

TIME RECEIVED

August 5, 2014 3:06:48 PM GMT+02:00

REMOTE CSID

+41227910084

DURATION

815

PAGES

39

STATUS

Received

05/08/2014 13:42

+41227910084

CYPRUS MISSION GVA

PAGE 01/39



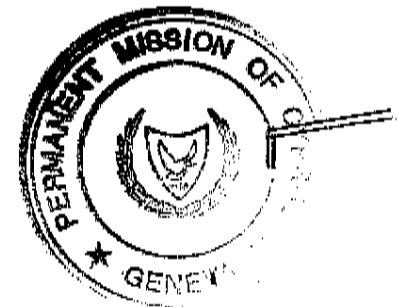
**Permanent Mission of the Republic of Cyprus  
Geneva**

Ref.: 24.11.006.013 (1000/1)

The Permanent Mission of the Republic of Cyprus to the Office of the United Nations at Geneva and other International Organizations in Switzerland presents its compliments to the Office of the United Nations High Commissioner for Human Rights and, further to the latter's facsimile dated 30 April 2014, with regard to a letter from the Chairperson-Rapporteur of the Working Group on discrimination against women in law and in practice, has the honour to convey herewith the responses of the pertinent authorities of the Republic of Cyprus to the questionnaire at hand, as well as the relevant annex.

The Permanent Mission of the Republic of Cyprus to the Office of the United Nations at Geneva and other International Organizations in Switzerland avails itself of this opportunity to renew to the Office of the United Nations High Commissioner for Human Rights the assurances of its highest consideration.

Geneva, 05 August 2014



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## QUESTIONNAIRE

### “NON - DISCRIMINATION AND EQUALITY IN FAMILY AND CULTURAL LIFE”

In accordance with its mandate, the UN Working Group on the issue of Discrimination against Women in Law and Practice (hereinafter “the Working Group”) developed this questionnaire to gather information on how laws and practices discriminate against women within the family and cultural life. Additionally, this questionnaire has the objective of highlighting good practices and lessons learned in advancing equality between women and men within the family and in cultural life.

Regarding family life, the questionnaire focuses on issues of equality in marriage and rights and responsibilities within the family. In relation to cultural life, the questionnaire addresses issues linked with the right to have access, participate in and contribute to all aspects of cultural life, including arts, sports and cultural activities.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) clearly establishes the State obligation to “take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations”<sup>1</sup>. It also establishes the obligation to modify the socio-cultural patterns and gender stereotypes to eradicate all practices based on the inferiority or superiority of either of the sexes as well as to ensure that family education recognizes the common responsibility in the upbringing and development of children.<sup>2</sup> Moreover, the Convention reaffirms the State obligation to eliminate discrimination and guarantee equality in the cultural sphere.<sup>3</sup>

In addition, the International Covenant on Economic, Social and Cultural Rights recognizes the right of all people to enjoy their cultural rights in conditions of equality as well as the right to enjoy the benefits of scientific progress.<sup>4</sup> Furthermore, the Human Rights Committee in its General Comment 28 on the *Equality of Rights Between Men and Women* also reaffirms that the right to equality before the law include equal status within the family and regardless of marital status.<sup>5</sup>

The UN Working Group wishes to thank all stakeholders for responding to this questionnaire by **31 July 2014**.

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<sup>1</sup> Article 16, UN Convention on the Elimination of All Forms of Discrimination against Women, adopted by the UN General Assembly on 18 December 1979 (AG Resolution 34/180) and entered into force on 3 September 1981.

<sup>2</sup> *Ibid* art. 5.

<sup>3</sup> Article 1, and 13(c), UN Convention on the Elimination of All Forms of Discrimination against Women, adopted by the UN General Assembly on 18 December 1979 (AG Resolution 34/180) and entered into force on 3 September 1981.

<sup>4</sup> International Covenant on Economic, Social and Cultural Rights adopted by UN General Assembly resolution 2200A (XXI) of 16 December 1966 and entry into force on 3 January 1976.

<sup>5</sup> UN Human Rights Committee, General Comment No. 28 on article 3 “Equality of Rights between Men and Women”, adopted on 29 March 2000 (HRI/GEN/1/Rev.9 (Vol. I)).

## Questionnaire

### General

- 1. What status/hierarchy does your Constitution give to international human rights treaties versus domestic law?**

**Please explain.**

International human rights treaties have superior force to any domestic law.

Article 169(3) of the Constitution provides that treaties and conventions concluded on behalf of the Republic shall have superior force to any domestic law. Thus, if domestic law provisions are inconsistent with those of treaties or conventions, the latter are the ones to be applied, and the provisions of domestic law are valid and enforceable only as they are replaced by the provisions of the international instrument. (Judgment of 12 March 1988 in the case of *Cypriot Ship-owners Union v. Registrar of Trade Marks*, Case No.462/85, and Judgment of 20 January 1987 in the case of *Toulla Malaktou v. Chr.Armefti*, Civil Appeal No.6616).

- 2. Has your State ratified international human rights treaties with reservations to provisions dealing with equality in family life?**

Yes ( ) No (  )

**If yes, are there plans to withdraw these reservations?**

Yes ( ) No ( )

**Please explain.**

- 3. Are the principles of non-discrimination on the basis of sex/gender and equality between men and women established in the Constitution of your State?**

Yes (  ) No ( )

**If yes, please provide references, describe how they are defined (name the specific articles) and whether they cover family and cultural life.**

Article 28 of the Constitution 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."

The scope of article 28 of the Constitution, as interpreted by case law, covers direct and indirect discrimination. This has been decided by the Supreme Court in the application of *Melpo Grigoriou v Nicosia Municipality* (application no. 541/86, judgment of 12 September 1991).

**4. Are there any specific anti-discrimination or gender equality laws in your State?**

Yes (  ) No (  )

**If yes, please provide references and briefly describe the content of this law(s), in particular whether it covers family and cultural life.**

During the last decades, the legal framework safeguarding women's rights has further improved, with a number of legislative provisions, particularly in the sphere of family, employment, violence and trafficking in women. Legal reform, aiming at the elimination of discrimination and the further safeguarding of women's rights in all fields has been pursued, bringing legislation in line with relevant international instruments, in particular the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

More specifically, legislative reform began in 1990. Law No. 95/89 on the first amendment of the Constitution introduced civil marriage and relegated power from the Church to the State in family matters. The amendment of article 111 of the Constitution was a very significant step towards the elimination of discrimination against women. Tremendous efforts were made to reform laws related to family matters, including family courts, property rights among spouses, adoption, marriage and divorce, parents and children relations, legal status of children etc.

These include the Equal Pay between Men and Women for the same Work or for Work of Equal Value Laws of 2000 until 2009, the Parental Leave and Leave on Grounds of Force Majeure Law of 2002 until 2012, the Violence in the Family (Prevention and Protection of Victims) Laws of 1994 until 2004, the Combating of Trafficking and Exploitation of Human Beings and the Protection of Victims Laws of 2007 until 2014, the Maternity Protection Laws of 1997 until 2011, the Equal Treatment of Men and Women in Employment and Vocational Education Laws of 2002 until 2009 and the Equal Treatment of Men and Women (Access to Goods and Services) Laws of 2008 until 2013.

