



REPUBLIC OF CYPRUS

***Cyprus
National Report
to the
fourth World
Conference
on Women***

***Beijing,
September 1995***

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CYPRUS

NATIONAL REPORT

TO THE

FOURTH WORLD CONFERENCE ON WOMEN

BEIJING, SEPTEMBER 1995

Nicosia, Cyprus
November, 1994

FOREWORD

By the Minister of Justice
and Public Order

The Fourth World Conference on Women to be held in Beijing in September 1995 is the culmination of a process that began with the Nairobi Forward-Looking Strategies followed by national preparations which according to resolution 37/7 led to the production of this national report which I present here on behalf of the Government and the people of the Republic of Cyprus.

Our National Report is based on work accomplished by the National Machinery for Women's Rights, assisted by other governmental agencies and non-governmental organisations. The report is the outcome of a process that has been going on since the Nairobi Conference of 1985. It takes stock of the present situation of Cypriot women, analyzes the progress made since the last International Conference and proposes plans for future action.

The guidelines provided by the United Nations secretariat assisted us in our complex task of producing this report. We hope that, having followed the standardization procedures which the guidelines provided us, the analytical value of our report can be added to the information gathered from other countries for the very valuable building of consensus at the Beijing Conference.

It is in this light, of adding to the sum of experience collected and towards making it an important input that we offer it to all interested readers, as a platform of action.

On behalf of the Government of Cyprus, I regret to state that due to the political problem after the 1974 Turkish invasion, the continuing occupation and the effective control of 37% of the territory of the Republic by the Turkish military forces, the government is unable to ensure the enjoyment of the rights recognised in the present report and is prevented from applying provisions of conventions signed to those living in the part of the Island occupied by the Turkish troops. It should be noted in this respect, that for the same reasons all information and data presented in this report concern the government controlled areas.

A.C. EVANGELOU
Minister
of Justice and Public Order

CYPRUS. MODERN HISTORY AND CULTURE

A Brief Introduction to the Socio-historical Context

Cyprus, an island state in the East Mediterranean basin attained its independence in 1960 after an armed struggle against British Colonial powers. Being an x-colony for 72 years (1878-1960) and having gone through centuries of Ottoman occupation (1571-1878) the Cypriot people had to start building their country, its economic and social structures from the beginning. Underdevelopment with all its known symptoms was the starting point of economic life in the New Republic in 1960. Soon after, the economy developed, but the events of 1974 brought everything to a halt for some years. In general, in 30 years of independent life Cyprus achieved a high standard of economic and social development.

Twenty years after the Turkish invasion 37% of Cypriot territory, which accounted for 70% of gross output, is still occupied illegally by the Turkish army. The 1974 invasion interrupted further progress and the struggle for the survival of the state of Cyprus still continues. One third of the whole population is still uprooted from its family land, homes and peaceful occupations. These 200,000 refugees consider their efforts for survival in the free part of the Island as temporary and are longing for return.

In 1974, immediately after the Turkish invasion, massive unemployment struck the economically active population with detrimental effects, especially on working women. As in most refugee situations, the heaviest burden falls on the shoulders of women who, on the one hand, have to strive to retain the cohesion of the family which is severely hit by the uprooting and, on the other hand have to make adaptation to the host environment possible with the minimum of consequences on the upbringing of children while at the same time maintaining the continuity of the socio-cultural traditions.

Thus the U.N. Women's first Decade 1975-1985 found Cypriot women in the middle of the severest disaster they had experienced in the 20th century. The war catastrophe forced Cyprus to shift its objectives for development and to undertake a tremendous effort for social and economic reconstruction, the primary aims of which was the provision of basic assistance to meet the minimum requirements for survival, the gradual rehousing and rehabilitation of the refugees and the reactivation of the economy.

The dynamic social policy made necessary by circumstances in 1974 meant that the Cypriot State had to apply various measures to alleviate the problems of living, housing and employment of the refugees and expand the welfare services for refugee families and especially for children of working mothers and elderly refugees.

Pre-school playgroups and nurseries as well as old people's homes permitted refugee women time to go out to work and contribute to the family income.

It must be stressed here that Cypriot women were the first to be hit by unemployment and the last to recover. It is known that in such disasters women, especially those that become refugees, take some time to get back on their feet and to adapt to a new host environment. New lifestyles, new physical and social environments and in most cases new occupations were too much to take in on top of the emotional pain of losing relatives, parental homes and important family mementos.

Cyprus, on the whole, soon managed to reactivate its economy to the point that the mass unemployment of 1974 was turned to a labour shortage. This unprecedented small scale growth was largely based on the growth of the clothing and footwear industries which drew heavily on female labour. Thus, women, whose economic participation until then had been confined mainly in the agricultural sector, became an important source of labour for other industries as well.

PART I

THE INTERNATIONAL CONTEXT

1. CHAPTER I : The World Scene on Issues of Equality

The Third World Women's Conference in Nairobi in 1985 agreed on the "Forward-Looking Strategies for the Advancement of Women" internationally. Development and decision-making globally affects each individual country - big and small - and it is within such a context that the Cyprus reality in terms of women's issues will be presented. The world scene of the actual political, social and economic situation, the international organizations and their activities, the existing networking on the above issues of development - including women's issues - will precede the main presentation of data on Cypriot women. Emphasis, in our case will be given to the fact that Cyprus has been for 20 years under political upheaval. Because of the occupation of 37% of its land and the limited financial and human resources, as well as the very limited amount of capital available for new projects, everything had to be firstly channelled towards survival of the state and its people.

However, the recommendations of the Forward-Looking Strategies have been taken into account and serious efforts were made towards their fulfilment.

1.1 Recent History

When the General Assembly decided in 1972 to proclaim 1975 as International Women's Year, Cyprus was a young Republic (only 12 years had elapsed since the 1960 formation of the Republic of Cyprus) and had already embodied in its Constitution issues of equality between Cypriot men and women. Article 28 states:

1. All persons are equal before the law, the administration and justice and are entitled to equal protection thereof and treatment thereby.

2. Every person shall enjoy all the rights and liberties provided for in this Constitution without any direct or indirect discrimination against any person on the ground of his community, race, religion, language, sex, political or other convictions, national or social descent, birth, colour, wealth, social class, or on any ground whatsoever, unless there is express provision to the contrary in this Constitution.

3. No citizen shall be entitled to use or enjoy any privilege of any title of nobility or of social distinction within the territorial limits of the Republic.

4. No title or nobility or other social distinction shall be conferred by or recognised in the Republic.

According to U.N. guidelines the First International Women's Year was to be devoted to "intensified action to promote equality between men and women", in order to ensure full integration of women in the total development effort and to "increase women's contribution to the strengthening of world peace".

In Mexico City women from all over the world adopted in 1975 the World Plan of Action for the Implementation of the Objectives of the International Women's Year and that was endorsed by the General Assembly of the United Nations who then proclaimed "1976-1985: the United Nations Decade for Women". Equality, Development and Peace, with the sub-themes of

Employment, Health and Education became the objectives of the Decade; these were reviewed and progress was evaluated during the first half of the Decade at the Copenhagen World Conference in 1980. As a result of this Conference and the exchange of information and ideas that took place there, a new Programme for Action for the second half of the United Nations Decade was phrased. It was unfortunate that such a programme for action was not adopted in total agreement, but it left its impact as it elaborated and explained "existing obstacles and the international consensus on measures to be taken for the advancement of women".

This half decade programme of action was then endorsed by the General Assembly and later the same year (1980), it was implemented by Member States.

When the Third World Conference on Women took place in Nairobi in 1985, women participants formulated the "Forward-Looking Strategies for the Advancement of Women during the period from 1986 to the Year 2000". These set forth concrete measures which will overcome the obstacles that hindered progress of the Decade's goals and objectives. It is important to note that the above document provided a framework which renewed the commitment of the international community towards the advancement of women and the elimination of "gender-based discrimination". In December 1985 the 40th session of the United Nations General Assembly adopted, without a vote, the "Strategies for the Advancement of Women" which had been unanimously approved by the Nairobi World Conference.

The Fourth World Conference on Women: "Action for Equality, Development and Peace" in Beijing in 1995 will not only deal with an appraisal of the Forward-Looking Strategies and a general review of progress achieved in 20 years in individual member states, but will also present the document "Platform for Action" which will contain all main conclusions and recommendations of the regional preparatory conferences which took place in 1994. This document will give emphasis on "institutional and financial arrangements for the implementation of the strategies and measures".

- During the last 20 years of international efforts towards the Advancement of Women, Cyprus has been struggling at many levels; first for survival from an invading military force - the well equipped with Western money Turkish Army - secondly for economic recovery from the destruction of the 1974 military invasion and thirdly for social change towards equality and development.

No study of contemporary Cyprus can ignore the major political upheaval of 1974 which has had such a profound effect upon the lives of all people in Cyprus. The impact of these changes may be seen very clearly by examining the demography of Cyprus between 1881 and 1982 as Table (1) below shows.

TABLE (1): Population by Sex - Census Years 1881-1982

YEAR	POPULATION			ANNUAL GROWTH RATE %		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
1881	186173	95015	91158			
1891	209286	106838	102448	1.2	1.2	1.2
1901	237022	121066	115956	1.3	1.3	1.3
1911	274108	129383	134725	1.5	1.4	1.5
1921	310715	155965	154750	1.3	1.1	1.4
1931	347959	172754	175205	1.1	1.0	1.3
1946	450114	222510	227604	1.7	1.7	1.8
1960	573566	281983	291583	1.7	1.7	1.8
1973	631788	312566	319212	0.8	0.8	0.7
1976	612851	306144	306707	-0.9	-0.6	-1.1
1982	642731	319562	323169	0.8	0.7	0.9

Source: Demographic Report 1992, Nicosia, Department of Statistics and Research. Ministry of Finance

1. Up to 1960 data refer to the de facto population, but thereafter to the de jure.
2. Estimates of total population for 1976 and 1982 are based on the Census of Housing 1982 conducted in the Government Controlled Area.
3. Illegal settlers from mainland Turkey are not included in the statistics.

The above Table shows that in the years 1881 to 1901 there was an excess of males of about 4%. This preponderance of males, although contrary to the experience of all European countries (except Greece and Bulgaria), has been found to exist to a greater or lesser extent in all Asiatic countries.

1.2 Economic and Social Situation

The world economy in the 1970's was going through a transition from the booming industrial development of the 1960's and early '70s to the recession of the '80s. The first Decade for Women started with economic agendas worldwide which were not very promising. The most severe recession for the last 50 years, was experienced in the beginning of the 1980's and it affected all countries. A very slow real growth was experienced and stagnation hit the world all over. Strong economies struggled for more than a decade alongside weak economies and the efforts of women and the United Nations towards implementation of the objectives of the Decade for Women were seriously undermined. During the first years of the 1990's the recession continued and still affects the global community. One painfully obvious result of this recession was the fact that the unemployment rate became high and hit women amongst other disadvantaged groups.

An example quoted from Denmark shows the unemployment rate in 1992 as "more than 11.4 percent, averaging 10.0 for men and 12.9 for women".

After Independence in 1960 progress was achieved in the provision of Welfare Services due to rapid economic growth, resulting in the creation of employment opportunities for the population in a variety of sectors. Figure (1.1) presents the distribution of the Gross Domestic Product (GDP) in 1960 and 1991 at current market prices. It must be stressed that as in other countries which went through political upheavals, the Cypriot economy was badly hit in 1974 and the rising progress of the per capita Gross National Product shown in Figure (1.2) showed a decline which in 1974 was 17%. The booming tourist industry collapsed and much manufacturing equipment and machinery was lost. Unemployment rose from about 3% to 30% immediately after the Turkish invasion. It was fortunate that a well co-ordinated and collective action of the Government of Cyprus together with the private sector and foreign aid enabled the country to overcome the destabilizing effects of the 1974 invasion. An intensive growth was well under way by 1976, followed by a transformation of the underlying structure of the economy. Just after 1974 the manufacturing (especially clothing and footwear) and construction industries helped growth while in the 1980s it was tourism that became the leading sector. It accounted for more than 50% of the surplus of invisible trade by 1982 and the share of agriculture in the GDP showed a decline from 17.5% in 1960 to 6.4% in 1991 while the share of construction rose from 5.7% to 10.6%.

Such changes had affected the structure of Cypriot society, especially the participation of Cypriot women in the labour force.

Issues of Development World Wide are linked with issues of human dignity and the World Summit for Social Development discussed the needs of people and social justice in connection with issues relating to the advancement of women. The unemployment rate for women as compared to men was considered an important indicator of social injustice.

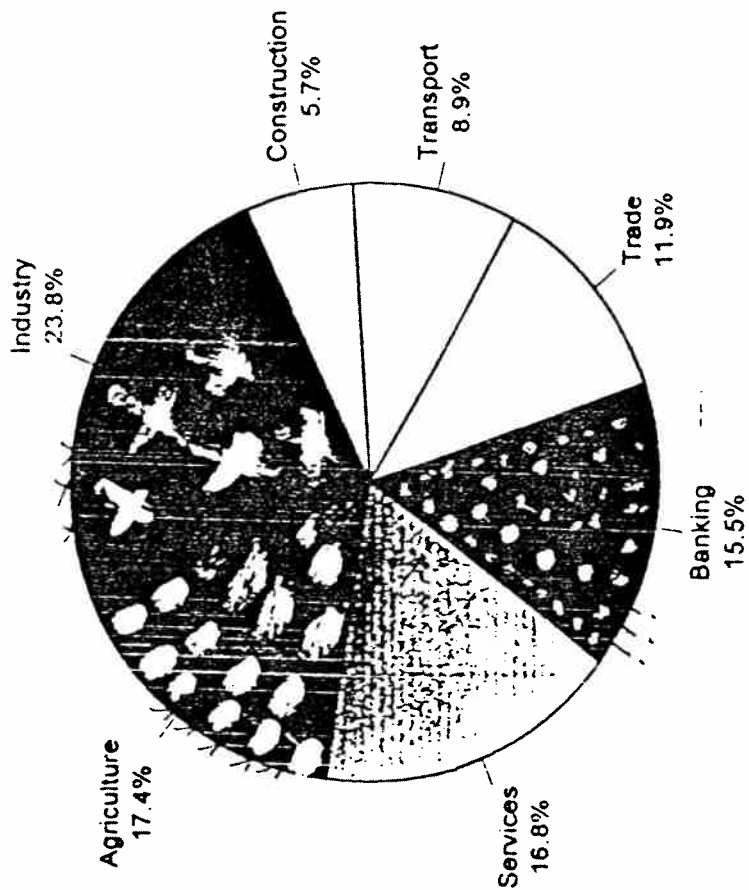
Trends of Employment of Women

In Cyprus as in all Mediterranean countries traditional values were very strong and gender roles were distinctly defined. The domestic role of women influenced their patterns of employment and the earliest female occupations were mostly in industries which were home-based.

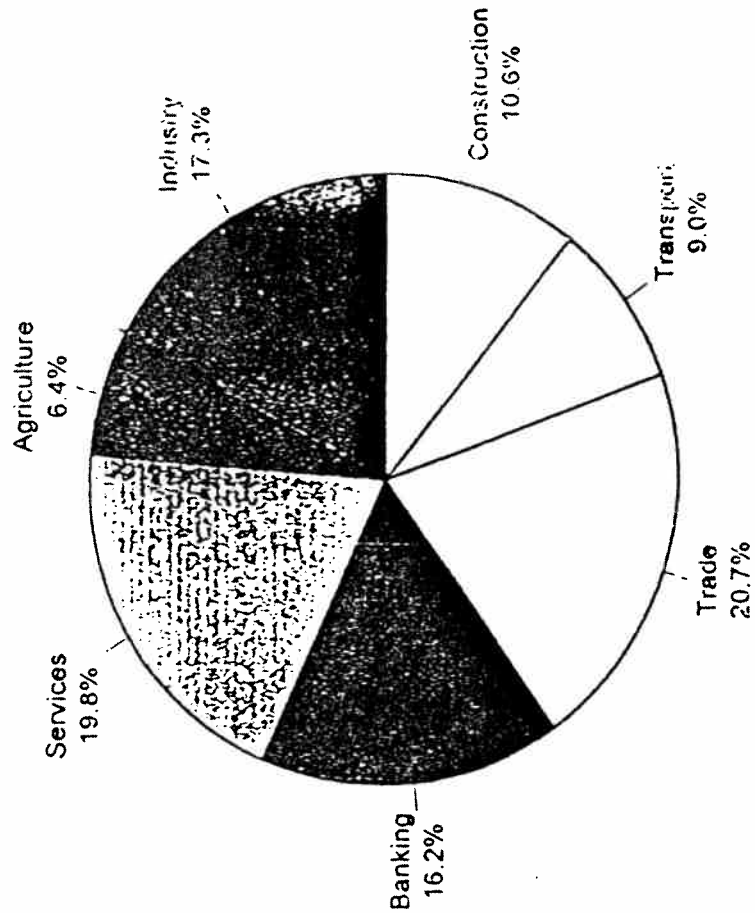
The occupational distribution of women in 1921, shown in Table (2) below, provides a clear example of women's segregation in female dominated jobs. Most female employment (88.64%) was concentrated in the following six principal occupations.

