages non-discriminatory and inclusive language, fostering respectful communication.

****Staff Perception Surveys****: The University of Cyprus conducts surveys to gauge employee satisfaction and identify areas for improvement in workplace equality.

****Harassment Prevention Policy****: This policy at the University of Cyprus ensures a safe environment for all by providing clear guidelines on reporting and addressing harassment cases.

****Equality Committee****: The Equality Committee at Cyprus University of Technology promotes diversity and inclusion through policy consultation and awareness activities.

****Nursery and Daycare Services****: The University of Cyprus offers childcare services to support working parents, contributing to a family-friendly work environment.

****Remote Work Policy****: This policy allows flexibility for staff to work from home, fostering work-life balance and supporting inclusivity.

These initiatives reflect a strong institutional commitment to creating an equitable and inclusive environment that benefits not only gender equality but the overall quality of work and learning experiences for all involved.