Cyprus has ratified almost all international legal instruments relevant in the context of human rights, including the CEDAW and the Convention on the Rights of the Child and its Optional Protocol. More recently in 2007, Cyprus ratified the Council of Europe Convention for Combating Trafficking in Human Beings. The Government's commitment and strong political will towards gender equality is manifested by its ratification of two very important international legal instruments for women's human rights: The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women, ratified by Law 1(III)/2002, and The Protocol No. 12 to the European Convention for the Protection of Human Rights and Fundamental Freedoms, ratified by Law 13(III)/2002.

A full list of legislative measures in the field of gender equality is attached as Annex.

Further, as of May 2004 the Commissioner for Administration was appointed the competent body (an independent authority) to deal with and decide upon discrimination matters in Cyprus. As a result two separate Authorities were created, namely the Cyprus Anti-Discrimination Body and the Equality Authority, which together comprise the "Cyprus Equality Body".

The Anti-Discrimination Body investigates complaints of discrimination on all grounds, in relation to access to goods and services, social security, social protection schemes, education and health care, while the Equality Authority investigates complaints on the grounds of gender in the area of employment and vocational training, including sexual harassment, implementation of maternity protection and rights, discrimination in access to employment and employment and working conditions (including dismissal and pay).

The Equality Authority's powers and field of practice are identified in the following national legislation:

- The Combating of Racial and Other Discriminations (Ombudsman) Law (Law 42(I)/2004).
- The Equal Treatment of Women and Men in Occupation and Vocational training Law (Law 205(I)/2002 and Law 191(I)/2004).
- The Equal Treatment in Occupation and Employment Law (Law 58(I)/2004).
- The Equal Pay of Men and Women for Equal Work or Work of Equal Value Law (Law 177(I)/2002).

**5. Have there been any recent legal reforms in your State to guarantee non-discrimination and equality between men and women in family and cultural life?**

Yes (  ) No (  )

**If yes, please explain and provide examples.**

Please see attached list (Annex).

**6. Are there any customary, religious law or common law principles/provisions that discriminate against women in family and cultural life?**

Yes (  ) No (  )

**If yes, please explain and provide examples.**

**7. Are there any good practices that you can share regarding the elimination of sex discrimination in family and cultural life in your State?**

Yes.

**If yes, please explain and provide examples.**

During the last years there have been tremendous efforts on behalf of the National Machinery for Women's Rights (NMWR), Equality Bodies, NGOs and relevant government authorities to inform women of their rights and how they can seek out support and assistance when claiming these rights. The NMWR has published the CEDAW Convention in both Greek and English in order to alert relevant stakeholders and to generally raise awareness. Further, the NMWR subsidises NGOs and other agencies to carry out research, as well as awareness-raising campaigns on women's issues.

Women are also increasingly taking advantage of the extra-judicial mechanisms which have been set up to investigate complaints of discrimination and violations against human rights. This is considered to be a positive development as evidence has shown that women are often reluctant to bring cases of sex discrimination before the courts.

The Department of Labour of the Ministry of Labour, Welfare and Social Insurance has also taken steps to raise awareness and encourage women to seek action against discrimination. Information on sexual harassment was disseminated, a media campaign was launched in 2010 to raise public awareness against discrimination, officers of the Department of Labour participated in training programmes targeted at Gender Equality Inspectors, and informative material on the promotion of equal treatment and equality rights in the workplace was disseminated.

**8. What actions have been taken by your State to eradicate negative gender stereotypes, including in the media?**

The eradication of any kind of discrimination, including on the grounds of sex, in the radio and television broadcasted programs is always one of the major principles that govern the work of the Cyprus Radio Television Authority (CRTA), which, as an independent body, examines media content either on its own initiative or following complaints lodged by the public. In this context, the following regulatory provisions are relative:

Article 30 of the Radio and Television Organizations Laws 1998 to 2014 provides that "The media service providers operating under the jurisdiction of the Republic of Cyprus are forbidden to broadcast programs (content) containing any incitement to hatred based on race, sex, religion or nationality."

Article 30E of the Radio and Television Organizations Laws 1998 to 2014 refers that:

"The media service providers ensure that audiovisual commercial advertisements comply with the following conditions and/or limitations:

- (g) Audiovisual commercial advertisements are prohibited from:
  - (i) Insulting human dignity

(ii) Embracing or promoting any discrimination based on sex, racial or ethnic origin, nationality, religion or convictions, disability, age or sexual orientation".

Furthermore, the following regulations of the Radio and Television stations Regulations 2000 (10/2000) provide that:

Regulation 24(1)(e) concerns mainly the News and provides that "particular provision is inserted for reportages, which broadcast issues of violence against children, women or elders".

Regulation 26(l) concerns the entertainment programs and provides – among others – that "it is prohibited to broadcast programs that offend the dignity of the two sexes...".

Additionally, the Code of Advertisement comprised in the aforesaid Regulations and more specifically the provision B8 states that "advertisements are prepared with a sentiment of responsibility to the society and consider the ethical values that consist the foundation of any democratic state and are common to all country-members of the Council of Europe, such as personal freedom, tolerance and respect to the dignity and the equality of all people".

The CRTA has investigated a number of cases as regards the above-mentioned issue. In particular, this past year the Authority examined the following cases, taking relevant decisions:

- Investigation of an entertainment program aired by a private TV channel, which insulted the dignity of women. The Authority imposed an administrative fine. The decision was taken on February, 2<sup>nd</sup> 2014. [Case 75/2013(2)]
- Investigation of the content broadcasted by a private TV channel, which as CRTA decided insulted the dignity of the two genders and particularly women. The same material was assessed as infringing the principle of taste and decency. The decision was taken on June, 6<sup>th</sup> 2014. [Case 3/2014(2)].

Furthermore, according to clause 12 of the Journalists' Code of Practice "the Media avoid any direct or other reference or action against a person which contains elements of prejudice on the basis of race, colour, language, religion, political or other conviction, national or social origin, property, extraction, gender, age, or other personal status, including physical or mental illness or invalidity. Scorn, ridicule and abuse of individuals and groups are not permissible".

**9. Are tribunals upholding the principles of equality and non-discrimination in matters relating to family and cultural life?**

Yes (  ) No (  )

**If yes, please provide any relevant case-law/jurisprudence.**

There is a number of court cases in this area.

The scope of article 28 of the Constitution covers direct and indirect discrimination. This has been decided by the Supreme Court as far back as 1991 in the application of Melpo Grigoriou v Nicosia Municipality (application no. 541/86, judgment of 12

September 1991). The case concerns an application for equal pay without discrimination based on sex. The Supreme Court decided that the applicant had been discriminated at by her employees as she had the same service time, the same skills, the same duties, the same responsibilities and the same position as her male peers. The difference in payment was due only to the difference of sex. It is significant to note that the Supreme Court found discrimination in the said application applying directly article 28 of the Constitution.