THE DISTRIBUTION OF GROSS DOMESTIC
PRODUCT AT CURRENT MARKET PRICES

1960

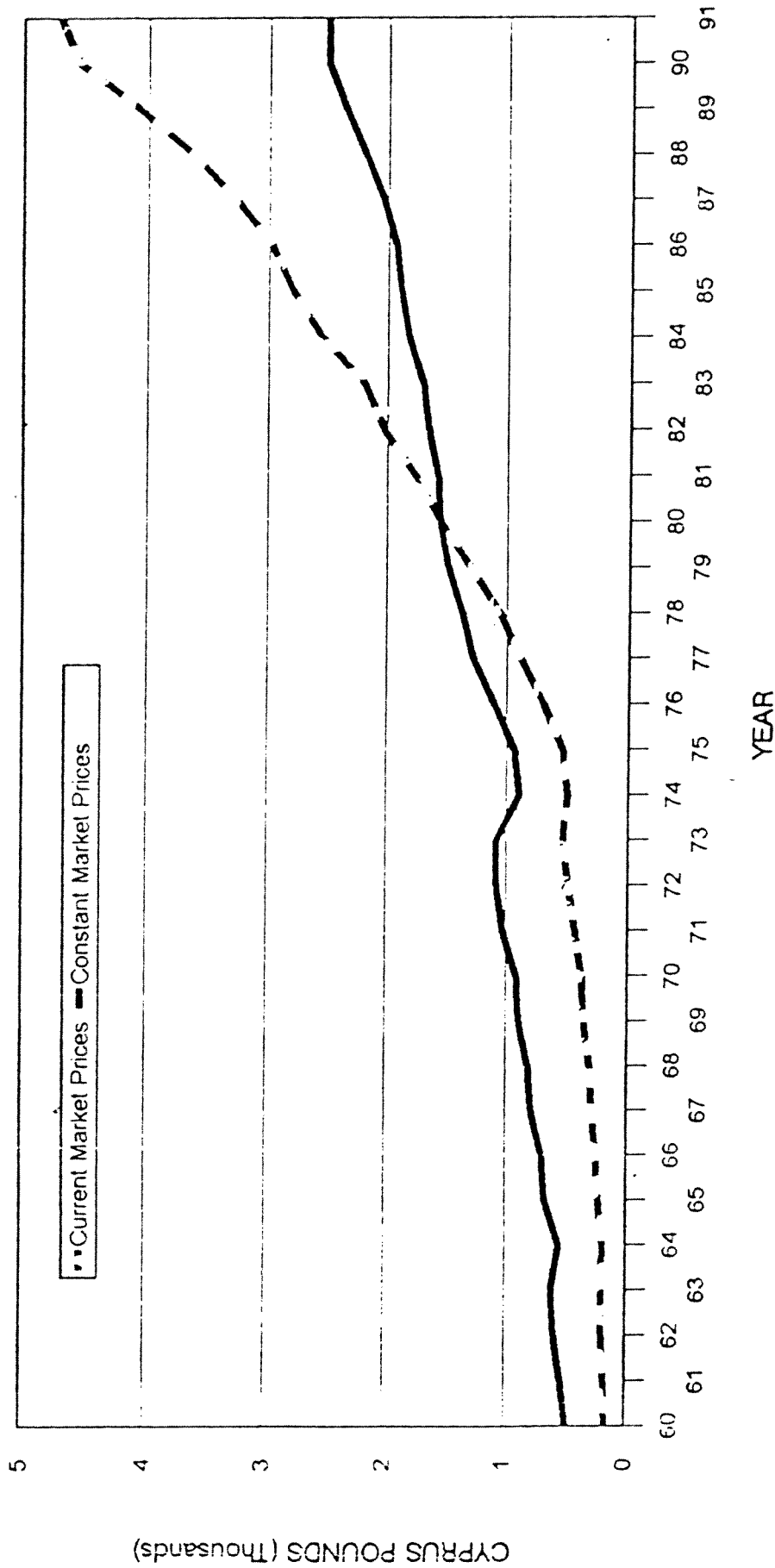


1991



Source : Statistical Abstract 1987 and 1991, Department of Statistics and Research
Ministry of Finance, Nicosia, Cyprus

PER CAPITA GROSS NATIONAL PRODUCT, 1960-1991



Source : Statistical Abstract 1987 and 1991, Department of Statistics and Research
Ministry of Finance, Nicosia, Cyprus

Figure 1.2

TABLE (2): Occupational Distribution of Women, 1921

OCCUPATION	FEMALE EARNERS (number)	PERCENTAGE OF FEMALE EARNERS
1. Weavers	9,727	35.27
2. Farmers and Cultivators	1,490	24.77
3. Ploughmen and Agricultural Labourers	5,341	12.36
4. Sewers and Dressmakers	3,408	8.88
5. Embroiderers	2,449	7.36
6. Domestic Servants	2,030	
TOTAL	24,445	88.64

Source: Census of Cyprus, 1921

According to the 1960 Census, agriculture was the largest employment sector, engaging 38.6% of the economically active population followed by manufacturing and construction, employing 13.4% and 8.3% respectively.

Table (3) below, indicates that the participation rate of Greek Cypriot women can be favourably compared to the corresponding rates of the southern European countries.

TABLE (3): Female Labour Force Participation Rates (1987) IN OECD Countries

COUNTRY	LABOUR FORCE PARTICIPATION RATE (%)
CYPRUS	46.9
AUSTRALIA	57.5
AUSTRIA	53.1
BELGIUM	52.0
CANADA	65.4
DENMARK	75.9
FINLAND	72.9
FRANCE	55.7
GERMANY	51.9
GREECE	41.7
IRELAND	38.5
ITALY	43.4
JAPAN	57.8
NETHERLANDS	41.9
NEW ZEALAND	38.5
NORWAY	63.2
SPAIN	37.5
SWEDEN	79.4
SWITZERLAND	54.6
U.K.	62.6
U.S.A.	66.0

Source: Cyprus: Labour Force Migration Survey 1986/87
 Other countries: OECD/Fourth Conference of European Ministers of Labour.

Note: OECD: Organisation for Economic Cooperation and Development.

(The above percentages represent the percentage of female population over 15 years of age who participate in the Labour Force).

1.3 Politics and Human Rights

The global community during the last two decades has experienced armed conflicts of the scale of the Gulf War, Middle Eastern, Latin American and East European pockets of killing and large scale destruction. Whatever the real or imagined reasons of the start of the bloodshed, human beings of both camps, men and women, have been killed or have suffered loss of close relatives, property, beloved places and memories. In most cases they have experienced a prolonged loss of their basic human rights and fundamental freedoms. Women usually have the lion's share in such catastrophies.

Any work for the advancement of women world wide has been influenced by the discussions held at the Second United Nations' World Conference on Human Rights in 1993. It has been globally accepted that respect for human rights and fundamental freedoms "goes to the core of what a democratic, civilized society stands for, and that no country can be characterized as a true democracy unless its female population is granted these rights both de jure and de facto". In practice, in order to ensure respect for human rights, every government should place the individual at the "centre of social, governmental endeavours" and thus promote and secure women's rights; this is an element with a strong developmental potential with far reaching positive results. Resolution 1993/46 on "Integrating the Rights of Women into the Human Rights Mechanisms of the U.N." was supported by many countries at the above mentioned Conference. Full support was also given to the Declaration on the Elimination of Violence against Women which was adopted again in 1993 by the 48th General Assembly of the United Nations. This declaration is significant in promoting the advancement of women as it includes amongst other things the trafficking of women, prostitution and female genital mutilation as violence against women.

Cyprus has become a contracting party to various international Conventions which guarantee equal rights between, men and women including the following:

1. International Covenant on Economic, Social and Cultural Rights (UN) (ratified by Law No.14/69).
2. International Covenant on Civil and Political Rights (UN) (ratified by Law No. 14/69).
3. European Convention for the Protection of Human Rights and Fundamental Freedoms (ratified by law 39/1962) and relevant protocols.
4. European Social Charter (ratified by law No.64/1967).
5. I.L.O. Convention No.111 on Discrimination (Employment and Profession) (ratified by Law No.3/1968).
6. U.N. Convention on the Political Rights of Women (ratified by law No.107/68).
7. Convention against Discrimination in Education (UN) (ratified by Law No.18/1970).
8. Convention on the Nationality of Married Women of 1957 (the Convention had been ratified by Britain when Cyprus was a British Colony and has been in force in Cyprus since 1971 when a notification of succession was made).

9. U.N. Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (ratified by Law No.57/83).
10. U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (ratified by Law No.78/85).

This Convention provides since its ratification the general framework of Government policy in promoting the advancement of women in Cyprus.

11. The I.L.O. Convention No.100 on Equal pay for Work of Equal Value (Ratified by Law No.213/87).

Note: International treaties, conventions and agreements after their ratification have superior force to any municipal law.

1.4 Development, Environmental Issues, Population, Family and Women

The "Rio Declaration on Environment and Development" of 1992 states that "women have a vital role to play in environmental management and development". Women's full participation is considered essential in order to achieve sustainable development. Attached to this declaration is "Agenda 21", a programme for action which further recommends that governments should implicate women in decision-making and should support women's local organizations. For these each government should make special efforts as to the education and training of girls and towards positive discrimination so that women get into decision-making bodies that affect actions for development and the environment. Integrating the recommendations of the Rio Declaration into environmental projects with women working alongside men, will ensure the development of a global understanding of environmental issues and action within member states and in "International development co-operation".

Population growth, environment and development are issues central to women's concerns. The Cyprus population has for the last 30 years of the "young" Cyprus Republic, remained relatively stable in terms of size. But in terms of structure - as to its rural and urban composition - it has undergone dramatic changes because of the Turkish invasion of 1974 and the uprooting of 33% of its rural population.

The Welfare of the population is considered globally now as a task of each government, and policies in this area are expected to be formulated and implemented by member states. In the case of Cyprus, the most important are educational, social and health policies; the principle being that each individual citizen should enjoy reasonable living and housing conditions and that he/she be "guaranteed fundamental rights especially in the event of unemployment, illness and old age as well as access to basic education and health services".

1.5 Gender Studies and Gender Politics

Gender studies world wide focus on the changing relations between men and women, on women's specific experience and contribution to society and the constructs of femininity and masculinity. Such developments took place with the second wave of feminism in the 1970's. Special research projects and teaching courses were organized. There are now several thousand such courses in the USA, Europe, Canada and Australia, while new ones are being developed in developing countries. Such courses allow students to focus directly on the role of educational institutions in reproducing and challenging the social order, on teaching, for example, as a major area of employment for women and generally women's labour force participation.

Students also take courses on the contribution of scholarship by women to curriculum development and pedagogic practice. Such courses draw principally on work in history, anthropology, sociology, language and literature, philosophy and economics. Women and a few men have been following such courses for personal enrichment or professional advancement. The fact that teachers, educational administrators, youth and community workers, personnel and trade union officials, those working in women's groups, voluntary organizations and equal opportunities specialists have become aware of gender issues is very hopeful world wide.

In Cyprus this field is at the planning stage yet. We are aware of three women researchers doing post-doctoral research in this field for which we present summaries later on. Also the new University of Cyprus, which started functioning in 1992, and the numerous private Colleges for tertiary education are planning courses of high standard introducing modules on gender studies. The future, thus, seems hopeful.

PART II

REVIEW AND APPRAISAL AT THE NATIONAL LEVEL

CHAPTER II: Overall Progress in Cyprus: 1960 - 1990s

2.1 The First Steps of the New Republic 1960-1975

Cyprus is the third largest island in the Mediterranean with an area of 9,251 sq. kilometres and a population of approximately 700,000. The population distribution by ethnic group in 1960 when the last official census was held was as follows: out of a total of 577,707 inhabitants, 441,568 or 77.1% were Greek Cypriots, 103,822 or 18.1% were Turkish Cypriots, and 27,317 or 4.8% were other minorities (Maronites, Armenians, Latins and others).

Since the establishment of the Republic of Cyprus in 1960, there have been significant developments in the country, relevant to the advancement of women. Cyprus has followed global and regional changes in the political, economic and social spheres and has been positively affected by progress in the area of the advancement of women at the international level.

1975 was declared International Women's Year. In that year the General Assembly of the United Nations proclaimed 1975-1985 as the United Nations Decade for Women, following the First International Conference on women held in Mexico City in 1975. The First Women's World Conference, which was devoted to "Equality, Development and Peace", with "Employment, Health and Education" as sub-themes, stressed the responsibility of states to remove obstacles to women's enjoyment of equal status and to find ways to integrate women fully into society, as well as the responsibility of men in family life. Cyprus has followed closely these global and regional changes. If one excludes the period which followed the Turkish invasion, which had detrimental and negative effects on the situation of women and which will be discussed in a separate chapter, the pattern of development and progress was similar to global and regional ones.

2.2 Progress During the First U.N. Decade for Women 1975-1985

The first activities of the Government of Cyprus related to the UN Decade for Women took place in 1979 when an interministerial Committee was appointed to carry out studies on the position of Cypriot women in the labour force, education, law, their social position and especially the problems of rural women. In the period 1979-1982 elaborate studies and research was carried out by local researchers with foreign technical assistance regarding the role of women in the labour force. This research addressed issues such as the determinants of female labour force participation, the determinants of fertility, the degree of segregation of occupations according to gender, the earnings' gap between male and female workers and the problems of working women.

In 1983 the Committee for the U.N. Decade for Women was established chaired by the Minister of Justice with the participation of NGO's for the purpose of identifying problems and making recommendations for the improvement of the status of women. This National Committee dissolved two years later, when the UN Decade ended.

Public awareness of the specific problems of women was increasing during the decade. This awareness was, of course, partly created and enhanced by pressure brought about by women's organisations and Trade Unions through which women were becoming more vocal in demanding equal treatment.

2.3 The U.N. Initiatives and their Implementation in Cyprus during the 20 years after the Turkish Invasion (1974-1994)

Since the adoption in 1979 of the Convention on the Elimination of All Forms of Discrimination Against Women, which is considered by far the most important Convention on the status of women, many countries have ratified it. Some countries have also ratified other international instruments related to equality and human rights of women. Cyprus ratified this Convention in 1985 under Cyprus Law No. 78/85 with only one reservation in Article 9.2 with respect to the nationality of children by Cypriot women.

It is worth mentioning that the new Development Plan 1989-1993 contains a special comprehensive chapter on women covering all areas of policy in accordance with the requirements of the U.N. Convention. Its major policy objectives are the elimination of all forms of discrimination against women, the change of social attitudes relating to gender roles and the promotion of the equal participation of women in all walks of life.

- The ratification of the U.N. Convention had also a positive impact on the public from an educational point of views and satisfied a long-standing demand by women's organisations. Since ratification, NGO's are working closely with the Government, mainly through the Agency for Women's Rights, for the implementation of the Convention.
- This Convention has also stimulated interest and activity in the promotion of legislative, administrative and other measures by individual Ministries.

2.4 Progress after the Ratification of the Convention

An important landmark, which resulted largely from pressure to give specific solutions to women's problems, occurred in 1983, when two Law Reform Committees were established, one to deal with the modernisation and the removal of discrimination against women in family law, and the other to propose ways of safeguarding women's rights in the labour market with regard to maternity and equal pay. The work for both of these committees proved to be invaluable in the struggle for equality of women. Concrete action was taken to implement their recommendations, such as the Maternity Protection Law of 1987.

Thus considerable progress has been achieved in relation to the status of women in Cypriot society despite the serious political problems the Republic of Cyprus is still facing.

2.5 Legal Measures

- (a) The Ratification of ILO Convention No 100 on Equal Pay for Work of Equal Value (Law No 213/87).
- (b) The enactment of the law on Equal Pay giving effect to the provisions of the above mentioned Convention (Law No 158/89).
- (c) The enactment of the Law on the Protection of Maternity which provides for maternity leave of twelve weeks duration for all employed women with full pay nursing breaks and the protection of pregnant women from dismissal and from work which may be detrimental to them or their child's health. (Law No 54/87 and No 66/88). (Note: Recent amendments to this Law provide for maternity leave of 14 weeks which will become 16 weeks as from 1 January 1995).
- (d) Law No 26/88 amending the income tax legislation and granting women the same rights as men regarding tax allowances and deductions.
- (e) It is worth mentioning here that the first amendment ever to the Constitution, made in 1989 but effective from 1st January 1990 was introduced, in order to facilitate the reform and modernization of Cyprus Family Law bringing the existing legislation in line with the provisions of this Convention (Law No 95/89 on the First Amendment to the Constitution).
- (f) The amendment to the Constitution made possible the introduction of civil marriage as an alternative to ecclesiastical marriage in cases where both parties to the intended marriage belong to the Greek Cypriot Community. It also made possible the setting up of special Family Courts to which relevant matters of family relations were transferred. Law No 21/90 on Civil Marriages and Law No 23/90 on Family Courts deal with these issues.
- (g) Law No 216/90 on Parental Care granting both men and women equal rights and responsibilities regarding the exercise of parental care.
- (h) Law No 243/90 on the Legal Status of Children Born out of Wedlock aiming at bringing our legislation in line with the provisions of the relevant European Convention, which has been ratified by Law No 50/79.
- (i) Law No 232/91 on the Property Rights of Spouses and Alimony which aims at granting equal rights and responsibilities to women and men with regard to the acquisition, administration and sharing of family property and the payment of maintenance by one spouse to the other spouse in the case of a separation or to the former spouse in the case of a divorce.

- (j) The abolition in 1988 of all discriminatory regulations in the Public Service concerning medical treatment, leave without pay, financial assistance to scholars and rent subsidy.
- (k) Law 47(I)/94 on the Prevention of Violence in the Family and the Protection of Victims of Violence. This Law was passed and published in the Gazette on 17th June 1994. We expand on this in the section entitled "Priorities for the 1990s", in Chapter two.

There are also a number of bills which are due to be passed soon. These are:

- (a) The Bill on the Adoption of Children. This aims at bringing our legislation in line with the provisions of the European Convention on the Adoption of Children, which the Government of Cyprus intends to sign.

Among the various amendments to be introduced by the new Law is the abolition of ecclesiastical adoption which under the existing Law is a prerequisite for the conclusion of the adoption procedure.

- (b) The Bill on the setting up of special Family Courts for the Religious Groups (Armenians, Latins and Maronites).

2.6 Other Measures: The National Machinery for the Advancement of Women

- 2.6.1 Our National Machinery, which was set up in May 1988 and was reformed in February 1994 by a decision of the Council of Ministers, comes under the Ministry of Justice and Public Order and is under the auspices and chairmanship of the Minister of Justice and Public Order.

The Permanent Secretary of the Ministry has the general supervision of the operation of the National Machinery and is his deputy chairperson.

The Machinery deals with all matters concerning women, focusing on the elimination of legal discrimination against women and the promotion of real equality between men and women.

The National Machinery includes:

- 2.6.1.1 The Council for Women's Rights consisting of representatives of the major women's organisations and trade unions (10 members) under the Chairmanship of the Minister of Justice and Public Order.
- 2.6.1.2 The National Committee consisting of representatives of all government departments and a large number of NGO's which is also under the chairmanship of the Minister of Justice and Public Order.
- 2.6.1.3 The Interministerial Committee which is under the chairmanship of the Permanent-Secretary of the Ministry of Justice and Public Order. The Committee comprises the Officers for Women's Rights who are appointed in every Ministry.

2.6.1.4 The General-Secretariat which is headed by the Secretary General and is incorporated into the Ministry of Justice and Public Order.

2.6.2 It is called the "National Machinery for Women's Rights". Before its restructuring, which took place in 1994, it was called "Permanent Central Agency for Women's Rights".

2.6.3 We ensure that there is co-operation and support among all public and private agencies interested and working in the field of equality, through their broad participation in the various bodies of the National Machinery and the ad hoc sub-committees which the Council sets up to carry out in depth research on specific issues. Non-member organisations or individual experts can also become involved in the works of the subcommittees.

Organisations can easily become members of the National Committee if they wish by applying to the Ministry of Justice and Public Order. The final decision for membership rests with the Council of Ministers.

2.6.4 Our National Machinery has been set up to advise the Council of Ministers on policies, programmes and legislation which promote Women's rights.

- It also coordinates and monitors the implementation of these programmes.
- It evaluates their effect and general progress.
- It undertakes information and education programmes and activities
- It supports women's organisations and relevant projects and activities.

2.6.5 The main tasks of the Machinery have been described above. Here we would like to add the following:

2.6.5.1 Our National Machinery is quite influential mainly due to the fact that:

- it always operates under the auspices and chairmanship of the Minister of Justice and Public Order.
- a large number of organisations associated with a broad spectrum of political parties join forces and co-operate closely for the promotion of common goals concerning the Advancement of Women.

2.6.6 As was mentioned above, our National Machinery is incorporated into the Ministry of Justice and Public Order and is under the auspices and Chairmanship of the Minister of Justice and Public Order. The advantages stemming from this structure are:

1. It has direct access to the Council of Ministers through its Chairman.
2. It is funded totally by the Government.

3. Its work can be supported by the government infrastructure.
4. It facilitates the acquisition of useful information and smooth collaboration with all other Ministries and government departments or agencies.

The disadvantages are:

1. It is not completely autonomous and independent as it is financially and administratively supported by the Government which also approves its members. Therefore it can be more vulnerable to negative government policies.
- 2.6.7 The setting up of the National Machinery for Women's Rights was a long standing demand of Women's Organisations and Trade Unions. Therefore these organisations welcomed and praised its creation which has given them the opportunity to participate in the formulation and implementation of policies which concern their lives.
- 2.6.8 Conservative elements in the population opposed it either because they did not recognise that there was sex-discrimination in our society or because they were very sceptical about changing the roles and attitudes of men and women, which was a primary goal of the machinery.

There was also strong opposition within the Government, possibly by caused by the fear that the machinery would eventually develop into a superpowered structure which would interfere in their own sphere of competence. Due to these negative reactions our National Machinery has purely a consultative status and no executive powers.

2.7 Priorities for the 1990's:

a) Violence in the family

The new Law on the Prevention of Violence in the Family and the Protection of Victims was drafted in 1993 and involved close collaboration with NGO's already working in the field of violence in the family.

The aim of this Law (47/94), passed in June 1994, is actually to remedy the weaknesses of the existing available judicial and administrative procedures in cases of violence within the family and also to provide the necessary support and assistance to victims.

Starting with the given definition of violence, physical, sexual and psychological injury was also included as well as the restriction of an individual's liberty.

The new law increases the penalties of violence, thus passing on a clear and strong message to the public that violent acts within the family are very serious and severely punishable crimes.

- In addition to the increase of penalties the law provides for therapeutic measures as an alternative remedy. The judge may decide instead of imposing a sentence to place the accused on probation on condition that he will undergo a therapeutic treatment.
- As regards rape, it is clarified that rape is rape irrespective of whether it is committed within or outside marriage.
- The speeding up of trials and procedures when dealing with cases of violence was also pursued because unnecessary delays usually allow repetition of violence by the accused and prolong the suffering of the victim.
- Another new provision deals with the issuing by the Court of inhibition orders prohibiting the accused from entering or staying in the marital home even if the house belongs to him. This provision especially affects cases of repeated acts of violence or cases where the violence used endangers the life and health of the victim as well as cases where the accused refuses to undergo therapeutic treatment.
- For protection and security reasons, the Court may order that the testimony of the victim and the witnesses be taken in camera. It may also prohibit the disclosure and publicity of any information which may lead members of the public to identify the victim.
- As regards structures and authorities which will be primarily responsible for its implementation, the law provides for the setting up of an Advisory Committee, consisting of experts from the public and private sector who, inter alia, will promote scientific research, carry out information and enlightenment campaigns, monitor the effectiveness of relevant services and legislation and administer the "Fund for the Victims of Violence" which will be established to support programmes and activities in this field including free legal aid.
- Family Counsellors will also be appointed and will have extended powers when dealing with violent incidents. They will receive complaints, carry out investigations, advise, counsel and mediate for the alleviation of the problems which are likely to lead or have led to the use of violence in the family and if they consider it necessary, they will take all steps for the commencement of criminal proceedings against the perpetrator.
- Under the new law victims of violence in the family, and primarily women who have always been reluctant to report incidents of violence, can submit their complaints not only directly to the police but also through the family counsellors,

the members of the Consultative Committee, the doctors who are in charge of the victim and even associations who deal with these issues. All these agencies have the power to take the necessary steps as well as to become parties to the trial.

b) Plans for an Equal Opportunities Commission

The National Machinery will embark on a Study for the Creation of an Equal Opportunities Commission to deal with complaints of sex discrimination especially in the field of working life. Research on the subject is in progress.

2.8 Governmental Responses to the Latest UN Relevant Questionnaires

Such responses come under the following headings and illustrate the overall progress in Cyprus since 1985 as well as the gaps and inefficiencies still persisting.

- Inequality in the sharing of power and decision-making at all ~~levels~~
- Insufficient mechanisms at all levels to promote the advancement of women.
- Lack of awareness of and commitment to internationally and nationally recognized women's rights.
- Poverty.
- Inequality in women's access to and participation in the definition of economic structures and policies and the productive process itself.
- Inequality in access to education, health, employment and other means to maximize awareness of rights and the use of their capacities: Education, Health, Employment.
- Violence against women.
- Effects on Women of continuing National and International Armed or Other Kinds of Conflict.

2.8.1 Inequality in the Sharing of Power and Decision-Making at all Levels

Women in developed, developing or so called underdeveloped countries, by virtue of their gender, experience discrimination in terms of being denied equal access to the power structure that controls their society and which controls issues of development and peace. This discrimination promotes an uneconomic use of women's talents and thus wastes the valuable human resources necessary for development and for the strengthening of peace. Women need to be involved in order to bring their interests and aspirations into the societal agenda. The following indicators and the commentary do not

present the most promising picture of women's participation in decision-making bodies. There are no legal impediments towards equality but the strongly embedded traditional position of women affects their participation in the political and public life in general, and in great numbers. Both the National Machinery for the Advancement of Women and NGO's are working hard to counteract this.

Indicator (a): Participation in Parliamentary Assemblies: the Cyprus Parliament had its first and only woman MP in 1980. One woman MP was also elected in 1985 and three women MPs were elected in 1991. In 1994 there were two women parliamentarians in the Cypriot Parliament.

Indicator (b): Participation in Government (highest levels; e.g. ministries, deputy, vice - or assistant ministers, secretaries of state or permanent secretaries, deputy secretaries or directors of Government Departments). The following Table (4) presents the most recent picture:

TABLE (4): Cypriot Women's Participation in Government at highest levels

	1980		1985		1992	
	Males	Females	Males	Females	Males	Females
Presidency	6	-	6	-	6	-
House of Representatives	1	-	1	-	1	-
Ministry of Defence	2	-	1	-	2	-
Ministry of Agriculture and Natural Resources	12	-	10	-	10	-
Ministry of Justice	3	-	3	-	3	-
Ministry of Commerce and Industry	6	-	7	-	6	1
Ministry of Labour and Social Insurance	6	-	5	-	6	-
Ministry of Interior	18	-	19	-	21	-
Ministry of Foreign Affairs	2	-	2	-	2	-
Ministry of Finance	20	-	18	-	28	1
Ministry of Education	7	-	6	-	7	-
Ministry of Communications and Works	9	-	9	-	9	-
Ministry of Health	13	-	14	-	12	2
Ministry of President Administration	2	-	2	-	-	-
Other (Independent Authorities)	14	-	14	-	15	-
	121	-	117	-	128	4

Source: Government Budget for 1980, 1985 and 1992.

Since the establishment of the Republic of Cyprus in 1960 a woman served as Minister of Justice and then Attorney - General of the Republic. It has also to be mentioned that the current Minister of Education and Culture is a woman.

Indicator (c): Participation in Foreign Affairs:

The Ministry of Foreign Affairs of the Republic of Cyprus was established in 1960, immediately following the country's independence.

Until 1977 there were no women in the diplomatic service. This was not because there were any restrictions imposed that prevented recruitment, but probably because of the difficulties attached to the profession which discouraged young women in those early years to assume the responsibilities involved, particularly with postings abroad.

The number of women in the diplomatic service has risen sharply in the last fifteen years.

In 1980, for example, only 4% of the diplomatic staff of the Ministry were women.

In 1985 the percentage of women increased to 7% and in 1994 it exceeded 10%, representing a remarkable increase in such a short period.

Women diplomats serve in all departments of the Ministry, dealing with political, economic, economic, cultural, protocol and other issues. They participate in International Conferences, meetings and seminars, either as members of delegations or on several occasions as Heads of Delegation, depending on the nature of the meeting and the functions they perform in the specific field.

Women diplomats are also posted abroad. In 1993 the first woman diplomat was appointed as Ambassador of the Republic in China. At present, there is also a woman diplomat serving as Consul General, while other women diplomats have been posted as members of Cyprus' Embassies, Permanent Missions and High Commissions abroad, or as Representative of Cyprus to the CSCE.

Over the past ten years diplomats have been appointed Heads of Department at the Ministry of Foreign Affairs. Currently, out of a total of 10 Departments, two are headed by women diplomats, representing 20%.

Indicator (d): Participation in local representative bodies (highest level in municipalities or state legislative e.g. Mayor, State Legislator, Municipal Council person). Data gathered are as follows: Women Municipal Counsellors: In 1986 out of 210 Counsellors 30 were women and 180 men. Five years later in 1991 out of 263 Counsellors, 46 were women and 217 men. In 1994 three new Municipalities were established with 12 Counsellors in all. Two out of the 12 were women.

Also in 1991 one Municipality elected a woman Mayor and in 1994 two of the new Municipalities elected a woman Mayor.

Indicator (e): Employers and own account workers

TABLE (5): Indicator of Women as Economic Decision-Makers in the Private Sector:

	TOTAL		MALES		FEMALES	
	No	%	No	%	No	%
1981	47.020	100,0	42.898	91,2	4.122	8,8
1985	45.100	100,0	40.500	89,8	4.600	10,2
1989	47.880	100,0	41.082	85,8	6.798	14,2

Source: Registration of Establishments 1981, 1985, 1989 Dept. of Statistics and Research.

Indicator (f): Administrative and managerial workers

TABLE (6) Decision-making in the labour force:

	TOTAL		MALES		FEMALES	
	No	%	No	%	No	%
1981	3.500	100,0	3.200	91,4	300	8,6
1985	3.000	100,0	2.800	93,3	200	6,7
1989	4.800	100,0	4.300	89,6	500	10,4

Source: Registration of Establishments 1981, 1985, 1989 Dept. of Statistics and Research.

Indicator (g): Proprietors in Business Establishments indicating women as economic decision-makers in the private sector.

The data collected are as follows:

- 1) Public Companies: Only 3.7% of positions in Executive Councils belong to women and the reasons for this are mainly financial, i.e. their family has a substantial amount of shares or members of their families are the founders of the company.
- 2) Private business establishments: women are represented almost 50% in such establishments. This percentage does not mean that the decision-maker is a woman in 50% of the cases. Most of these businesses are organised around familial bonds and the Executive Council consists of either the two spouses or parents and children. In most cases "MANAGER" is the husband while the wife is typically the director. In other cases where the wife's name is in the register of the company as administrative counsellor might not really be involved in the day to day running of it.

2.8.2 Insufficient Mechanisms at all Levels to Promote the Advancement of Women

According to UN proposals "appropriate governmental machinery needs to be established at a high level and endowed with adequate resources, commitment and authority to advise on the impact on women of all government policies. To be effective, such machinery should disseminate information to women on their rights and entitlements, collaborate with various ministries and other governmental agencies and with non-governmental organizations (NGO's).

General and specific institutional arrangements for the advancement of women, at the governmental and non-governmental levels as well as at the national, sub-national and local levels, are presented here under the following indicators:

- a) The creation of a National Machinery for the Advancement of Women as from May 1988 indicates the institutional existence, outreach and resource levels of State support.