Considering the issue of direct and indirect discrimination the Supreme Court stated: "article 28 of our Constitution safeguards and guarantees the right to equality and prohibits direct or indirect discrimination based, among others, on sex". The Supreme Court went further and stated that "article 28 of the Constitution contains an independent prohibition of discrimination." Although the employer, Nicosia Municipality is a public law organization established by law, the question of whether discrimination provided for in article 28 of the Constitution extends to acts of discrimination by public and private actors alike, has been tackled by the Supreme Court in the above application. The Supreme Court stated: "by virtue of article 35 of the Constitution legislative, executive and judicial authorities must ensure the effective implementation of Part II of the Constitution referring to fundamental rights and duties." As such according to the Supreme Court, Nicosia Municipality has the obligation deriving from Part II of the Constitution generally and article 28 specifically, to act in such a way as to safeguard and implement the fundamental right of equality, including the principle that men and women should receive equal pay for work of equal value.

In addition to the above it was established by case law in 2001 (in the case of Yiallourou v. Evgenios Nicolaou, Civil Appeal No.9931, Supreme Court (full bench) judgment of 8 May 2001) that violation of human rights is an actionable right which can be pursued in civil courts against those perpetrating the violation, for recovering from them, inter-alia, just and reasonable compensation for pecuniary and non-pecuniary damage suffered as a result. The result is, that a person who, is discriminated against, whether directly or indirectly, in the enjoyment of human rights and freedoms guaranteed by the Cyprus Constitution (in Part II of its provisions largely reproducing those of the European Convention of Human Rights) can sue the state or private persons for damages and or other appropriate civil law remedies, for violating his constitutional right (under Article 28) to enjoy the above rights and freedoms without such discrimination. The Supreme Court also referred to the need to interpret Article 13 of the European Convention on Human Rights to guarantee an effective remedy before a national authority to everyone who claims his Convention rights have been violated. It stated that- "in Cyprus the provisions of Article 13 form part of the domestic law, which safeguards the right to an effective remedy for violation of the rights safeguarded by the Convention (which to a large extent correspond to the rights safeguarded by Part II of the Constitution). Therefore, in addition to the nature of the rights inherent in the concept of judicial protection, and the provisions of Article 35 of the Constitution which give rise to the obligation of judicial protection, Article 13 of the Convention safeguards the right to a remedy concerning all of the fundamental rights which correspond to those protected by the Convention."

The Convention has been invoked and referred to by domestic courts in various judgments. By way of example, the Convention was referred to by the Supreme Court



in the application of *Nitsa Georgiou Zoukof and Georgia Andrea Zoukof v Cyprus Republic via Paphos Greek school registrar* (case no. 912/89, judgment of 25 July 1990). The case concerned non employment in a high school canteen due to the fact that the applicants had been women and it would be difficult for them to have to cope with male teenagers. The Supreme Court inter alia referred to the right to the same employment opportunities, including the application of the same criteria for selection in matters of employment (article 11 (b) of the Convention). The application was, therefore, successful.

The Convention was also referred to by the Supreme Court in the application of *Kyriakos Papagiannis and others v Industrial Training Authority* (case nos. 652/89 and 676/89, judgment of 19 June 1992). The case concerned non employment in the above authority due to the fact that the applicant (a pregnant woman, who, on the day of the written examination was admitted to hospital and later on aborted her unborn baby) failed to attend written examinations. The Supreme Court inter alia referred to the right to protection of health and to safety in working conditions, including the safeguarding to the function of reproduction (article 11 (f) of the Convention) and to the obligation of states to refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation (article 2 (d) of the Convention). The application was, therefore, successful.

**10. Are there any other mechanisms to monitor draft legislation, specific provisions in draft legislation or reverse decisions discriminating against women in family or cultural life?**

Yes (  ) No (  )

**If yes, please provide any relevant examples.**

It is mandatory for each Ministry to complete a questionnaire that includes a discussion of likely social impacts for all bills presented to Parliament. The questionnaire is entitled "Questionnaire for analysis of impact on all proposed legislation" The questionnaire's main headings include the following:

1. Main features and need for the proposed legislation
  2. Public Dialogue with direct stakeholders - Social Participation
  3. Overall analysis of economic, social and environmental impacts
    - Financial Implications
    - Economic Impact on the Public Sector
    - Economic impact on businesses
    - Social Impact
- Employment
  - Working Conditions
  - Protecting young people in the work environment
  - **Gender Equality**
  - Consumer rights
  - The health of the population

- The customs and traditions of our country
- Citizens of third countries, children, women, the disabled, the unemployed, the elderly, religious organisations, minorities, asylum seekers etc.
- Treatment of personal data
- Other
  - Environmental Impact

Unfortunately, there are no guidelines on how gender impacts should be assessed and on what spheres of life. Furthermore, there is no quantitative data on the number (%) of laws that have undergone impact assessment in each Ministry, or as to whether Gender Impact Assessments have had a qualitative impact on the content of draft laws.

Despite this, one way that the gender perspective is occasionally integrated into law drafting is through public dialogue and specifically through public consultation with NGOs and women's organisations. This has proven to have a positive impact in relation to gender mainstreaming in law drafting on issues such as trafficking in human beings, health and education, among others. Given that gender impact assessments are not formal procedures, consultation processes with women's organisations and the wider civil society can have a positive impact on law drafting in relation to gender equality.

#### **Family Life - Equality within marriage**

**11. Is there a legal designation of head of household?**

Yes ( ) No (  )

**If yes, is the head of household the male member of the family? What rights or obligations are attributed to the head of household?**

**12. Do women have the same rights as men in your State in relation to:**

- (  ) The minimum age for marriage – if the age of marriage is different for men and women, please provide information
- (  ) The right to enter into marriage
- (  ) The freedom to choose a spouse and to express consent

[ Article 22 and 28 of the Constitution, The Marriage Law, 2003 (L. 104(I)/2003)].

**13. With permission or authorization from parents/guardians/courts, at what minimum age can men and women marry in your State? What enforcement measures are provided by law in this regard?**

Minimum age of marriage: 16 years

Both partners must have attained the age of 18 years for a marriage to be conducted. If either one or both of the parties to the marriage are under 18 but over 16

years of age, the marriage may take place only with the written consent of the parents or guardian. If there is no such consent the marriage shall be declared null and void.

[ Article 22 of the Constitution and The Marriage Law, 2003 (L. 104(I)/2003)].

**14. Is there a reference to dowry in the legislation of your State, for example, in marriage contracts or in traditional practice?**

Yes ( ) No (  )

If yes, please explain.

**15. Are forced marriages prohibited in your formal and customary laws?**

Yes (  ) No ( )

If yes, please provide any relevant references.

Article 22 of the Constitution: Any person reaching nubile age is free to marry and to found a family according to the law relating to marriage, applicable to such person under the provisions of this Constitution.

The Marriage Law, 2003 (L. 104(I)/2003).

**16. Are forced marriages or arranged marriages practiced in your State?**

Yes ( ) No (  )

If yes, please explain.

**17. Is polygamy illegal in your State?**

Yes (  ) No ( )

If no, is it legal for both men and women?