It is based at the Ministry of Justice and Public Order and as mentioned in more detail in section 2.3, it is composed of representatives of the Government and of Women's Organisations. Its mandate - the Plan of Action for the advancement of Cypriot women - covers a broad spectrum of activities based on the provisions of the U.N. Convention. It currently deals with family law, protection of maternity, the role of the Mass Media towards equality, problems of migrant women and issues concerning the participation of women in political life. Its budget is 9% of the total budget of the Ministry of Justice and Public Order.

- b) Focal points for the advancement of women in technical Ministries: Each Ministry has appointed an officer (dedicated gender analyst) responsible for women's rights, under the co-ordination of the National Machinery for the Advancement of Women.
- c) Non-governmental organisations for the advancement of women at the national and sub-national levels. NGOs in Cyprus range from Women's groups of certain political parties to women's sections of trade unions and a number of voluntary organisations working on varied issues (e.g. violence in the family). NGOs have promoted the objectives of the National Machinery during the Second U.N. Women's Decade and are represented at its meetings.

2.8.3 Lack of Awareness and Commitment to, Internationally and Nationally Recognised Women's Rights

The United Nations system has worked for four decades to establish international standards to prevent discrimination on the basis of sex. Although much progress has been made in ensuring that the provisions of

the Convention on the Elimination of All Forms of Discrimination against Women and of other international instruments lead to legislative changes, measures are necessary for effective implementation and enforcement.

The main legal instruments for women's rights have already been mentioned under section 1.3 (Human Rights and Politics).

De jure equality of women and men must be followed by de facto equality:

a) Main Instruments for Women's Rights

All labour and social policy issues, including issues concerning women, are examined by:

- (i) the Ministry of Justice and Public Order through the National Machinery and its specialised sub-Committees which examine all issues concerning women's work conditions, and
- (ii) the Ministry of Labour and Social Insurance within the framework of the Labour Advisory Board, a tripartite body with the following terms of reference:
 - 1) To advise the Minister of Labour and Social Insurance:
 - (a) on all questions affecting labour and the promotion of industrial peace;
 - (b) on matters in which employers and workers have a common interest;
 - (c) on ways and means to stimulate regular consideration by both management and workers of all matters affecting the progress and well-being of industry.
 - 2) To make proposals and suggestions on labour legislation.

The Social Pension Scheme to cover all unemployed women (mainly housewives and rural women) is under discussion by the Ministry of Labour and Trade Unions.

(iii) Ombudsman

The introduction of the institution of Ombudsman in 1991 by Law No 3/91 for the extra judicial control of the administration undoubtedly offers to women in Cyprus another mechanism towards combating discrimination.

Judging from the experience so far, it is clear that women are reluctant to bring their cases of discrimination before the Courts. We, therefore understand that women will seek the assistance of the Ombudsman in cases which fall within his competence.

The Ombudsman or Commissioner for the Administration has the power to investigate cases of illegality, violation of human rights and contravention of the principles of good administration and good behaviour brought to him by any person living in Cyprus. He has no power to quash decisions but he can, where justified, recommend corrective action.

Efforts to eliminate sex-based discrimination and to ensure equal rights and opportunities for women and men have been intensified during the last 10-12 years. In addition to the promotion of legislative measures, reference to which is made below, other measures taken include a range of educational and training programmes. Special campaigns have also been launched to attract economically inactive women into the labour force and measures to increase the number of child care facilities. All these aim at improving women's prospects in employment and expanding their career opportunities.

The Vocational Guidance and the Vocational Training Services as well as the Public Employment Services, make special efforts in the course of their activities to encourage and assist women to enter non-traditional occupations and, in general, to widen their occupational horizons.

- b) The main measures taken to increase awareness of women's rights among women and men indicate that there are active efforts to inform women and men about their rights and serious efforts to make it easier to exercise those rights. The National Machinery organises Seminars, Meetings and Public Debates on current issues: Family Law, Protection of Maternity, The Role of Mass Media, Participation of Women in Political Life etc. In 1992 the National Machinery organised in Nicosia a successful Seminar on Women and Agrotourism - Women's Cooperatives and a series of meetings of rural women in rural areas. These were of a recreational and informative character during which useful material on recent Laws and other women's issues were widely disseminated.

- c) Rural Women

Since 1986, there has been a broader reorientation of the Home Economics activities in order to be more effective in guiding and helping rural women on those areas and needs of most urgent concern. Therefore:

- i) Training programmes related to family life addressed to the male members of the family as well as intensive training on the use of labour-saving technological innovations in the modern household and agriculture were designed to relieve rural women of some of the burden of work.
- ii) Also, guidance and advice on the creation of income generating opportunities such as the establishment of small scale industries were considered important activities for enabling rural women to earn cash, to supplement their limited income, to develop leadership capabilities and to invest in agriculture.
- iii) In order to strengthen the active participation of rural women in the process of obtaining loans and credit, a special project for rural women has been recently designed within the framework of the activities of the Home Economics Unit. This project is entitled "Project for the encouragement of rural women to establish or improve small scale industries for the preservation of Agricultural and Livestock Products" (with emphasis on dairy products and fruits), and it is expected that its implementation will provide to rural women - in addition to the increase of their incomes - unique opportunities to increase their skills and their capabilities in the leadership and in the management of resources.

2.8.4 Poverty

Women, especially those heads of households with children, are disproportionately taking on the burden of poverty according to research worldwide. "It has been found that women's experience of poverty is different and more acute than that of men because of gender-based forms of discrimination. The burden that women in poverty carry forces them to transfer part of their workload to other women, such as daughters, mothers or sisters. This has, in most cases, serious implications for the inter-generational transmission of poverty".

This is true of Cyprus where the traditional indicators of poverty based on the "ability of the household to purchase a defined basket of goods" have only recently been used in data gathering. Female leadership usually means low incomes and thus the proportion of women-headed households and the change in this over time, is considered one of the best indicators of poverty.

- a) The number of women-headed households is usually an indicator that the household has no more than one major income earner and therefore is at risk of poverty. In Cyprus according to the National Statistical Office the percentage of households headed by women was:

	<u>1982</u>	<u>1987</u>	<u>1992</u>
Males	87,5	86,9	86,0
Females	12,5	13,1	14,0

Source: Census of Housing 1982, Labour Force and Migration Survey 1986/87 and Census of Population 1992 - Dept. of Statistics and Research.

b) Urban Unemployment

As Table (7) below shows:

TABLE (7): Urban Unemployment and its Consequent Income Reduction Affecting Women more than Men.

	TOTAL		MALES		FEMALES	
	No	%	No	%	No	%
1980	n.a.		n.a.		n.a.	
1986	6.167	100,0	3.078	49,9	3.089	50,1
1993	5.301	100,0	2.292	43,2	3.009	56,8

Source: Unemployed registered at the District Labour Offices

c) Public And Public-Supported Day Care Centres for children

According to official statistics on education, public supported facilities that can allow a woman with children to hold a job, have increased in the last 15 years from 34 in 1980 to 98 in 1993.

Their distribution in rural and urban areas is presented in the following Table (8).

i) Public Day Care Centres

In 1974 there was only one Governmental Day Care Centre. After the Turkish invasion and the displacement of the population, a need was created for the provision of facilities for mothers who had to support their families, while deprived of their traditional supportive environment.

Government Day Care Centres increased in number from one to twelve. The trend today is to limit government services and instead to increase community-run services which are subsidised by the Government.

ii) Public-Supported Day Care Centres (pre-school)

Their numbers increased from 22 in 1980 to 61 in 1993 and there is still a rising trend.

iii) Public- Supported Day Care Centres (school-age)

This is a new programme for school-age children (6-12 years old) which began in 1982. In 1993 there were 26 Day Care Centres for school-age children. There is a growing trend for such programmes because of the need of school children whose parents are working late to be taken care of after school.

Source: Department of Social Welfare Services.

TABLE (8)

**Public and Community Day-Care Centres for Children
(Pre-school and school-age)**

Year	Rural Area				Urban Area				Total			
	Public pre-school	Public-supported		Total	Public pre-school	Public-supported		Total	Public pre-school	Public-supported		Total
		pre-school	school-age			pre-school	school-age			pre-school	school-age	
1980	5	8	-	13	7	14	-	21	12	22	-	34
1985	5	18	1	24	7	20	1	28	12	38	2	52
1990	4	25	5	34	7	22	3	32	11	47	8	66
1993	4	35	18	57	7	26	8	41	11	61	26	98

Source: Statistics in Education 1994.

As shown above, there has been a dramatic increase of 28.8% and 63.9% in public kindergarten and community nursery schools respectively. The increase reflects government concern to respond to current social problems, especially to those problems related to working mothers. This increase has affected both urban and rural areas. In total 11,552 pre-school age children attend the above two type of institutions, a figure which amounts to 53.60% of the student population of that age group. In addition, a total of 4,406 students attend privately-owned kindergarten schools. The private sector is encouraged to create such schools so that the total student population of pre-school age children can attend. Furthermore, in order to serve working mothers, six public kindergarten schools extend their day until 5.30 p.m. Also, 18 community nursery schools extend their day until 3 p.m. and another 14 until 5.30 p.m. Also, 40 of the privately-owned kindergartens extend their day until 3.00 p.m. and another 44 until 5.30 p.m.

TABLE (9)

Pre-Primary Education
Number of schools and children attended

Status of school	SCHOOLS		SCHOOLS		RURAL		URBAN	
	Rural	Urban	Rural	Urban	Schools	Pupils	Schools	Pupils
Public kindergarten	14	42	113	57	151	5,252	68	2,941
Communityrun nurseries	9	3	33	28	50	1,682	50	1,676
Private schools under Ministry of Education and Culture	11	94	8	90	10	614	94	3,792

- d) In terms of vocational training in Cyprus, job training exists for men and women on an equal basis.

According to reports from the Ministry of Education and Culture, Ministry of Labour and Social Insurance and Industrial Training Authority of Cyprus, the situation is as follows:

Vocational Training

- i) The Industrial Training Authority of Cyprus is the national agency for manpower training and development. ITA's mission is to create the necessary prerequisites for the planned and systematic provision of training to all sections of the island's manpower, at all levels and in all sectors, for meeting the needs of the economy within the overall national socio-economic development policies.

Therefore, all training activities, approved and subsidized by ITA are implemented without discrimination on grounds of gender or, indeed, any other trainee characteristics.

As shown in the attached Tables of Training Activities (Appendices I-V), this policy of non-discrimination is evidenced by the participation rate of female trainees. (Figures for male and female trainees are available only from 1989 onwards). Thus, during the period 1989-1993, the participation of women in training has averaged 36.5%. This rate does not compare not too unfavourably with the proportion of working women among the gainfully employed population, currently just under 39%.

This situation is further confirmed by the participation rates of women in management training. Only about 9% are women, although the latter form 23.4% of trainees on management courses.

- ii) In view, however, of a number of factors, such as the persistent inequalities in certain areas affecting women's training possibilities, their low representation in management and technical occupations, and labour shortages in Cyprus, ITA has initiated since 1990 a number of positive discrimination measures.

As with all of ITA's training activities, the planning of which is based on the assessment of manpower development and training needs, this effort of positive discrimination commenced with a research study of the economically inactive women. The final objective of the study was to identify possible incentives and other measures that would induce these women to undergo training as a first step to their employment.

The study indicated that a substantial proportion of the economically inactive women, including college and university graduates who form about 12% of the total non-working female population, could under certain conditions, seriously contemplate their return to the labour market. Following this study, ITA organised a number of "orientation" programmes for these women.

These programmes, which commenced in 1991, were deemed necessary before any vocational training so as to familiarise participants with the conditions of the market. In particular, the objectives of the programmes were the following:

- to provide participants with detailed information regarding vacancies, training opportunities, prevailing salaries and wages and other related data;
- to offer the opportunity to participants to acquaint themselves with the present state of the world of work through structured visits to individual enterprises and training institutions;
- to provide a platform for discussing ways to solve and assess the possibility of offering solutions to "individual" problems relating to child care, availability of transport and other factors that keep women at home; and
- to provide participants with an opportunity to discuss any issues which they feel are important with representatives of the two sides of industry (Employers and Trade Unions).

Interactive techniques and group work were extensively used in the delivery of the programmes, so as to make participants more confident and assertive. Programmes were approximately two weeks long and participation was deliberately kept quite low (15-20).

It was particularly emphasized to all participants that by taking part in these programmes, they were not committing themselves to taking up fulltime employment on completion. Those that as a result of the programmes opted to seek employment would be provided with further vocational training by ITA.

Throughout the whole process, right from the moment of the project's conception, ITA has been consulting and cooperating with women's organisations, employers and unions so as to establish consensus and achieve the best results.

- iii) Another study of the ITA on management training and development confirmed that women are very poorly represented in managerial positions. Furthermore, the findings of the study indicate that women managers are to be found mainly at functional management levels, especially in production (mainly in light industry such as clothing) and personnel, while they are almost non-existent at the General Manager or Managing Director level. Very few women are to be found in financial, sales and marketing management.

Thus, women are identified by ITA as a priority target group for management training, the aim being to increase the share of women in management as well as to meet their gender-related training needs (basic management skills, cultural and legal aspects of management, combining management and family responsibilities, industrial relations, etc).

TABLE (10): Table of Training Activities in 1989

Training Categories/Courses	Training Courses	Trainees		
		M	F	Total
A. TRAINING OF NEW LABOUR OFFICE	251	961	607	1.568
1. Training courses for tertiary-education graduates	9	199	75	274
(a) ITA courses	(8)	(176)	(73)	(249)
(b) MIM courses	(1)	(23)	(2)	(25)
2. Training courses for secondary school leavers	242	762	532	1.294
(a) Apprenticeship System courses	(66)	(497)	(71)	(568)
(b) In-company and Institutions training courses	(176)	(265)	(461)	(726)
B. MANAGEMENT TRAINING	252	2.622	755	3.377
1. ITA - Institution courses	56	1.110	302	1.412
2. ITA - Company courses	113	1.426	450	1.876
3. Courses abroad	83	86	3	89
4. Courses implemented by trainers from abroad	-	-	-	-
C. UPGRADING TRAINING FOR EMPLOYEES	1.187	6.817	4.031	10.848
1. ITA - Institution courses	86	1.216	399	1.615
2. ITA - Company courses	899	5.074	3.488	8.562
3. Courses abroad	108	114	11	125
4. Courses implemented by trainers from abroad	94	413	133	546
D. TRAINING OF STUDENTS/SCHOOL STUDENTS	27	597	132	729
1. Practical training courses for HTI students	3	135	36	171
2. Practical training courses for HCI students	8	69	41	110
3. Practical training courses for Technical School Hotel Section students	16	393	55	448
TOTAL	1.717	10.997	5.525	16.522

TABLE (11): Table of Training Activities in 1993

Training Categories/Courses	Training Courses	Trainees		
		M	F	Total
A. TRAINING OF NEW LABOUR OFFICE	144	677	167	844
1. Training courses for tertiary-education graduates	30	59	27	86
(a) ITA courses	(29)	(45)	(22)	(67)
(b) MIM courses	(1)	(14)	(5)	(19)
2. Training courses for secondary school leavers	114	618	140	758
(a) Apprenticeship System courses	(59)	(467)	(26)	(493)
(b) In-company and Institutions training courses	(55)	(151)	(114)	(265)
B. MANAGEMENT TRAINING	261	2.058	545	2.603
1. ITA - Institution courses	86	1.087	315	1.402
2. ITA - Company courses	85	772	209	981
3. Courses abroad	77	72	6	78
4. Courses implemented by trainers from abroad	13	127	15	142
C. UPGRADING TRAINING FOR EMPLOYEES	1.083	6.256	4.060	10.316
1. ITA - Institution courses	99	846	312	1.158
2. ITA - Company courses	799	4.786	3.618	8.404
3. Courses abroad	89	77	13	90
4. Courses implemented by trainers from abroad	96	547	117	664
D. TRAINING OF STUDENTS/SCHOOL STUDENTS	31	418	97	515
1. Practical training courses for HTI students	4	120	31	151
2. Practical training courses for HCI students	7	60	18	78
3. Practical training courses for Technical School Hotel Section students	20	238	48	286
TOTAL	1.519	9.409	4.869	14.278

2.8.5 Inequality in Women's Access to and Participation in the Definition of Economic Structures and Policies and the Productive Process itself.

According to the U.N. guidelines "as a result of cultural, institutional, behavioural and attitudinal discrimination, women worldwide suffer a lack of access to land, capital and other productive resources. The gender bias makes women absent from most Policy-Making Bodies which have an impact on the development agenda. It also has an impact on poverty. There are few standard indicators of access that would normally be classified by sex. The indicators used here are:

- a) Credit in public banks indicating the extent to which women have access to publicly-provided or guaranteed credit.

There is no discrimination against women in obtaining publicly - provided or guaranteed credit. Further no statistics are kept which differentiate between the number of public loans granted to women, men and jointly, nor between rural and non-rural loans.

- b) Rural land-ownership. Is there access by women to land-owning?

Since 1960, the year of the establishment of the Republic of Cyprus, there never existed any legal impediment for women to own land. According to the impediment National Land Registry 53% of rural properties registered in 1993 was owned by men and 47% owned by women.

In terms of percentages, they were as follows in 1993:

Men owned 37%, women owned 52% and spouses jointly owned 11%.

- c) Real Estate Tenure in Urban Areas. Urban Properties. Cypriot Women in Co-operatives

The CO-OP principles which unite individuals and groups with common interests have been put into practice for a long time now in Cyprus. According to reports from the Ministry of Commerce and Industry (Department of Co-operative Activities), equal treatment between men and women is practised, for example, in matters of membership and democratic administration, safeguarding the right of any individual member man or woman, to elect and be elected, political and religious neutrality, economic returns according to each member's contributions, issues concerning interest rates, informing and training of members and generally co-operation on a local, national and international level.

Each member has one vote, unless local regulations of a certain branch of a co-operative society rules otherwise.

Within the Co-operative movement there are equal opportunities for co-operation and active involvement of all human resources including equal treatment in terms of loans 40% of women and 60% of men. Women are offered the same services as men in both urban and rural areas but their participation in administering the co-operation is very limited due to tradition, local customs and child care responsibilities. Traditional beliefs about the better qualities of men in administrative work and generally in handling economics, underline the poor reaction of women to efforts in involving them in Boards and other Administrative Councils. A comparative

study of members and officials of co-operatives is given below for the years 1980, 1985 and 1991. A gender based breakdown shows the limited change achieved in ten years.

TABLE (12): Members and Office Holders* in Agricultural/Rural Organizations by Gender and Year

Cooperatives (1)			
	1980	1985	1991
Total of members	000 92	000 109	000 131
Total of female members	42	51	63
% of members who are female	46%	47%	48%
Total of* Office Holders (2)	2500	2472	2478
% of Office Holders who are Female	1%	1.5%	2.8%

* President, vice-president, treasurer, director, etc.

Table (12) shows the number of women in rural organizations, % of office holders who are women, whether or not female participation has increased over time, whether or not women hold more power than they did before and how well women are represented in rural organizations.

Note: (1) Co-operatives include all types of Co-operative Societies:
 (a) Savings and Credit
 (b) Consumer
 (c) Marketing of Agricultural Produce
 (d) Other types

Note: (2) Office Holders include Committee members and Secretaries/Managers of Co-Ops.

2.8.6 Inequality in access to education, health, employment and other means to maximize awareness of women's rights and the use of their capacities.

The introductory remarks in this section prepared by the U.N. Secretariat focus on the factor of "de facto equality". To achieve this goal special efforts should be made in order to increase the status of women. "Access to education, health services and to income generating activities in the formal and informal sector, are the basic factors to reach it. For women, they represent the principal means for their self-empowerment. For the society, they represent an investment in human resources with very high level of ventures". The indicators suggested for this section can show the investment gap between women and men and their evolution over time.

- a) Under illiteracy we indicate the extent to which past discrimination in educational access is reflected in present inability to read and write. The following Table illustrates progress since 1989.

TABLE (13): Percentages of Illiteracy for Men and Women Aged 15-45 for the Years 1980-1992

Age group and sex		1980 %	1987 %	1992 %
15-24	women	0.2	0.3	0.3
	men	0.3	0.4	0.4
25-44	women	1.5	0.7	0.7
	men	0.6	0.6	0.7
over 45 years	women	28.3	20.8	20.4
	men	5.0	4.0	4.5

Source: Demographic Survey 1980/81, Labour and Migration Survey 1986/87 census of population 1992. Department of Statistics and Research.

Illiteracy is gradually increasing while moving from younger to older age groups. It is also gradually declining from year to year. Illiteracy among females, although it appears to be lower than males in the age group of 15-24, is increasingly higher than men in the higher age groups.

The fact that illiteracy among women in the age group of 45+ appears to be more than five times higher than among women between 15 and 44 can be explained by the traditions and beliefs about sex roles prevailing in Cypriot society in the past. Six per cent of the population over 15 years (416,000) are illiterate.

- b) The indicator of enrolment ratio shows to what extent girls and boys are able to start school on an equal basis. Compulsory Education from the age of 6 ensures that boys and girls start school on an equal basis.

TABLE (14): Enrolment Ratio for Males and Females at First and Second Level of Education for the Years 1980-1992

	1980				1985				1992			
	Males		Females		Males		Females		Males		Females	
	Gross ratio	Net ratio	Gross ratio	Net ratio	Gross ratio	Net ratio	Gross ratio	Net ratio	Gross ratio	Net ratio	Gross ratio	Net ratio
First level enrolment ratio	104	100	104	100	103	99	102	93	101	98	102	99
Second level enrolment ratio	95	86	95	88	93	84	95	86	96	92	101	96

Source: Statistics of Education 1992/93, Dept. of Statistics and Research.

- c) "Schooling completed" indicates the extent to which girls and boys complete schooling on an equal basis. In all primary schools attendance up to the age of 12 is compulsory. This ensures complete schooling on an equal basis.

TABLE (15): Schooling Completed for Males and Females for the Years 1980-1991.

	1980		1984		1991	
	Males	Females	Males	Females	Males	Females
First level of education	53	55	42	47	36	41
Second level of education	34	25	38	31	45	36

Source: Statistics of Education 1992/93, Dept. of Statistics and Research

- d) The Table below shows whether male and female graduates in third level studies have equal access to jobs in the professional and managerial levels.

TABLE (16): Number of Graduated Boys and Girls by Field of Study

Fields of Study	1980		1985		1992	
	Males	Females	Males	Females	Males	Females
Education	20	30	20	80	111	463
Fine Arts	22	20	17	24	55	110
Humanities Programmes	50	107	31	121	20	63
Religion & Technology	19	1	11	8	10	0
Social Sciences	152	100	128	95	136	92
Commercial & Business Administration	92	96	220	335	576	548
Law	84	48	42	61	48	44
Natural Science	29	26	32	60	39	32
Mathematics & Computer Science	25	21	76	78	200	109
Medical & Paramedical	126	123	56	120	103	148
Engineering-Technology	380	59	444	95	467	42
Architectural & Town Planning	27	12	31	18	32	19
Agriculture, Forestry & Fishery	35	4	31	3	22	7
Home Economics	2	7	0	0	1	19
Transport & Communication	55	4	27	4	29	6
Trade Craft & Industrial Programmes	56	10	12	3	17	32
Service Trades	77	38	107	79	229	303
Other Programmes	20	15	77	41	94	79
	1.271	721	1.362	1.225	2.189	2.116

Source: Statistics of Education 1980, 1985, 1992 Dept. of Statistics and Research.

Distribution of Males and Females in the Streams of Education Offered

In Cyprus there is a well defined segregation of the sexes in the different streams of education at secondary and tertiary level. In secondary education the participation of girls in the Technical and Vocational Courses is insignificant whilst they are concentrated in the Commercial and Secretarial courses.

In 1990/1991, only 5.7% of the girls in secondary education were in the Technical and Vocational stream compared to 27.8% of the boys. The total participation in all streams of secondary education, are seen in Table (17) below:

TABLE (17): Male and Female Pupils in Secondary Education in Second Cycle of Stream in School Year 1990/1991

STREAM	MALES %	FEMALES %
General	12.7	10.2
Technical and Vocational	27.7	5.7
Classical (Lem S1)	3.3	11.9
Science (Lem S2)	18.6	11.4
Economics (Lem S3)	23.1	28.1
Commercial and Secretarial (Lem S4)	13.1	24.5
Foreign Languages (Lem S5)	1.5	8.2
Total	100.0	100.0

Source: Statistics of Education 1990/91, Nicosia

Note: LEM is the Greek acronym abbreviation for Lyceum of Optional Studies

- e) The figures for graduates in technical subjects shows whether boys and girls have equal access to non-traditional fields. According to the education statistics, the number of men and women graduating with an engineering degree or diploma, was 380 and 59 respectively in 1980, 444 and 95 in 1985, and 467 and 42 in 1991.
- f) The table below shows the extent to which women participate in teaching profession.

TABLE (18): Number of men and women teaching at 1st, 2nd and 3rd levels:

	1980		1985		1992	
	Males	Females	Males	Females	Males	Females
1st	1.266	1.043	1.211	1.168	1.313	2.237
2nd	1.743	1.260	1.803	1.393	2.215	2.057
3rd	155	54	205	108	444	256

Source: Statistics of Education 1980, 1985 and 1992.

There is also a distinct division in the fields of study at tertiary education level, locally and abroad.

In local tertiary education only females attended Teacher Training for Nurseries and Secretarial courses, whilst only males attended Marine Engineering and Forestry. Female enrolments in Nursing and Teacher Training courses comprise more than 70% of the total number of students of both sexes, compared to 10% in Engineering courses.

Table (19) below, shows that there is a clear concentration of female students abroad in courses which are "categorised" as their gender expectation.

TABLE (19): Female Participation in the Main Fields of Study Followed by Students Abroad in 1990/1991

Field of Study	Distribution of students in the main fields (%)	Females in the field (%)
Commercial and Business Administration		
Engineering Technology	15.9	34
Medical and Paramedical	14.0	10
Social Science	11.8	47
Mathematics and Computer Studies	10.9	42
Humanities	6.3	31
Law	5.3	77
	5.1	56

Source: Statistics of Education 1990/91, Nicosia

Statistical information also shows that Engineering Technology was a popular first choice during the 1980s. Business Administration approaches the same level and is now marginally above Engineering Technology.

HEALTH

General Comments

Remarkable progress has been achieved in the field of health as the improvements observed in the various health indicators below show. This is considered to be the result of both the improved socio-economic conditions and the progress made in the health sector itself.

According to the National Statistical Service and the Ministry of Health, and following the Key National Indicators, the following data were collected:

- a) Life expectancy at birth indicates the probable life span of a person born in a given year, which summarizes all the factors influencing the life span.

TABLE (20): Life Expectancy for the Years 1979-1991

Year	Males	Females
1979/1981	72,3	76,0
1983/1987	73,9	77,8
1987/1991	74,1	78,6

Source: Demographic Report of 1992. Dept. of Statistics and Research.

- b) For Maternal Mortality Per 100.000 Births

No statistical information.

- c) Infant Mortality Rate

This indicator gives data on the annual number of deaths of male and female infants (under one year of age) per 1000 live births.

TABLE (21): Percentages of Annual Number of Deaths of Male and Female Infants for the Years 1983-1992

Year	Males	Females
1983	14,8	10,5
1985	12,0	12,0
1992	10,2	8,9

Source: Demographic Report 1983, 1985, 1992. Dept. of Statistics and Research.

d) Child Mortality Per 1,000 Births

Table (22) indicates the mortality rate for boys and girls aged 1 to 4 years

Year	Males	Females
1983	0,3	0,4
1985	0,5	0,4
1992	0,2	0,4

Source: Demographic Report 1983, 1985, 1992. Dept. of Statistics and Research.

e) Total Fertility Rate

In 1980 it was 2,455, in 1985 2,382 in 1990 2,431 and in 1992 2,679.

Source: Demographic Report of 1992.

f) Percentage Of Women Using Contraceptive

This indicates the proportion of women of child bearing age between 15 and 49 currently using contraceptives, traditional or modern. The response given by the Department of Statistics and Research was that no data was collected.

g) Prevalence Of Anaemia

This indicates the percentage of women aged 15-49 with hemoglobin levels below 12 grams/dl for non-pregnant women and 11 grams/dl for pregnant women.

TABLE (23): Percentage of Relevant Group of Women Aged 14-49 for the Years 1983-1992

Year	% of women with Hb levels below 12 mgs/dl
1983	9.0
1985	13.0
1992	15.9

There is no obvious explanation for the rising percentage of women with Hb below 12g/dl over the years. It may probably indicate a laboratory factor.

h) Mild, Moderate or Severe Malnutrition in Children under 5 years of age

The prevalence of malnutrition among children under 5 years of age is negligible. Common, however is the prevalence of over-nutrition and incorrect nutrition among all age groups, including children. Special surveys to estimate the extent of the problem among children have not yet been undertaken.

i) Sex-differentials in Immunization Rates

This indicates the percentage of one-year old girls and boys who are fully immunized against TB, DPT, Polio and Measles. No separate information on immunization according to sex is available. Two population surveys were undertaken in 1982 and 1992 in an effort to estimate the immunization coverage of children. The results of the two surveys are shown in Table (24) below:

TABLE (24): Sex Differentials in Immunization Rates

Year	DPT %			Polio %			Measles %	Fully Immunised
	1	2	3	1	2	3		
1982	97	94	91	97	94	91	60	60
1992	99.5	99.1	97.6	99.1	98.1	95.8	83	81.7

j) Percentage of pregnant women full immunized against tetanus (TT2 or booster).

Data on pregnant women is not available. However, the 1991 survey on immunization has shown that 71% of mothers were covered.

k) Service Availability indicates the percentage of births attended by trained personnel i.e. doctor or a person with midwifery skills.

TABLE (25): Percentage of Births Attended by Trained Persons for the Years 1980-1990

Year	
1980	100,0
1985	100,0
1990	100,0
1990	100,0

l) HIV Positive Women

This indicates the percentage of women by age group in maternity clinics/wards who were found to be in the past five years HIV positive. Only two women were found positive in Maternity Wards/Clinics. One was a foreigner (28 years of age) and the other a Greek-Cypriot (42 years of age) who gave birth to an HIV positive baby.

EMPLOYMENT

a) The Table below indicates the percentage of women and men in each sector of activity i.e. primary, secondary and tertiary for the years 1980, 1985 and 1992, as Table (26) shows:

TABLE (26): Economically Active Population by Sex and Education

	1980				1985				1992			
	Males		Females		Males		Females		Males		Females	
	No. 000's	%	No. 000's	%	No. 000's	%	No. 000's	%	No. 000's	%	No. 000's	%
Primary school	19,9	16,7	18,7	27,1	20,4	15,0	16,9	20,7	20,0	12,5	15,7	14,7
Second. sector	43,2	36,3	20,2	29,3	45,5	33,4	22,2	27,2	49,5	31,0	24,9	23,3
Tertiary sector	56,0	47,0	30,0	43,6	70,3	51,6	42,5	52,1	90,4	56,5	66,1	62,0
Total	119,1	100,0	68,9	100,0	136,2	100,0	81,6	100,0	159,9	100,0	106,7	100,0

Source: Labour Statistics Report 1980, 1985, 1992 Dept. of Statistics and Research

b) Table 27 indicates the percentage of women and men in part-time employment:

TABLE (27): Characteristics of Employment Data by Sex

Year	Males	Females
1980	n.a.	n.a.
1987	6,3%	19,6%
1992	3,1%	9,6%

Source: Labour Force and Migration Survey 1986/87 and Census of 1992, Dept. of Statistics and Research.

Population

As in other parts of Europe, the participation rate of Greek Cypriot women in the labour force has been rising in recent years. The following Table (28) gives more detailed information on issues of Training, Employment and Unemployment of women.

TABLE (28):

Apprenticeship Training Scheme

Graduates of the Apprenticeship Training Scheme by Sex and Field of Study for the academic years 1979/80, 1984/85, 1989/90, 1991/92, 1992/93

Fields of Study chosen by Women	1979/80	1984/85	1989/90	1990/91	1991/92	1992/93
Tailors/Cutters	35	12	42	30	29	9
Jewellery and precious metal workers	4	-	6	1	2	2
Fields of study chosen by men*	239	190	137	164	160	285
Total	278	202	185	195	191	296
Percentage of Female participation	14.0%	6.0%	26.0%	15.9%	16.2%	3.7%

Source: District Labour Office

* Men chose fields of study qualifying them as:

Furniture makers, Electricians, Welders, Automechanics, Builders, Plumbers, Welders/Plumbers, Radio and T.V. Repairers, Fitters/Turners, Jewellery and precious metal workers, Tailors/Cutters, Sheet Metal Workers/Welders, Welders/Fitters, Welders/Turners/Plumbers, Carpenters and Automobile Electricians. They also chose courses in Hotel and Catering.