**18. Is the registration of marriage compulsory in the following cases?**

(  ) civil marriage  
(  ) religious marriage

The Marriage Law, 2003 (L. 104(I)/2003).

**19. Are same sex-marriages allowed in your State?**

Yes ( ) No (  )

If yes, please provide references.

**20. Are same-sex relations criminalized in your State?**

Yes ( ) No (  )

If yes, please provide references.

**21. Is equality guaranteed between husband and wife in law and practice with respect to:**

- (  ) The right to choose a family name
- (  ) The right to choose a profession and occupation
- (  ) The right to choose the place of residence
- (  ) The right to have and retain one's nationality
- (  ) The freedom of movement (including the right to travel abroad)

**Please provide references.**

Article 13 of the Constitution: Every person has the right to move freely throughout the territory of the Republic and to reside in any part thereof subject to any restrictions imposed by law and which are necessary only for the purposes of defence or public health or provided as punishment to be passed by a competent court.

Article 25 of the Constitution: Every person has the right to practice any profession or to carry on any occupation, trade or business.

**22. Do both spouses have the same rights in law and practice with respect to:**

- (  ) ownership of property and land
- (  ) management and administration of property and land
- (  ) enjoyment and disposition of property and land

**Please provide references.**

Article 23 of the Constitution: Every person, alone or jointly with others, has the right to acquire, own, possess, enjoy or dispose of any movable or immovable property and has the right to respect for such right.

**23. Are women who get married subjected to any form of male guardianship?**

Yes ( ) No (  )

**If yes, what are the specific conditions of this guardianship and what kind of restrictions does it impose on women?**

**24. Do parents have same rights and responsibilities regarding to:**

- (  )Deciding the number and spacing of children
- (  )Guardianship, wardship and trusteeship
- (  ) Adoption of children
- (  )Care of children
- (  )Education of children
- (  ) Alimony

**Please provide references.**

The Parents and Children Relations Laws of 1990 until 2008.

The Adoption Law of 1995.

**25. Are de facto unions recognized in law in your state?**

Yes ( ) No (  )

**If yes, please explain in which law(s) and how this is defined.**

**26. Do men and women have the same legal rights with respect to dissolution of marriage?**

Yes (  ) No ( )

**If yes, please explain in which law(s) and how this is defined.**

Constitution Article 111 (revised).

The Marriage Law, 2003 (L. 104(I)/2003).

The Family Courts Laws of 1990 until 2006.

**27. Do men and women have the same rights in law and practice when a marriage or union ends in terms of:**

- (  ) Equal share of the marital property and land
- (  ) Custody of children
- (  ) Remarriage

**Please provide any references.**

The Marriage Law, 2003 (L. 104(I)/2003).

The Spouses Property Relations Laws of 1991 until 2008.

The Parents and Children Relations Laws of 1990 until 2008.

**28. Is it contemplated in the legislation of your State that, in the event of a divorce, women should remain in the family or common household?**

Yes ( ) No (  )

**If yes, please explain in which law(s) and how this is defined.**

**29. Are legal provisions guaranteeing non-financial contributions, including care of children, the sick and elderly in the family, taken into account in the division of marital property upon divorce?**

Yes (  ) No ( )

**If yes, please provide references.**

The Spouses Property Relations Laws of 1991 until 2008.

The above law establishes the right for both spouses to claim a share of whatever property is acquired during the course of the marriage. Thus, if the marriage is dissolved by death or divorce or if the spouses are separated for more than three years, each spouse is entitled to a share in the property acquired by the other during the marriage. This share is proportionate to the amount by which each spouse can show that he/she contributed to the increase in the other's property. Housework and the upbringing of children is deemed to be a contribution. In any event, the spouse with the lesser contribution is entitled to one third of the property acquired by the other during the marriage without having to prove his/her contribution to this proportion, even if this contribution is limited to rearing the children and managing the home. The spouse against whom a higher claim is made may receive judgement in his/her favour if he/she can prove that the other spouse did not contribute in any manner at all to the increase in property or that he/she contributed less than one third. No property acquired by gift or inheritance can be included in this settlement.

**30. Are rights of widow(er)s the same for women and men in terms of:**

- (  ) Custody of children
- (  ) Property and land distribution
- (  ) Remarriage
- (  ) Freedom to choose residence

**Please provide references.**

Constitution (various articles).

The Marriage Law, 2003 (L. 104(I)/2003).

The Spouses Property Relations Laws of 1991 until 2008.

The Parents and Children Relations Laws of 1990 until 2008.

**31. Do women have access to legal aid in relation to family matters?**

Yes (  ) No (  )

**If yes, please explain.**

Article 30(3) of the Constitution provides that «Every person has the right (d) [...] to have free legal assistance where the interests of justice so require and as provided by law.» The law that provides for legal aid is the Legal Aid Law (L.165(I)/2002) which stipulates that free legal aid (i.e. advice, aid and representation) is to be granted for, *inter alia*, civil procedures against the Republic of Cyprus for damages caused to individuals due to specific human rights violations. Those human rights violations which are covered by the Legal Aid Law include not only the rights enshrined in the Constitution but also the rights/obligations arising from the ratified UN Convention on the Elimination of All forms of Discrimination against women, including its article 16 (family matters). Additionally, legal aid for advice, aid and representation is to be granted in cases brought before the Family Law Court for any procedure in respect to family relations (i.e. matters of parental care, adoption, matrimonial relations between spouses, child recognition and any other matter arising from family relations).

**Equality within the family****32. What is the legal definition/concept of “family” in your State?**

The Violence in the Family (Prevention and Protection of Victims) Law of 2000 [L.119(I)/2000], as amended by Law 212 (I)/2004 includes a definition of «member of the family»:

- (a) husband and wife who:
  - (i) have been legally married, whether the marriage exists or not, or
  - (ii) are or were cohabiting as husband and wife;
- (b) the parents of the persons referred to in paragraph (a);
- (c) children of the persons referred to in paragraph (a), irrespective of whether such children are the natural or adopted children of either or both of the said persons, as well as the grandchildren of the persons referred to in paragraph (a);
- (d) any person residing with any of the above mentioned persons.

**33. In law (including customary law) are men and women equal in the family in your State?**

Yes (  ) No (  )

**If yes, please provide any references.**

Article 28 of the Constitution.

The Marriage Law, 2003 (L. 104(I)/2003).

The Spouses Property Relations Laws of 1991 until 2008.

The Parents and Children Relations Laws of 1990 until 2008.

**34. Do men and women have the same social status within the family in your State?**

Yes (  ) No (  )

**If yes, please provide any references.**

Article 28 of the Constitution and relevant legislation.

**35. Does your State have data on the number of hours spent by women and by men on functions in the home or in care for family members, including children and the elderly?**

No

**If yes, please explain.**

**36. Do men and women in the family have the same rights, in law and practice, with regards to inheritance (including equal rank in the succession)?**

Yes (  ) No (  )

**If yes, please explain. In addition, is there evidence of waiver of inheritance rights by women?**

The relevant law (CAP 195) does not make any distinction with regards to inheritance rights between men and women in the family or not. Nor is there any provision of waiver of inheritance rights by women. Both men and women enjoy absolutely the same rights with regards to inheritance.