Comments:

- As can be seen in the above Table, the level of participation of Females in the Apprenticeship Training Scheme, is considerably low compared to the participation of males, especially for the academic year 1992/93 (3.7%).
- A comparison of the percentages of female participation over the period under consideration shows no particular trend.
- Among the available fields of study, female participation is restricted basically to tailoring/cutting.
- Tailoring/cutting is also available within the educational program of the Technical Schools. This may account for the low level of participation of young women in the Apprenticeship Training Scheme.
- It appears that the level of participation of women in the Apprenticeship Training Scheme can not be used as an indicator of poverty among women in Cyprus. A household income analysis seems to be more appropriate for this purpose.
- According to the latest survey of the Department of Statistics and Research on Household Income and Expenditure (1991) the number of households with a female head under 65 which fall below the relative poverty line is insignificant. (A detailed analysis of poverty in Cyprus with various demographic indicators is given in the Research Paper "Income distribution and poverty in Cyprus 1991" of the Department of Statistics and Research).

Unemployment of Women in Cyprus in Urban Areas

Unemployment rate of men and women in urban areas in 1990, 1991, 1992, 1993.

<u>Sex</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>
Male	48.7	48.1	46.3	44.1
Female	51.3	51.9	53.7	55.9

Source: District of Office Labour

Percentage of persons unemployed over the economically active population

<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>
1.8	3.0	1.8	2.6

Source: Department of Statistics and Research

Comments:

- The rate of unemployment in the years examined was higher among women than men.
- There was a gradual increase in the rate of unemployment among women in the period under consideration. However, considering that the overall rate of unemployment was low for the years examined, this information does not necessarily imply that there was an equivalent reduction in women's income.

Employment of Women in Cyprus

TABLE (29): Percentage of Women and Men Employed in the Primary, Secondary and Tertiary Sectors of Economy for 1980, 1985, 1990, 1991, 1992.

	1980		1985		1990		1991		1992	
	M	F	M	F	M	F	M	F	M	F
Primary	51.6	48.4	54.6	45.4	54.0	46.0	54.1	45.9	56.0	44.0
Secondary	68.1	31.9	67.2	32.8	66.0	34.0	66.5	33.5	66.5	33.5
Tertiary	65.1	34.9	62.3	37.7	59.6	40.4	60.3	39.7	57.8	42.2

Source: Department of Statistics and Research

Comments:

- The rate of employment in the three broad sectors of the economy is higher in the period under consideration.
- The percentage of women employed in the Secondary and Tertiary Sectors in the period under consideration shows an increase, while the relevant participation of women in the primary sector shows a decrease.
- The increase in the number of women employed in the Secondary and Tertiary sectors may be (i) attributed to the increase in the level of education and vocational training of women in the period examined (ii) a result of the improvement in communications which helps women from rural areas to be employed in economic sectors in the urban areas (iii) a result of urbanisation.

CYPRIOT WOMEN IN MEDIA

i) The Cyprus Broadcasting Corporation (CBC)

According to the CBC Director-General's report, women working at this semi-government organisation enjoy equal opportunities and can be found in all positions. They are treated equally during selection of personnel and for promotion purposes. Women's issues are presented and discussed in television and radio and special programmes aim towards promoting equality.

However, in terms of number of women in positions of power, such as administrative positions in the Media, the figures are not so impressive. In 1993 there were 240 men and 163 women who worked full time for the CBC. Out of these:

- a) By 1993 when the following data were gathered, no women had served on Executive Board of the Cyprus Broadcasting Corporation.
- b)
 - i) Women hold senior positions in the Department of Public and International Relations
 - ii) They are also in senior posts in the television foreign programmes department
 - iii) Two out of 8 positions in the department of news have been given to women
 - iv) Three out 6 senior positions in TV programme productions are held by women
 - v) The only senior position in the music department went to a woman
 - vi) The only position for programmes in English also went to a woman, and
 - vii) Two out of 3 positions for Senior Clerical Staff went to women.

In summary, out of all female employees who have acquired a University degree, only 15 work in positions relevant to their studies and qualifications. Four women have accepted a lower position.

ii) Women in the private Radio and TV Channel "O LOGOS"

According to the May 1994 report of the Director of this channel:

- a) Recruitment of staff is based on the equal opportunities principle.
- b) The general underlying principle of equality is practiced at work.
- c)
 - (i) Special programmes have been produced discussing issues of equality, women in the labour market and women in contemporary Cypriot society; more are planned for Autumn 1995.

(ii) In accordance with this principle of equality and respect for Human Rights "O LOGOS" does not produce programmes or broadcast scenes in which sex discrimination is evident. If a programme bought from abroad includes any such scenes, then censorship is exercised to meet the standards it has set as regards women and equality.

d) On the Executive Board of "O LOGOS" a woman was appointed only once as full member who then resigned. Among the 10 positions for heads of department two (2) (i.e. 20%) are held by women. Out of 8 senior positions for Coordinators, two (i.e. 25%) are held by women. Out of 16 graduate women employees twelve (i.e. 75%) hold a position commensurate with their qualifications, while 4 (25%) work in a position which does not correspond with their qualifications. There are also two women who have full responsibility for programme production.

VIOLENCE AGAINST WOMEN

Various crimes of violence against women are listed below:

TABLE (30): Crimes Against Women between 1990-1993

CRIMES	1993	1992	1991	1990
Cases of Rape	5	6	4	1
Attempted Rape	--	2	--	--
Other Sexual Offences	9	6	6	6
Assault by husband	687	527	476	332
TOTAL	701	541	486	339

Cases of rape, attempted rape and other sexual offences are brought before justice.

As regards cases of assault in the family, a low percentage of 4-10% are brought before justice. In these cases, the Police make every effort for reconciliation. With the appropriate warnings and advice the Police tries to bring the spouses together without any further judicial measures. In this respect, the involvement and assistance of the Welfare Services is very positive.

a) Specific Measures taken to ensure the Elimination of Violence Against Women in all its Forms

Several measures are taken to prevent/eliminate violence against women, as follows:

- i) Social Work Services are offered to problematic families.

The number of preventive cases is rising:

1989	2.306	cases
1985	1.309	▪
1990	1.833	▪
1993	6.502	▪

- ii) A bill for the prevention of violence and protection of victims is now before the House of Representatives.
- iii) Social Welfare Officers are trained and the public is informed on matters relating to the prevention of violence.
- iv) Government grants are given to the Voluntary Agency which runs the "Centre for Immediate Help to Victims of Violence" and offers consultation and support.

b) Protective Measures taken to assist Abused Women

No shelters exist for women (governmental or non-governmental).

There is a government shelter for children only.

c) Women in the Judicial System

In Cyprus there were only 9 women Judges appointed after 1987. Also the President of the Family Court is a woman.

According to the report of the President of the Lawyers' Association, in 1980 fifty three (53) out of three hundred and fifty nine (359) registered lawyers were women.

This number increased in 1985 and in 1993 the situation was even better as Table (31) below shows:

TABLE (31): Cypriot Women Lawyers

Year	Women	Men	Total
1980	53	306	359
1985	125	473	598
1993	280	695	975

Source: Lawyers' Association Report 1994.

WOMEN IN THE CYPRUS POLICE

Women are accepted in the Cyprus Police according to the needs of the service and take the same examinations and tests as those of male applicants.

Women work in various Departments of the Cyprus Police and their percentage since 1980 is as follows:

TABLE (32): Women in the Cyprus Police by Department (1980-1995)

RANKS	1.5.1994			1993			1985			1980		
	MEN	WOMEN	%	MEN	WOMEN	%	MEN	WOMEN	%	MEN	WOMEN	%
Superintendents	44	-	-	43	1	2.3	43	-	-	45	-	-
Chief Inspectors	66	-	-	73	-	-	64	1	1.5	64	1	1.5
Inspectors	212	3	1.4	212	3	1.4	208	3	1.4	221	1	0.45
Sergeants	576	9	1.5	576	9	1.5	632	7	1.1	640	7	1.1
Constables	2782	106	6.2	2714	84	3.9	2691	60	2.2	2322	60	2.5

During the same period, the percentage of women in the various ranks of the Cyprus Police is as follows:

TABLE (33): Percentage of Women in the various Ranks of the Cyprus Police

STRENGTH	1.5.1994			1993			1985			1980		
	MEN	WOMEN	%	MEN	WOMEN	%	MEN	WOMEN	%	MEN	WOMEN	%
Regular Force	3710	199	5.1	3642	97	2.6	3650	71	1.9	3597	69	1.9
Special Constables	65	171	70.0	66	166	71.6	61	150	71.1	65	130	66.6
Specialized Positions	29	1	3.3	29	1	3.3	-	-	-	-	-	-

Effect on Women of Continuing National and International Armed or other kinds of Conflict

The introductory notes to the indicators under this heading are indicative of the importance of this section on issues concerning the Advancement of Women. The international community recognizes a humanitarian responsibility to protect and assist refugees and displaced persons. In most cases, the affected are women and children exposed to a variety of difficult situations. There are few indicators about the affected population, either in the countries where the conflicts occur, the countries receiving or assisting refugees or among the international agencies involved.

Throughout history women have become victims of violence inflicted upon them in situations of armed conflict, military occupation, aggression, racism and foreign domination. In such situations, women being among the most vulnerable social groups, are too often the victims of inhuman acts and degrading treatment and suffer serious harm and violations of their basic human rights, including the right to life, the right to liberty and security of person and the right to the highest standard attainable of physical and mental health.

Such grave violations of human rights have been and continue to be committed in many parts of the world, "Ethnic cleansing" of the civilian population, particularly women and children, through murder, forcible eviction and displacement, mass rapes, enforced disappearances and other similar forms of inhuman treatment and violence, is yet another manifestation of the violation of human rights.

Cyprus, having been itself a victim of such abhorrent practices against its civilian population, particularly against women and children, as a result of the 1974 Turkish invasion and military occupation of 37% of the territory of the island, is particularly sensitive about this issue and considers that the time has come for the United Nations not only to address decisively all manifestations of violence against women in war and conflict situations, but, moreover, to ensure that, the perpetrators of war crimes against humanity are prosecuted in accordance with international Law. Refugee and displaced women are particularly vulnerable to such violence and the international community should strictly monitor such human rights violations and take all necessary actions to prevent their occurrence and protect the victims.

Indiscriminate killings of civilians, rape, ill-treatment, disappearances as well as the forcible eviction of people from their homes were some of the methods of "ethnic cleansing" employed by the Turkish invading forces in order to implement their plan of geographical separation of the two communities and the forcible division of the island.

Refugee women

As a result of the Turkish invasion and the policy of "Ethnic cleansing" that was implemented against the Greek Cypriot Community by the Turkish occupation army, 200,000 Greek Cypriots, constituting one third of the population of Cyprus and 80% of the population of the occupied area, became refugees in their own country. The vast majority of these people were women and children who were driven out of their homes and for twenty years have been forcibly prevented from returning. Refugee status was accompanied by moral degradation, humiliation, loss of the family home and property and the loss or disappearance of loved ones. This has created an emotional intensity and tension with direct and indirect repercussions on the social fabric.

The consequences on the family unit were destructive and the effects on the economy of the country were equally disastrous. Massive unemployment struck the economically active population of Cyprus with detrimental effects, especially on working women.

As in most refugee situations, the heaviest burden fell on the shoulders of women who, on the one hand, had to strive to retain the cohesion of the family, which was severely affected by the uprooting, and, on the other hand, had to make adaptation to the host environment possible with the minimum of consequences on the upbringing of children and the continuity of the sociocultural traditions.

Women were the first to be hit by unemployment and were the last to recover. This is because it is usually a long and arduous process for refugee women to stand once again on their feet and adapt to the new conditions prevailing in the host environment. Rural as well as urban refugee women had to adapt to entirely new occupations, lifestyles and values.

Rapes and Ill-treatment

A large number of women were killed, injured or ill-treated during the invasion. The European Commission on Human Rights, which examined applications Nos. 6780/74 and 6950/75 of the Government of Cyprus against the Government of Turkey, found Turkey responsible under the European Convention on Human Rights for cases of rape during the invasion, as well as for acts of ill-treatment. Turkey was also found responsible for forcible displacement of persons and for separation of families.

In the cases of rape the Commission concluded as follows:

"V. Responsibility of Turkey under the Convention

The evidence shows that rapes were committed by Turkish soldiers and at least in two cases even by Turkish Officers, and this not only in some isolated cases of indiscipline. It has not been shown that the Turkish authorities took adequate measures to prevent this happening or that they generally took any disciplinary measures following such incidents. The Commission, therefore, considers that the non-prevention of the said acts is imputable to Turkey under the Convention.

VI. Conclusion

374. The Commission by 12 votes against one, finds that the incidents of rape described in the above cases and regarded as established constitute "inhuman treatment" in the sense of Art.3 of the Convention, which is imputable to Turkey."

Missing Cypriot Women

Out of a total of 1,619 Greek Cypriots missing as a result of the Turkish invasion in 1974, 116 were women. Of these women, who were all civilians, 58 were over 60 years old at the time of disappearance, 15 were between 40 and 60, 41 were between 16 and 39 and 2 were under 16. Despite numerous resolutions adopted and international efforts to solve the humanitarian problem of the missing persons in Cyprus, such efforts have not produced any results because of the Turkish side's lack of cooperation and refusal so far to provide the families of the missing with any information about the fate of their relatives.

Enclaved Cypriot Women

After the Turkish invasion and occupation, approximately 20,000 Greek Cypriots remained in their villages in the occupied area. (Report of the U.N. Secretary General S/11488 para. 4 of Annex dated 27 August 1974). Out of these 20,000 only a few hundred remain today (535 on 7 June 1994). This is the result of a persistent policy of harassment, racial discrimination, intimidation and coercion carried out by the Turkish occupation army in order to force the enclaved Greek Cypriots to move to the part of the Island under Government control.

Despite a humanitarian agreement reached in 1975, aimed at improving the living conditions of the Greek Cypriots in the occupied area, these few remaining enclaved persons, most of whom are elderly, particularly elderly women, live in highly restrictive conditions and continue to suffer flagrant violations of their basic human rights and freedoms. Some examples of such violations with particular effect on women are the following:

a) Denial of access to medical doctors and educational facilities

No Greek Cypriot doctors have been allowed to settle in the area or visit the enclaved on a regular basis. As a result the enclaved persons, both women and men, as well as the few remaining children, have no proper medical treatment, with serious repercussions on their health.

As far as education is concerned, no secondary schools are allowed to operate in the enclaved villages. This has resulted in further expulsions and separation of families since children are forced to pursue their studies in the government - controlled area, away from their parents. As a result, the number of Greek Cypriot elementary school pupils attending school in the occupied territory decreased dramatically from 1,435 in October 1974 to 36 in 1993. The two Greek Cypriot primary schools operating now in the Karpas (the area where most of the enclaved persons live), do so under primitive conditions, while censorship of basic textbooks and delayed deliveries of books and other educational material further hamper the education of the enclaved children. All three teachers of these two elementary schools are women who continue to perform their duties with self-sacrifice and under extremely inhuman conditions. At the beginning of March 1994, the Greek Cypriot teacher of Ayia Trias school in the occupied area, Ms Eleni Foka, was threatened with expulsion after making a public statement to the effect that she felt threatened. It was only after repeated protests that her expulsion was prevented.

b) Separation of Families

Many families are still separated as a result of the forcible division of the country and its people. Relatives of enclaved persons residing in the government-controlled areas are not allowed to cross to the occupied area. Secondary school children attending school in the government-controlled area are not allowed to visit their parents in the occupied area except during holidays and under restrictive conditions. All these have, undoubtedly, serious repercussions on the family and on the psychological state of both parents and children.

c) Restrictions of Movement

The enclaved Greek Cypriots are restricted to their villages and immediate surroundings. Inhuman restrictions are also imposed by the occupation authorities on temporary visits of enclaved persons to the government- controlled area.

d) Harassment, Intimidation and Violence

The enclaved Greek Cypriots are subjected to constant harassment and there have been many cases over the years of violent actions against them, including murder, arson, theft, robbery, assault and looting. In most cases the victims have been old women living alone and the aim of such actions was either to rob them or to force them, through intimidation and harassment, to leave for the government-controlled area so that Turks may occupy their houses.

e) Seizure, appropriation, exploitation and distribution of land and property belonging to Greek Cypriot

The Greek Cypriots who were forcibly expelled from their homes continue to be arbitrarily deprived of their properties in the occupied area. Such properties are being illegally distributed to Turkish mainland settlers. This kind of loss and deprivation of property has had a detrimental effect on the economy of the family unit and women are usually the ones to suffer most.

One should inquire in this case as well whether the armed conflict and continued military occupation of the Island of Cyprus is seen as a male issue. Are Cypriot women included in national military formations?

a) Women in the Armed Forces

The first indicator is the percentage of women in the armed forces. In 1980 no woman was appointed in the armed forces, in 1985 only one woman was appointed in the position of officer, in 1989 2 women, in 1992 13 women, and in 1994 31 women representing 2.63%. In 1994 447 women were also appointed in the Voluntary Service. There is still only a token presence of women in the Army.

PART III

THE FUTURE

3.1 Evaluation of the last Five Year Development Plan

The Cyprus Government Five Year Development Plan of 1989-1993 has been successfully completed and Cypriot women have gained in terms of Family Law and Labour Relations. (For further details see Appendix 3).

The legal progress, especially in terms of relationships between parents and children, custody and parental care, spouses, property and equal sharing of marital finances, has been welcomed by women. In terms of Labour Relations, the Equal Pay for Equal Work Law has given women the legal tool to demand equal treatment at work.

The National Machinery has worked hard for the Advancement of Cypriot Women and amongst other things has prepared this Report. The Legal Progress achieved during the last five years has not managed to eradicate prejudice against women or change the traditional attitudes towards them which were very strong in the Cypriot society as in most other Mediterranean societies. Thus the presence of women in public life, especially political life and amongst the decision-makers of the country is very limited.

3.2 The Future Strategic Goals and Objectives for the Government and the Women of Cyprus are:

- 1) To continue and complete the efforts for legal progress according to International and European Conventions. Emphasis will be given again on Family Law and Labour Relations.
- 2) To reinforce the National Machinery both in terms of budgeting and status within the Government so that it will be able to fulfil its brief.
- 3) To co-operate closely with the European Union on women's issues especially on Research and Development programmes.
- 4) To conduct an in-depth study on the possibility of creating an Equal Opportunities Commission which will take on board cases of discrimination against women.
- 5) To implement programmes for vocational training of women as well as other training for professional and personal advancement and give priority to the development programme on Agrotourism for rural women, especially in connection with new technologies.
- 6) To grant Parental Leave to both working parents, allow flexible hours of work and provide more child day care centres, especially at parents' places of work.
- 7) To provide pensions for housewives - an objective promoted also by Women's Groups and Associations.

- 8) To give priority to the sphere of Women in the Media and education. The Educational system has a lot to offer in the struggle for women's advancement and it is to incorporate in its programmes more issues on equality between men and women offering the relevant programmes of in-service training at teachers on all levels of education.

3.3 Research in Progress

- 3.3.1 Dr Maria Roussou did a comprehensive study on the "Effects of the 1974 Turkish Invasion on Cypriot Women" for her doctoral degree in 1979. The study was extended after she revisited the same sample of Cypriot women, rural and urban, refugee and non-refugee, in 1985 and in 1994, 20 years after the invasion. This stage/study was submitted in 1985 to the University of London as a doctoral Thesis and was successfully examined by British Academics. The second report on stages II and III of the research fieldwork with the same sample was presented at an International Conference and is to be published in the Conference proceedings. The main outcomes (anthropological data) have been in the field of behavioural change, tradition and modernity, the value of educational planning and action for the advancement of women and effects on women of continuing national and international armed or other kinds of conflicts.

The original study of 1979-1985 was an attempt to develop an understanding of the position of women in Cyprus after 1974. It was argued that societies produce certain forms of social control to maintain existing social relations. In times of crisis, when the very existence of the state itself is under threat, the degree of such social regulation increases and its oppressive efforts are exacerbated.

The thesis, as presented to the University in 1985, reports on those women directly affected by the war and goes on to consider rural and urban Cypriot women. It contains extensive illustrations of the social, economic and political oppression of women and the way in which this is produced and reproduced through commonly held traditional sets of beliefs and established social practices, reinforced by the powerful institutions of Church and State. The discussion of the position of Greek Cypriot women is set in the context of history and the socio-economic and political background of Cyprus.

Revisiting the sample in 1986 and 1994, the researcher aimed at measuring change, especially on issues of family law and the specific ways in which it operates to disadvantage of women. Institutional support of the discriminatory attitudes towards women is seen as a crucial factor preventing change. Issues concerning the rapid modernization of Cypriot society as well as the problems arising from the continuing effects of an expansionist war and the persistence of traditional oppressive attitudes are seen as priorities for the next decade.

- 3.3.2 Mme Chrystalla Antoniou studied in 1991 and 1992 "The Evolution of Cypriot Women in Society and their Increased Participation in Civil Engineering". The study was for a Master of Philosophy degree and the results of the research were made available to the Government and the general public.

The initial objective of this research was to investigate the evolution in the participation and status of Cypriot women in Engineering Technology. In addition, one of the aims was to demonstrate and account for the apparent differences in the employment conditions of women Engineers in comparison to male Engineers.

This detailed study has enabled the researcher to establish the factors which account for the relatively low participation of women in traditionally male-dominated areas of employment, such as Civil Engineering.

In this respect data provided by the Department of Statistics and Research was studied and analyzed with the objective of identifying the trends and determinants of the labour behaviour of women.

This approach was reinforced by responses from a sample survey of Cypriot men and women Civil Engineers, Civil Engineering Technicians and their employers. Questionnaires were designed and completed in the form of an interview. A sample of 125 people was used consisting of 25 persons from each group.

However, before proceeding with the analysis of the questionnaires, it was considered essential to study the place of women in Cypriot society in general and to include a review of the historical, social and economic factors.

After due consideration of the above issues, it became apparent that the research should also seek to obtain the necessary data, analyze them and determine the parameters which affect the place of Cypriot women in society. To examine such aspects as sex role stereotyping, the family, public life, education and employment and to provide certain historical, demographic, political and socio-economic information about Cyprus.

To use the results of the sample survey in order to consider in detail the evolution of Cypriot women in Civil Engineering. To examine the development of Civil Engineering construction and the position of women Civil Engineers in Cyprus.

- 3.3.3 Another sociological, intercommunal research started in early 1994 by Dr Maria Hadjipavlou-Trigiorgis with the aim to study how Cypriot women define their identity, their relationship to the values of peace and conflict resolution and whether the political conflict as a national issue has delayed the Cypriot women's autonomy and social development. The pilot study,

which was completed by August 1994, also tried to find out Cypriot women's knowledge of the Cyprus conflict, their vision of a future Cyprus and their interest in politics, level of political participation and voting behaviour.

It also attempted to investigate Cypriot women's awareness of the other community's problems. The questionnaire for the pilot study was given to 150 refugee and non-refugee Greek Cypriot women between 20 and 60 years of age.

The same questionnaire was given to Turkish Cypriot women as the aim was to assess the responses of both communities. For the next phase, depending on the study's outcome, interviews will be conducted amongst groups as well as individuals. It is expected to be a four-year research programme and the results will be made available both within Cyprus and outside at all levels, but especially to agents involved in action for the advancement of women.

- 3.3.4 Stavros Stavrou studied the attitudes towards sex role identity of readers of the Cypriot youth magazine "FLASH" during the years 1979-1990. This study has been followed up by a research proposal on the "Effects of the Economy on the Status of Cypriot Women during the Thirty Years of Independence 1960-1990", which was submitted to the University of Bradford. The research investigates how and to what extent the economic expansion, which came some years after the 1974 Turkish invasion, has affected Cypriot society with special reference to the status of women during 30 years of Independence from 1960 to 1990. The researcher uses "Documentary Research" in examining the Cypriot economy and testing the hypothesis that the economy has such power as to devalue traditional and ethnic values even if these are subjected to an external threat, namely the Turkish invading forces.

3.4 Concluding Remarks

At this point we would like to give a brief overview of progress achieved in Women's Issues in the Republic of Cyprus, by stressing the fact that the Second Women's Decade found Cypriot Women still in the turmoil of political conflict.

During these ten years we have been witnessing a growing political and social awareness on the part of Cypriot women which was demonstrated by women's dynamic struggles not only to promote their own rights and status but also to protest against the illegal occupation of their ancestral land and homes and promote, from a women's perspective, an alternative route to a peaceful solution of the Cyprus problem. Solidarity developed amongst women's groups leading to the peaceful, mass and well-planned marches of 1987, 1988, 1989 and 1991 which aimed at crossing the "borders" of shame which still prevent them from "Walking back Home". They have taken the lead in protesting and fighting in a different way against the continued occupation of their country. As a result, Cypriot men and the society at large, including women's young children, have shown respect and admiration for their courage.

Moreover, legislation for the advancement of women has moved forward at great speed since 1985, so that all discriminatory provisions against women have now been eliminated. This reform was mainly based on the provisions of the UN Convention on the Elimination of all Forms of Discrimination against Women, on the Forward Looking Strategies of the UN Nairobi World Conference on Women, as well as on the Conventions and Recommendations of the Council of Europe and other International Organisations.

The ratification of the U.N. Convention was a landmark and had a tremendous impact in the Island. The political will to promote women's rights has grown. The Convention provides the general framework of government policy in approaching women's issues. Thus Cypriot legislation is now in line with relevant International instruments and is steadily being harmonised with European legislation, especially in terms of family law and labour relations.

- (a) Family Law as amended during this decade has incorporated fully the principle of equality between women and men making them equal partners as spouses and as parents. Full equality ensures Women's rights within the family and the society at large.
- (b) Also in terms of legislation in the field of Labour Relations Cyprus has successfully introduced the laws on Equal Pay for Work of Equal Value and on the Protection of Maternity. Moreover day care centres and general increase in childcare facilities are an outcome of the positive stance of the Cyprus Government towards working parents. These measures have promoted greater participation of women in employment and contributed to the growing awareness among women of the possibilities of an independent income as well as their involvement in society and politics.
- (c) The issue on "Violence in the family" has been seriously dealt with by National legislation regarding both physical and sexual violence. Due to the considerable increase of general sensitivity regarding the phenomenon of violence, particularly, against women and children and the realization that there is a need to take further legal and political measures for the prevention and combating of violence in Cyprus, the Government has initiated the drafting of a new Law on the Prevention of Violence within the Family and the Protection of Victims of Violence. Women's voluntary Organisations, with their campaigns and activities, have successfully put this issue on the political agenda.

3.4.2 During the last decade public awareness of the specific problems of women has been increasing. This awareness, of course, has been partly created and enhanced by pressure brought about by women's organisations and trade unions, as well as the National Machinery, through which women were becoming more vocal in demanding equal treatment.

Thus the establishment in 1988 of the National Machinery - a long-standing demand of Women's Organisations- and the activities of this body, which is based at the Ministry of Justice and Public Order, has facilitated the active participation of women's organisations in formulating and monitoring

policies on Women's Issues. It has contributed substantially to Law reforms and to Women's participation in political and public life. Such women's organisations get support from the National Machinery for their own initiatives and programmes.

Another important outcome of the activities of the National Machinery during this decade is the growing awareness in Cyprus amongst both men and women that Women's Rights are Human Rights and that these deserve another approach. As such they should be, at National and International level, part of the democratization process of every country.

The preparation of this National Report was for the Government of Cyprus an Action Research Exercise. It was a period of increasing awareness and active involvement of government organisations, individuals and NGOs in promoting Women's Rights as Human Rights.

The time is now ripe to proceed towards the formation of an Equal Opportunities Commission and it is in this direction that our efforts will proceed.

APPENDICES

APPENDIX 1 : Cyprus Past and Present

Ancient History

The history of Cyprus is one of the oldest recorded in the world. The first signs of civilisation go back 8,000 years. In recent years Cyprus archaeology has attracted the interest of archaeologists all over the world.

The discovery of copper on the island in the third millennium B.C. brought wealth and trade to the island. Settled by Mycenaean Greeks in the 13th century B.C., Cyprus evolved into a flourishing centre of Greek civilisation. Because of its strategic position and natural wealth, it was conquered by various nations. Nevertheless, Cyprus managed to retain its language and culture intact. Homer and other ancient Greek poets and philosophers often referred to Cyprus, expressing their admiration for its culture.

Following the partition of the empire of Alexander the Great, Cyprus became one of the most significant parts of the empire of the Ptolemies of Egypt. It came under the dominion of the Romans in 58 B.C.

Both during the rule of the Ptolemies and the Romans the Sanctuary of Aphrodite in Paphos was the centre of the religious and cultural life of the island. After the division of the Roman Empire in 330 A.D., Cyprus became a province of the Byzantine Empire.

Christianity-Cyprus under the Crusaders

Christianity was introduced to the island during the 1st century A.D. by St. Paul himself and St. Barnabas, a native of Salamis and founder of the Church of Cyprus.

The centuries of Byzantine civilization in Cyprus have left a rich heritage of art and architecture.

During the Crusades Cyprus was conquered by Richard the Lionheart. Later the island was ruled by the Lusignans and Venetians.

Peaceful co-existence

In 1571 the Island was conquered by the Ottoman Turks and after three centuries of Ottoman rule it was ceded to Britain in 1878.

For years Greek and Turkish Cypriots lived together in peace in the same towns and villages under conditions of religious and cultural tolerance and established relations of personal friendship and economic co-operation.

During British rule Greek and Turkish Cypriot workers, through common trade unions, worked for social justice and better working conditions.

The anticolonial struggle, which started in 1955, came to an end in 1959 with the London-Zurich Agreements between Britain, Greece and Turkey. In 1960 Cyprus became an independent Republic. According to the 1960 Constitution, the 18% Turkish Cypriot community was offered cultural and religious autonomy and a privileged position in the constitutional system of Cyprus.

The Turkish Cypriots, under the provisions of the Constitution, had 30% of the posts in the Civil Service and composed 40% of the Police Force and Army.

The Turkish Cypriots were also represented in the Government. The Vice-President, who was given strong veto powers on all important issues, was always Turkish Cypriot and elected by his own Community. Three out of the 10 Ministers of the Government were also Turkish Cypriots. Moreover, 15 out of 50 seats in the House of Representatives were reserved for Turkish Cypriots who had extraordinary powers. Eight Turkish Cypriot members could defeat a bill voted for by 35 Greek Cypriot members and 7 Turkish Cypriot members.

The 1960 Constitution of the Cyprus Republic proved unworkable in many of its provisions and this made its smooth implementation impossible. When in 1963 the President of the Republic proposed some amendments to facilitate the functioning of the state, the Turkish community responded with rebellion (Dec.1963). The Turkish Ministers withdrew from the Cabinet and the Turkish public servants ceased attending their offices. Ever since then the aim of the Turkish Cypriot leadership, acting on instructions from the Turkish Government, has been the partition of Cyprus and annexation by Turkey.

The 1974 Turkish Invasion

In July 1974 a coup was staged in Cyprus by the Greek military junta, which was then in power, for the overthrow of President Makarios. Turkey used this as a pretext to launch an invasion with a full-equipped army against defenceless Cyprus. The invasion was carried out in two stages and the Turkish troops eventually occupied 37% of the island's territory.

Ankara tried to justify the invasion as a "peace operation" aimed at restoring constitutional order, but even after the restoration of such order and the return of President Makarios to the island in December 1974, the Turkish troops remained so as to enable Turkey to colonise Cyprus as a first step to annexation. Two hundred thousand Greek Cypriots - that is 40% of the total Greek Cypriot population - were forced to leave their homes in the occupied area and became refugees. The few thousand Greek Cypriots who remained in their homes after the invasion were gradually forced, through intimidation and lack of secondary education for their children, to leave their homes and move to the south. Now only some hundreds have remained in their homes in the occupied north, mainly in the Karpass area. Turkey continues to occupy 37% of Cyprus' territory in total disregard of repeated UN resolutions calling for the respect of the independence, sovereignty and territorial integrity of the Republic of Cyprus as well as the withdrawal of all foreign troops from its territory and the adoption of all practical measures to promote the effective implementation of the relevant resolutions.