**37. Does family education in your State include a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of the children?**

Yes (  ) No (  )

**If yes, please provide any references.**

The Cypriot Health Education Curriculum includes specific learning objectives related to gender equality and sexual and reproductive rights. These objectives target various social problems including gender inequality, violation of sexual and reproductive rights, racism, homophobia, violence, delinquency, etc. More specifically the issues of maternity and the upbringing of children is addressed in the Cypriot Health Education Curriculum under the thematic area of the family planning and the sex education taught in the lesson of Health Promotion.



The provision to schools of relevant educational material that includes specifically areas of gender equity and sexual and reproductive health ("Social Learning for primary schools", "First steps", "Compasito") or posted on the internet ([http://www.moec.gov.cy/agogi\\_ygeias/](http://www.moec.gov.cy/agogi_ygeias/)).

Schools' staff support by Health educators advisors' visits to schools to discuss relevant issues, resolving questions, apply activities and provide relevant educational material

Collaboration with Non-Governmental Organizations whose actions concern gender equality and sexual and reproductive rights (e.g. Cyprus Family Planning Association (CFPA)).

Provision of a series of workshops on "Shield against homophobia in education", organized by the "Trainers Team of the Cyprus Youth Council" and the "Cyprus Family Planning Association."

**38. If equality is guaranteed in law and practice, does this apply in all different types of families?**

Yes  No

**If yes, please provide any references.**

#### **Violence within the family and marriage**

**39. Are there any of the following traditional practices in your State?**

- Female Genital Mutilation
- Honour Killings
- Son Preference
- Dowry Deaths
- Polygamy
- Prohibition of work or travel without the permission of a guardian
- Other

**If yes, is there legislation prohibiting such practices in your State?**

**Please provide any information on other actions taken to eradicate these practices.**

The Commissioner for Administration and Human Rights has published/submitted a report on the legal and institutional framework that regulates the issue of female genital mutilation (FGM), a practice which constitutes a serious form of gender-based violence with serious and irreversible effects on the human rights of women. Although no incidents of FGM have been reported in Cyprus as of yet, the growing influx of

immigrant women and foreign workers could make its appearance a distinct possibility. In Cyprus, although there is provision in the Penal Code that criminalizes the practice of FGM, no suitable infrastructure and effective mechanisms for the protection of victims were detected. For this reason the Commissioner has suggested that simply criminalizing FGM is not in and of itself sufficient to combat the problem and provide support to victims, and that a holistic and comprehensive approach that will cover all relevant sectors is needed. This will create a context which is more suitable for the protection and rehabilitation of victims.

Further, awareness raising campaigns on the issue of violence against women, including FGM have been implemented to encourage women to report incidents of violence and to sensitize professionals and the public.

Local authorities in partnership with local NGOs and the personnel of the rural Health centres, organize on a regular basis lectures (especially designed for women) on women's issues, including pregnancy, menopause, female genital mutilation, and postpartum depression.

**40. Is/are there any anti-domestic violence legislation/regulations in your State?**

Yes (  ) No (  )

**If yes, please provide any references.**

The Violence in the Family (Prevention and Protection of Victims) Laws of 2000 until 2004 [119(I)/2000 and 212(I)/2004]  
([http://www.familyviolence.gov.cy/upload/legislation/laws\\_2000\\_and\\_2004\\_en.pdf](http://www.familyviolence.gov.cy/upload/legislation/laws_2000_and_2004_en.pdf))

**41. Does your State have a legal definition of discrimination which covers gender-based violence or violence against women, which includes domestic violence?**

Yes (  ) No (  )

The Equal Treatment of Men and Women in Employment and Vocational Training (Amendment) Law, 2009[L.39 (I)/2009], amending Law 205(I) of 2002, for harmonization with European Directive 2006/54/EC, prescribes the following:

-“direct discrimination based on sex” shall exist where one person is treated less favourably on grounds of sex than another is, has been, or would be treated in a comparable situation;

-“discrimination based on sex” shall mean every direct or indirect discrimination, including sexual harassment or harassment and any less favourable treatment based on a person's rejection of, or submission to such conduct, as well as any less favourable treatment of a woman related to pregnancy, childbirth, nursing, maternity, or sickness due to pregnancy or childbirth, but not including positive actions, whereas any

instruction or order to discriminate against persons, on grounds of sex, shall be discrimination based on sex;

-“indirect discrimination based on sex” shall exist where an apparently neutral provision, criterion, or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means of achieving that aim are appropriate and necessary;

The Equal Pay Between Men and Women for the Same Work or for Work of Equal Value (Amendment) Law, 2009 [L.38(I)/2009], amending Law 177(I) of 2002, for harmonization with European Directive 2006/54/EC and the Equal Treatment of Men and Women (Access to and Supply of Goods and Services) Law, 2008 [L.18(I)/2008], as amended by Law 89(I) of 2013 for harmonization with European Directive 2004/113/EC, prescribes the principle of equality in pay, discrimination based on sex, as well as direct and indirect discrimination.

The Violence in the Family (Prevention and Protection of Victims) Law of 2000 [L.119(I)/2000], as amended by Law 212 (I)/2004, under the Article 3(1) prescribes the following:

«For the purposes of this Law, violence means any act, omission or behavior which causes physical, sexual or mental injury to any member of the family by another member of the family and includes violence used for the purpose of having sexual intercourse without the consent of the victim as well as of restricting its freedom».

**42. Does your State have a national policy to eliminate gender-based violence or violence against women, including domestic violence?**

Yes

(  )

No (  )

The Advisory Committee for the Prevention and Combating of Violence in the Family prepared the first National Action Plan for the Prevention & Combating of Violence in the Family (2010-2013) which includes actions regarding violence against women and children within the family. The Action Plan was approved for implementation by the Council of Ministers on 03.12.2009 (Decision number: 69.663).

The Action Plan has the following strategic goals:

- o To monitor the problem of violence in the family;
- o To prevent the problem of violence;
- o To inform and enlighten the public and professionals using various means such as special conferences, educational programs and seminars;
- o To monitor the effectiveness of services and the enforcement of relevant legislation;
- o To protect the victims of domestic violence;
- o To coordinate and evaluate the implementation of the Action Plan

Each of the above strategic goals is assigned to the competent bodies for their implementation.

The Advisory Committee for the Prevention & Combating of Violence in the Family has a central role in monitoring and coordinating this implementation.

(Full text of the Action Plan: [www.familyviolence.gov.cy](http://www.familyviolence.gov.cy))

Manual of Interdepartmental Procedures

In order to safeguard the rights of the victims, the Advisory Committee for the Prevention and Combating of Violence in the Family has drafted a Manual of Interdepartmental Procedures, which was approved on 16.05.2002 by the Council of Ministers, for immediate implementation. The manual provides a framework of how professionals should collaborate and focuses on interdepartmental cooperation. It is addressed to those who work in the Social Welfare Services, the Police Force, the Health Services, the Education Services, the Law Office of the Republic and the relevant NGOs.