This attitude of Turkey as well as the continuing violation of the fundamental human rights of the people of Cyprus have been condemned by international bodies, such as the UN General Assembly, the European Parliament, the Non-aligned Movement, the Commonwealth and the Council of Europe. The declassified report of the Council's Commission of Human Rights reveals the extent of the atrocities committed by the Turkish forces of occupation.

Efforts for a Solution

Several rounds of intercommunal talks between the island's two main communities (Greek Cypriots and Turkish Cypriots) have not led to any positive development. This is due to the Turkish side's intransigence and continuing effort to partition the island by maintaining an occupation army of 35,000 soldiers and by the colonization of the occupied part of Cyprus with settlers from Anatolia who are estimated to be over 80,000 today. In addition there is a systematic destruction and alteration of the historic and cultural character of the part of Cyprus under Turkish occupation and a separate Turkish Cypriot economy totally dependent on Turkey.

Dedicated to the purposes and principles enshrined in the Charter of the United Nations, and in particular international peace and security, international cooperation in the economic, social, cultural and other fields and respect for human rights and fundamental freedoms for all, the Republic of Cyprus joined the United Nations on 20 September 1960, soon after independence (August 1960) and gradually became a member of nearly all U.N. specialised agencies. Cyprus is also a member of the Council of Europe and the Commonwealth and participates in the Conference on Security and Co-operation in Europe. It has a Customs Union Agreement with the European Union and maintains economic relations with a host of foreign countries and international organizations.

A founding member of the Non-Aligned Movement, Cyprus follows a non-aligned foreign policy chartered by its first President, the late Archbishop Makarios. Within the framework of this policy, Cyprus pursues and develops friendly relations and co-operation with all countries and takes an active part in all efforts aimed at promoting international understanding, peace, security and co-operation.

Government Administration

(a) Government and Regime

Cyprus is an independent, sovereign Republic with a presidential system of government. Under the 1960 Constitution executive power is vested in the President of the Republic who is elected by universal suffrage for a five-year term. The president exercises executive power through a Council of Ministers appointed by him. The Ministers may be chosen from outside the House of Representatives.

Each Minister is the Head of his Ministry and exercises executive power on all subjects falling within the domain of his Ministry.

The Ministers are:

Agriculture, Natural Resources and Environment, Commerce, Industry and Tourism, Communications and Works, Education and Culture, Finance, Foreign Affairs, Health, Interior, Defence, Justice and Public Order, Labour and Social Insurance.

(b) Legislature

The legislative power of the Republic is exercised by the House of Representatives which has 80 seats. Fifty six are allocated to Greek Cypriots who are elected by the Greek Cypriot community of the Island, while 24 are reserved for Turkish Cypriots elected by the Turkish Cypriot community for a five-year term. The 7:3 ratio in the Greek and Turkish Cypriot representation in the House is enshrined in the 1960 Constitution. Following the withdrawal of the Turkish Cypriot members, the House has been functioning only with the Greek Cypriot members. The Maronite, Armenian and Latin minorities also elect representatives who attend meetings without a right of participation in the deliberations. They are consulted in matters concerning the affairs of their respective religious groups. The political life of the island is a multi-party one and parties are formed to promote the interests of several classes of population and their ideological views.

(c) Judiciary

The administration of justice is exercised by the island's separate and independent judiciary. Under the 1960 Constitution and other legislation in force, the following judicial institutions have been established:

The Supreme Court of the Republic
The Assize Courts, and
District Courts.

The Supreme Court is composed of thirteen judges, one of whom is the President of the Court.

The Supreme Court adjudicates on all matters of constitutionality of legislation referred to it by the President of the Republic or arising in any judicial proceedings, including complaints against any discriminatory laws or decisions of the House of Representatives or provisions of the Budget. It also rules on matters of conflict or contrast of power or competence between state organs and questions of interpretation of the Constitution in cases of ambiguity.

The Supreme Court is the final Appellate Court in the Republic and has jurisdiction to hear and determine appeals in civil and criminal cases from Assize Courts and District Courts as well as appeals against from decisions of its own judges when sitting alone in the exercise of original and revisional jurisdiction of the Supreme Court.

It is also vested exclusively with Administrative Law revisional jurisdiction in connection with administrative or executive acts, decisions or omissions. The relevant remedy is by way of a recourse for annulment.

The Supreme Court, moreover, exercises original jurisdiction as a Court of Admiralty.

In its original jurisdiction the Supreme Court also deals exclusively with proceedings for the issue of orders of habeas corpus, mandamus, prohibition, quo warranto and certiorari.

There is an Assize Court and a District Court for each district. The Assize Courts have unlimited criminal jurisdiction and may order the payment of compensation up to C£3,000. The District Courts exercise original criminal and civil jurisdiction, including jurisdiction in admiralty cases referred to them by the Supreme Court by virtue of Law 96/86 and matrimonial cases. The extent of the jurisdiction varies with the composition of the Bench. In civil matters a District Court composed of not less than two Judges has unlimited jurisdiction. A President or a Senior District Judge of a District Court sitting alone has jurisdiction up to C£10,000 and a District Judge sitting alone up to C£5,000. Districts Courts are also empowered to deal with any action for the recovery of possession of any immovable property (and certain other specified matters connected therewith) when the title of such property is not in dispute, irrespective of the value of the property involved. The President of a District Court or a Senior District Judge sitting alone has jurisdiction over any action in relation to negligence or compensation for the compulsory acquisition and requisition of immovable property, irrespective of the amount in dispute, unless such President or Senior District Judge, as the case may be, is of the opinion that it becomes necessary that the case be heard and determined by a Full Court consisting of not more than three Judges. In criminal matters the jurisdiction of a District Court is exercised by the members sitting singly and is of a summary nature. A President or a Senior District Judge or a District Judge sitting alone has power to try any offence punishable with imprisonment up to 3 years or with a fine up to C£2,000 or with both, and may order the payment of compensation up to C£2,000.

There is a Supreme Council Judicature, comprising of the President and Judges of the Supreme Court, entrusted with the appointment, promotion, transfer, termination of appointment and disciplinary control over all judicial officers, other than the Judges of the Supreme Court.

(c) INDEPENDENT OFFICES

The Independent Offices of the Republic, which do not come under any Ministry, are the Attorney-General's Office, the Audit Office of the Republic, the Public Service Commission, the Planning Commission, the Planning Bureau and the Educational Service Commission.

APPENDIX 2 Further information from the Ministry of Labour and Social Insurance

Table (34): Training Activities in 1990

Training Categories/Courses	Training Courses	Trainees		
		M	F	Total
A. TRAINING OF NEW LABOUR OFFICE	292	914	660	1.574
1. Training courses for tertiary-education graduates	19	206	138	344
(a) ITA courses	(18)	(191)	(131)	(322)
(b) MIM courses	(1)	(15)	(7)	(22)
2. Training courses for secondary school leavers	273	708	522	1.230
(a) Apprenticeship System courses	(63)	(484)	(70)	(554)
(b) In-company and Institutions training courses	(210)	(224)	(452)	(676)
B. MANAGEMENT TRAINING	317	2.636	758	3.394
1. ITA - Institution courses	90	1.546	460	2.006
2. ITA - Company courses	141	963	270	1.233
3. Courses abroad	72	61	2	63
4. Courses implemented by trainers from abroad	14	66	26	92
C. UPGRADING TRAINING FOR EMPLOYEES	1.571	5.843	4.312	10.155
1. ITA - Institution courses	136	888	519	1.407
2. ITA - Company courses	1.182	4.375	3.657	8.032
3. Courses abroad	141	117	11	128
4. Courses implemented by trainers from abroad	112	463	128	591
D. TRAINING OF STUDENTS/SCHOOL STUDENTS	31	606	137	743
1. Practical training courses for HTI students	4	150	37	187
2. Practical training courses for HCI students	9	76	37	113
3. Practical training courses for Hotel Section Technical School students	18	380	63	443
TOTAL	1.212	9.999	5.867	15.866

TABLE (35): Training Activities in 1991

Training Categories/Courses	Training Courses	Trainees		
		M	F	Total
A. TRAINING OF NEW LABOUR OFFICE	236	677	459	1.136
1. Training courses for tertiary-education graduates	12	68	47	115
(a) ITA courses	(11)	(56)	(41)	(97)
(b) MIM courses	(1)	(12)	(6)	(18)
2. Training courses for secondary school leavers	224	609	412	1.021
(a) Apprenticeship System courses	(58)	(414)	(40)	(454)
(b) In-company and Institutions training courses	(166)	(195)	(372)	(567)
B. MANAGEMENT TRAINING	344	3.996	1.366	5.362
1. ITA - Institution courses	86	1.784	604	2.388
2. ITA - Company courses	104	1.129	378	1.507
3. Courses abroad	81	77	10	87
4. Courses implemented by trainers from abroad	73	1.006	374	1.380
C. UPGRADING TRAINING FOR EMPLOYEES	1.909	9.370	8.207	17.577
1. ITA - Institution courses	166	1.101	1.042	2.143
2. ITA - Company courses	1.457	7.183	6.743	13.926
3. Courses abroad	126	129	9	138
4. Courses implemented by trainers from abroad	160	957	413	1.370
D. TRAINING OF STUDENTS/SCHOOL STUDENTS	30	637	139	776
1. Practical training courses for HTI students	4	148	38	186
2. Practical training courses for HCI students	9	91	29	120
3. Practical training courses for Hotel Section Technical School students	17	398	72	470
TOTAL	2.519	14.680	10.171	24.851

Table (36): Training Activities in 1992

Training Categories/Courses	Training Courses	Trainees		
		M	F	Total
A. TRAINING OF NEW LABOUR OFFICE	251	728	406	1.134
1. Training courses for tertiary-education graduates	81	69	29	98
(a) ITA courses	(80)	(57)	(23)	(80)
(b) MIM courses	(1)	(12)	(6)	(18)
2. Training courses for secondary school leavers	170	659	377	1.036
(a) Apprenticeship System courses	(58)	(414)	(40)	(454)
(b) In-company and Institutions training courses	(112)	(245)	(337)	(582)
B. MANAGEMENT TRAINING	256	2.852	886	3.738
1. ITA - Institution courses	76	1.468	587	2.055
2. ITA - Company courses	109	1.019	243	1.262
3. Courses abroad	41	37	4	41
4. Courses implemented by trainers from abroad	30	328	52	380
C. UPGRADING TRAINING FOR EMPLOYEES	1.193	7.083	4.996	12.079
1. ITA - Institution courses	90	849	345	1.194
2. ITA - Company courses	919	5.690	4.455	10.145
3. Courses abroad	91	91	6	97
4. Courses implemented by trainers from abroad	93	453	190	643
D. TRAINING OF STUDENTS/SCHOOL STUDENTS	30	601	120	721
1. Practical training courses for HTI students	4	137	24	161
2. Practical training courses for HCI students	8	68	30	98
3. Practical training courses for Hotel Section Technical School students	18	396	66	462
TOTAL	1.730	11.264	6.408	17.672

APPENDIX 3: The 1989-1993 Five Year Development Plan 1989 - 1993

Present Situation And Problems

Although considerable progress has been made in relation to the status of women in Cypriot society, the traditional perceptions of her role as a wife and mother, the inadequacy of child care facilities and the discrimination against her, obstruct her substantive and equal participation in all fields. In the field of employment, a significant number of women do not enter the labour market or leave their employment, while there is a concentration of women in occupations which are regarded as fit for their traditional role or which do not require a high level of education or technical training and which offer limited opportunities for occupational advancement. Housewives, who continue to represent a high proportion of women, face special problems. In education, the choices of young women reflect the belief that certain occupations are inappropriate for women and that a career is a secondary target for them. The participation of women in political life, especially in the high ranks where decisions are made, is very limited. There continues to exist discrimination against women in the fields of employment and family law. Rural women face particularly serious problems.

Objectives of the Plan

The basic objectives of the Plan are the elimination of all forms of discrimination against women, the fight against prejudice and the promotion of women's full and equal participation in all fields. The main axis of the policy for furthering these objectives will be the implementation of the United Nations Convention for the Elimination of All Forms of Discrimination Against Women, which has been ratified.

Measures for the promotion of the objectives

For the promotion of the above objectives, it is planned to implement schemes and programmes in basic areas of special interest to women. In the formulation, co-ordination and monitoring of the implementation of measures and more generally of the policy for the improvement of the status of women in all areas, a significant role will be played by the Permanent Central Agency for the Rights of Women, in which the competent government departments and women's and other organizations participate.

In the field of employment the following are planned:

- a) Promotion of legislation for the implementation of the principle of equal remuneration for work of equal value.
- b) Expansion of the facilities for the care of children of working parents, with special emphasis on the promotion of private initiative, the creation of child care centres in industrial and rural areas, the harmonization of the hours of operation of kindergartens and child care centres with working hours, and the promotion of arrangements for the care of primary school children in the afternoon and during the summer holidays. For this purpose a comprehensive programme will be worked out.

- c) Consideration of the possibility of introducing legislation for the prohibition of discrimination against women in matters of recruitment and promotion, within the framework of more general legislation against discrimination in employment and occupation, on the lines of Convention 111 of the International Labour Organization (Discrimination in Employment and Occupation).
- d) Extension of the payment period of maternity allowance from twelve to sixteen weeks.
- e) Lowering of the retirement age of women in the Social Insurance Scheme from 65 to 63 years.
- f) Consideration of the possibility for amending the Social Insurance Law so that in the event of the death of an insured person, the transfer of the pension to the surviving spouse will not be subject to discrimination on grounds of sex.
- g) Preparation and implementation of regulations (based on the legislation concerning the protection of maternity) in connection with the prohibition of employment of pregnant women in dangerous tasks.
- h) Promotion of part time employment and of flexible working hours, in order to give more women the chance of participating in economic activity.

In the field of education, the Government is planning to implement the following measures which will contribute mainly to the elimination of social prejudices concerning gender roles:

- a) Revision of school books and programmes so that they will promote the principle of equality between the sexes. In this context, the extension of the teaching of domestic science and family education to boys as well as girls will be promoted and the teaching of technology to both sexes will be introduced.
- b) Special seminars to inform and raise the awareness of teaching staff, especially of vocational guidance counsellors, on matters of gender equality.
- c) Encouragement of greater participation of girls in Technical Education both in traditional and in new specializations and programmes that will be introduced.
- d) Introduction of sex education in Secondary Schools.
- e) Additional postgraduate training programmes in Cyprus during hours that will enable working wives and mothers to participate. Completion of these courses will count as a qualification for purposes of occupational advancement. The organization of such programmes should be one of the priorities of the University of Cyprus.

The revision and updating of Family Law so that it conforms to modern perceptions and trends in family relations, removing discrimination against women, is a matter of priority. All provisions, laws and regulations which involve unequal treatment of women will also be revised.

For the improvement of the status of rural women the following will be promoted:

- a) Expansion and readjustment of agricultural training and extension programmes in accordance with the special needs and problems of rural women, with a view to keeping them fully informed about modern technological developments in agriculture, developing their skills in additional economic activities (encouragement of the creation of small cottage industries, agrotourism etc). The gradual training of farmers, together with rural women, in basic matters concerning rural families will be promoted to ensure that rural women will in fact be able to participate in these programmes.
- b) Co-operation between competent government departments and farmers' organizations in encouraging the participation of rural women in the formulation of policy for the agricultural sector.
- c) Improvement of the network of social services offered to rural women, especially in the sectors of health, by the expansion and reinforcement of the Maternity and Child Welfare Centres and education.
- d) Consideration of the possibility of extending the coverage of the Social Insurance Scheme to all rural women who are employed in agriculture.

Other measures which will be implemented are:

- a) The formulation and implementation of a comprehensive programme to increase awareness of the equality of the sexes. For this purpose, the competent public services will cooperate with women's organizations, within the framework of the Permanent Central Agency for the Rights of Women.
- b) The carrying out of an actuarial study on the provision of a pension to persons over a certain age, irrespective of whether they were insured or not, so as to cover housewives.
- c) The provision of further information, especially to young people and persons in rural areas, on matters of family planning.
- d) The study of violence in the family, which usually turns against women and children, and the promotion of measures to tackle it.
- e) The provision of assistance, through the Permanent Central Agency for the Rights of Women, for projects initiated by non-governmental organizations which contribute to the alleviation of problems faced by women.
- f) The encouragement of a greater and more active and substantial and mass participation of women in the political life of the country.

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