Mandatory Reporting

Public officers of the Ministries of Health, Education, Justice and Public Order (Police) and Labor and Social Insurance (Social Welfare Services) have a mandatory duty to report to the Attorney's General's Office any referrals regarding concerns, suspicions or evidence of family violence including domestic violence. Additionally, according to the article 35A of the Violence in the Family Law 212(I)/2004 any person, who is aware of and omits to report a case of violence against a minor or against a person with severe mental or psychological deficiencies, commits an offence.

**43. Is marital rape considered a crime in the legislation of your State?**

Yes (  ) No (  )

Article 5 - Rape of wife by husband [The Violence in the Family (Prevention and Protection of Victims) Laws 119(I)/2000 and 212(I)/2004]

Notwithstanding the provisions of any law, the offences of rape under sections 144 and 145 of the Criminal Code, and of the attempt to commit rape, under section 146 of the same Code, may be considered as having being committed by a husband against his wife, if, on the facts of the case, the said offences would have been constituted, in the case where the perpetrator and the victim were not married, and shall be punishable in accordance with the provisions of the Criminal Code.

**44. Is adultery considered a crime in the legislation of your State?**

Yes (  ) No (  )

**If yes, is it equally punished for men and women?**

**Please provide any references and further explanation.**

**45. Are there any public campaigns in your State to raise awareness that violence against women and girls is a human rights violation?**

Yes (  ) No (  )

**If yes, do they attempt to change the attitudes of men? Yes**

Campaigns are carried out on an annual basis in public areas or in the context of events such as the Cyprus State Fair, where informative brochures are distributed to the public. Such campaigns are carried out either by the Police on its own or in cooperation with NGOs such as the Domestic Violence Association.

The informative brochure "Useful Advice for the prevention of attacks against women" was published by the Police (2012) both in Greek and English, covering issues of safety in various circumstances, well as advice on what to do if a woman becomes a victim of rape.

Cyprus Police has issued child-friendly brochures, ensuring the appropriate information reaches children and young people regarding sexual offences and what they can do if they are in danger of being victims of such offences:

Child Rights Charter (targeted at children ages 9-12)  
 Youth Rights Charter (targeted at children and young people aged 13-18)  
 Surfing with safety (targeted at children and young people aged 10 and over)

The Office of the Commissioner for Administration and Human Rights within the framework of its powers as Equality Authority, has secured financing through European Community's financial programme "PROGRESS" for carrying out actions aimed at combating/eradicating violence against women and girls in the Cypriot society.

One of the actions is to organize a coordinated national and targeted media campaign on VAW using diverse communication tools, that will raise awareness of the general public on the problem of VAW and promote the message of zero tolerance to all forms of VAW and young girls in Cyprus. The campaign will focus on intimate partner violence. More specifically the media campaign will aim to eliminate gender stereotypes and challenge socio-cultural attitudes that render violent behaviour acceptable by targeting specifically men and boys.

The specific objectives, as regards to awareness-raising, are to:

- a. develop and implement a national campaign that will focus on intimate partner violence, sexual violence including rape, and sexual harassment;
- b. raise awareness of the general public and more specifically of men and boys on the problem of VAW (different forms of VAW, health, social and economic implications, women's rights etc.). The target groups for the campaign include:
  - The society at large
  - Men and boys (ages 10 +)
  - Women and girls victims

Further, Non-Governmental Organizations play a very significant role in making the problem of domestic violence visible in the society, especially through their sensitization programmes and public campaigns. The Government supports and subsidises their programmes and activities. A shelter for battered women and a special fund for Legal Aid to victims of family violence have been set up. Both are run by an NGO and are subsidized by the Government.

**46. What measures have been taken in your State to raise awareness among law enforcement officials regarding violence against women and girls, including domestic violence?**

**Please explain and provide examples.**

Police officers are informed about the legislation and the procedures to be followed in cases of domestic violence, on a routine basis, while at the same time they are trained on the psycho-social aspects and dynamics of domestic violence. This is realised through the various training programs at the Police Academy.

Members of the Office for Combating Domestic Violence, Police Headquarters, have attended a number of Seminars and Workshops on the subject in the context of exchanging best practices and improving procedures in the handling of Domestic Violence cases.

In addition, trainings are carried out and circulars distributed amongst the police officers, calling members of the police to respect and treat all individuals equally, irrespective of gender.

In 2010, a conference on "Woman and Policing" was organized by the Cyprus Police. Through the Conference, the historical contribution of women to Cyprus Police was acknowledged and issues related to gender discrimination were discussed.

**47. Are there special law enforcement units to respond to complaints of violence against women and girls, including domestic violence?**

Yes (  ) No (  )

**If yes, do these include female law enforcement officers?**

Victims of domestic violence or child victims in general may contact the Domestic Violence and Child Abuse Office for general advice.

Complaints on any crime in Cyprus are reported at the local Police Station, or at the Cyprus Investigation Department (CID) District Office. After a complaint is made at the local Police Station or CID District Office, the Domestic Violence and Child Abuse Office (DVCA) is notified. When the criminal file is finished on the operational level, it is sent to the DVCA Office for review and recommendations, addressed to the Attorney General.

In cases where child victims are concerned, and where a video-recorded statement needs to be taken, this is carried out by specially - trained personnel of the same gender, at special facilities.

**48. Please provide information on the incidents/complaints of domestic violence, sexual assault including rape, and child abuse against women and girls in your State.**

The Statistical Service of Cyprus has data on the number of cases of domestic violence, sexual assault, rape and child abuse, which are reported to the Police and for which the relevant legal proceedings are followed. You may find these data (on the number of cases of sexual offences and offences against the person, the number of victims as well as the sex of the victims), in our annual publication "Criminal Statistics", in table 23, which is available on our website by following the link,

[http://www.cystat.gov.cy/mof/cystat/statistics.nsf/populationcondition\\_27main\\_en/populationcondition\\_27main\\_en?OpenForm&sub=7&sel=4](http://www.cystat.gov.cy/mof/cystat/statistics.nsf/populationcondition_27main_en/populationcondition_27main_en?OpenForm&sub=7&sel=4).

Regarding the total number of incidents and complaints of domestic violence, sexual offences etc. which are reported to the Police (whether these follow the legal route or whether they remain as "complaints" and a legal procedure is not followed, the reason being that the charges are withdrawn by the victim), one should contact the competent office at the Police Headquarters, which keeps a record of all of the complaints, namely the Office for Combating Discrimination and Domestic Violence.

Relevant information can be also provided by the following:

Independent body established under the Violence in the Family Laws (Prevention and Protection of Victims) of 2000 and 2004:

Advisory Committee for the Prevention & Combating of Violence in the Family  
([www.familyviolence.gov.cy](http://www.familyviolence.gov.cy))

National surveys:

- "Extent, Frequency, Forms and Consequences of Domestic Violence against Women in Cyprus" (2012) by Apostolidou et al.  
([http://www.familyviolence.gov.cy/upload/research/erevna\\_2012oct\\_viol-ag-women\\_summary\\_en.pdf](http://www.familyviolence.gov.cy/upload/research/erevna_2012oct_viol-ag-women_summary_en.pdf))
- "The Extent and Forms of Violence against Children in Cyprus Family" (2004) by Apostolidou et al.  
(<http://www.familyviolence.gov.cy/cgi-bin/hweb?-A=26&-V=research>)

Statistics:

- Police Services  
(<http://www.police.gov.cy>)
- Social Welfare Services  
(<http://www.mlsi.gov.cy>)
- Association for the Prevention & Handling of Violence in the Family  
(<http://www.domviolence.org.cy>)

Domestic Violence Statistics also available at  
[http://www.police.gov.cy/police/police.nsf/All/5A9011B3BE3E14B1C2257B4F002E6CE7/\\$file/FamilyAbuse%20gia%20web.pdf](http://www.police.gov.cy/police/police.nsf/All/5A9011B3BE3E14B1C2257B4F002E6CE7/$file/FamilyAbuse%20gia%20web.pdf)

Statistics on Rape and Attempted Rape are available at  
[http://www.police.gov.cy/police/police.nsf/All/013FA5A3E54B1BACC2257BEC003A6B74/\\$file/Serious%20first%20half%202013.pdf](http://www.police.gov.cy/police/police.nsf/All/013FA5A3E54B1BACC2257BEC003A6B74/$file/Serious%20first%20half%202013.pdf)

**49. Are there shelters or safe houses for women and girls who are victims of gender-based violence, including domestic violence in your State?**

Yes (  ) No (  )

**If yes, are these available to women and girls living in rural and remote areas?**

Yes

The Association for the Prevention and Handling of Violence in the Family, an NGO, operates a shelter, for the operation of which, financial support is provided by the Social Welfare Services of the Ministry of Labour and Social Insurance through the Grants-In-Aid Scheme. In addition, the Association has secured public land and 2 new shelters in Paphos and Nicosia will be ready for operation in 2016 for women victims of violence, as well as their children. All women have access to the above mentioned shelter.

Besides, the Association for the Prevention and Handling of Violence in the Family runs a telephone Helpline which operates daily (including holidays and weekends) and is free of charge. The Helpline 1440 offers counselling support in times of crisis, information for and communication with other services dealing with domestic violence, as well as information concerning victims' basic rights and options. During the last 5 years, from 2009 to 2013, the Helpline handled 6080 cases with an average of 1216 cases per year.

#### **Participation in cultural life**

**50. Are men and women equally entitled in law and practice to interpret cultural traditions, values and practices in your State?**

Yes (  ) No (  )

**If yes, please describe and provide examples.**

**51. Are there restrictive dress codes for women which do not apply to men?**

No

**If yes, please describe and provide examples.**



**52. Are women in the country allowed to be a member and fully participate in cultural and scientific institutions in your State?**

Yes (  ) No (  )

**If yes, please describe and provide examples.**

Education is free from the age 5 8/12 - 18 (i.e. primary education and secondary – Gymnasium and Lyceum) and compulsory from the age of 5 8/12 until the age of 15 (i.e. primary education and secondary at Gymnasium level). So, there is allegedly equal access to education while there are over 40 State Institutes for Further Education.

The Ministry of Education and Culture (MOEC) focuses on ensuring equal opportunities in education for both sexes on a non-discriminatory basis, at all levels of education. The endeavors of the MOEC to enhance a non-discriminatory gender education include, among others, the revision of the curriculum and the teaching materials so that gender issues are included in the various subjects as well as the submission of an Action Plan (2014-2017) for the promotion of gender equality in education, constructed by a cross – departmental committee. Its application is monitored by a steering committee appointed by the General Director of the Ministry. This Committee oversees and coordinates all gender equality issues related to actions taken by the MOEC. The work of the Committee, resulting in the development of the Action Plan, promotes gender equality targeting to the inclusion of gender equality in matters related to the structures of the educational system and to the teacher in-service training.

In Cyprus there are many Women's Organizations, Trade Unions and other Non-Governmental Organizations, active in the promotion of women's rights and equal opportunities. 19 organizations -which are the main women's organizations, trade unions and other major NGOs-, including two Turkish Cypriot organizations are members of the Council of the National Machinery for Women's Rights (NMWR), while an additional 68 NGOs (academic institutions, research centres, Organisations working in the field of violence against women, peace, education, agriculture etc) are members of the National Committee, which is the largest body of the four bodies of the NMWR.

During the last years the government has developed much stronger ties with women's organisations by involving them in relevant spheres of policy formulation and decision-making processes and their contribution has been vitally important in ensuring that the needs of all women, including vulnerable groups, such as migrants, women with disabilities, elderly women, rural women, divorced women and single mothers are taken into account.

Women are also actively involved in all aspects of social and cultural life. Women's high level of secondary and tertiary education enables them to participate in and contribute to the organisation of social, cultural and artistic events. Further, they are very active in the field of voluntary/humanitarian work/aid, environmental issues etc.

**53. Are women entitled in law and practice, independently of their marital status, to decide freely whether or not to participate in certain cultural events, traditions and practices in your State?**

Yes (  ) No (  )

**If yes, please describe and provide examples.**

There are no such restrictions. According to law all citizens regardless of sex, religion, status etc. are entitled to participate in social and cultural life.

**54. Are there any specific actions to recognize and value the contributions of women to culture in your State?**

Yes (  ) No (  )

**If yes, please describe and provide examples.**

There are special annual awards (e.g. «Women of the Year») aiming at promoting and rewarding Cypriot Women, who have distinguished themselves in various fields of life, such as music, arts, sports, research, literature, science, innovation, entrepreneurship etc.

On the occasion of Women's Day as well as Mother's Day the Government, acknowledging the contribution of women in all walks of life organises various events. The Media also play an important role in giving visibility to women's issues, women personalities, as well as promoting women's participation in all spheres of life.

**55. Do you have data regarding the participation of women in arts, science, sports and in the proportion of public funding allocated to women in these activities?**

**If yes, please provide information.**

With regard to higher education, the number of women participating in tertiary education is increasing over time with women often outperforming men academically. Women seem to prefer to study courses in the Humanities and Social and Behavioural Sciences. The research project titled 'The gendered map of Cyprus tertiary education' (Koutselini, 2009-2011) notes among others that for the years 1992-2011, the mean number of female students in public and private institutions of tertiary education was higher, compared to that of male students. At both undergraduate and Master's level the mean number of women exceeded the mean number of men for the years 2005 - 2011, while at a PhD level the mean number of men was higher than that of women. Although there are fewer female students at the PhD level, as well as in competitive research institutions, the proportion of women researchers with a post-graduate degree increased over the time period 2006 – 2010. In addition, it seems that the proportion of women researchers in the fields of engineering and technology as well as medical sciences has increased in the last few years. In other fields, such as the natural sciences and the social sciences, the proportions of women remain relatively constant

over time. For the period 1994 to 2011, the percentages of women students were higher in the sectors of Education, Social Sciences and Humanities, Philosophy, Health, Communication and the Arts in both public and private universities of Cyprus. The percentage of male students was higher in Engineering and Information Technologies.

**56. Has your State developed any temporary special measures to enhance the participation of women in arts, science, sports and any other cultural activity?**

Yes (  ) No (  )

**If yes, please provide specific examples of these temporary special measures.**

The participation of women in arts, sciences, sports and other cultural activities is mainly promoted through the educational system at all levels, Women's Organisations, as well as the Mass Media (informational campaigns).

**57. Are women allowed and encouraged by your State to participate in all sports?**

Yes (  ) No (  )

**If yes, please describe and provide examples.**

The Committee "Women and Sports" was established in 1994 by the Board of Directors of the Cyprus Sports Organisation, in accordance with the Declaration of the Conference held in Brighton in the same year. The Declaration is addressed to government agencies, public authorities, organizations, businesses, educational and research institutions, women's organizations and individuals responsible for the development and promotion of sports, and/or engaged in employment, education, administration, training and development of women in sports.

The main objective of the Brighton Declaration is to develop sports culture and promote the full participation of women in every field of sports.

During the last years the above mentioned Committee conducted the first Pancyprian research regarding the position of Cypriot women in sports' events and physical activities. In addition, the Committee institutionalized a special award entitled "Women and Sports" at the annual awards ceremony of excellent athletes.

Also, the President of the Committee was represented at the Management Board of the European Commission entitled "Women and Sports». In the framework of the Cyprus Presidency of the Council of the EU the Committee participated in the *Sport Forum* held in Nicosia. The Committee was also represented at the European Conference "Protection from violence and sexual harassment of children and adolescents in the sports' areas," which was held in Berlin between 20 and 21 November 2012.

**58. Is any special dress code provided in the legal regulations for all women exercising sports in your State?**

Yes ( )

No (  )

**If yes, please describe and provide examples.**

**59. Are there any differences in your State in conditions for women's access, to museums, parks, theaters, sports stadiums and other facilities where culture, sports and science are disseminated in comparison with men?**

Yes ( )

No (  )

**If yes, please explain and provide examples.**

**60. Is your State promoting the participation of women in the arts?**

Yes (  )

No ( )

**If yes, please explain and provide examples.**

The State provides opportunities for all citizens regardless of sex, religion, status etc. to participate in arts, especially through the educational system at all levels.

**61. Have there been any cases in your State in last decade of women artists prosecuted for the performance of art, allegedly violating public authority or morals?**

Yes ( )

No (  )

**If yes, please describe.**

## GENDER EQUALITY

### LEGISLATIVE MEASURES

#### A. International Instruments:

1. The ILO Convention on Part-time Employment, No. 175 (Ratification) Law, 1997 (L. 6(III)/1997).
2. Article 20 of the Revised European Social Charter of the Council of Europe, on equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex. This was ratified by Law No. 27(III) of 2000.
3. The Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (ILO Convention No. 182) (Ratification) Law, 2000 (L. 31 (III)/2000).
4. The Optional Protocol of the CEDAW (Ratification) Law, 2002, (L. 1(III)/2002).
5. The Protocol 12 to the European Convention for the Protection of Human Rights and Fundamental Freedoms (Ratification) Law, 2002 (L.13(III)/2002).
6. The UN Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (Ratification) Law, 2002 (L. 16(III)/ 2002).
7. The Republic of Cyprus submitted to the United Nations an acceptance document on the amendment of Article 20, paragraph 1 of the CEDAW on 31 July 2002.
8. The Treaty of Accession of the Czech Republic, the Republic of Estonia, the Republic of Cyprus, the Republic of Latvia, the Republic of Lithuania, the Republic of Hungary, the Republic of Malta, the Republic of Poland, the Republic of Slovenia and the Slovak Republic to the European Union, (Ratification) Law, 2003 (L. 35(III)/2003).
9. The Convention concerning the revision of the Maternity Protection Convention (Revised) (Ratification) Law, 2004 [L.54 (II)/2004].

10. The European Convention on the Exercise of Children's Rights (Ratification) Law, 2005 [L.23 (III)/2005].
11. The Optional Protocol to the Convention of the United Nations on the Rights of the Child, on the Sale of Children, Child Prostitution and Child Pornography (Ratification) Law, 2006 [L.6 (III)/2006].
12. The Convention of the Council of Europe on Action against Trafficking in Human Beings (Ratification) Law, 2007 [L.38 (III)/2007].

## **B. Constitution**

13. The Constitutional Amendment Law of 1989, L.95/89 (Amendment of the Article 111 of the Constitution)

## **C. National Legislation:**

### **(1) FAMILY LAW**

#### **Marriage**

14. The Civil Marriage Law, 1990 (L. 21/1990, as amended by Laws No. 28(I)/1994, 93(I)/1994, 57(I)/1995, 58(I)/1995 and 72(I)/2001) - Repealed by the Marriage Law, 2003 (L.104 (I)/2003).
15. The Marriage Law, 2003 (L. 104(I)/2003).

#### **Children**

16. The Children (Legal Status) Law, 1991 (L.187/1991, as amended by Laws No. 213/1991 and 161(I)/2000).
17. The Children (Relation and Legal Status) (Amendment) Law, 2006 [L.78 (I)/2006].
18. The Children (Relation and Legal Status) (Amendment) Law, 2008 [L.69 (I)/2008].

#### **Adoption**

19. The Adoption Law, 1995 (L. 19(I)/1995).
20. The Social Insurance (Amendment) Law, 1996 (L. 55(I)/1996).

21. The Social Insurance (Amendment) (No. 2) Law, 1998 (L. 84(I)/1998).
22. The Social Insurance (Amendment) Law, 2001 (L. 2(I)/2001). Repealed by L.59(I)/2010.

### **Relations between Parents and Children**

23. The Relations between Parents and Children Law, 1990 (L. 216/1990, as amended by Laws No. 60(I)/1995, 95(I)/1995, 30(I)/1997, 60(I)/1997, 21(I)/1998 and 190(I)/2002).
24. The Parents and Children Relations (Amendment) Law, 2004 [L.203 (I)/2004].
25. The Parents and Children Relations (Amendment) Law, 2008 [L.68 (I)/2008].

### **Property Relations Between Spouses**

26. The Spouses Property Relations (Regulation) Law, 1991 (L. 232/1991, as amended by Laws No. 49(I)/1995, 34(I)/1996, 25(I)/1998, 58(I)/1999).
27. The Spouses Property Relations (Regulation) (Amendment) Law, 2006 [L.62 (I)/2006].
28. The Spouses Property Relations (Regulation)(Amendment) (No.2) Law, 2006 [L.169 (I)/2006].
29. The Spouses Property Relations (Regulation) (Amendment) Law, 2008 [L.67(I)/2008].

### **Family Courts**

30. The Family Courts Law, 1990 (L. 23/1990, as amended by Laws No. 247/1990, 231/1991, 88(I)/1994, 33(I)/1996, 61(I)/1997, 26(I)/1998, 92(I)/1998, 46(I)/1999, 96(I)/1999 and 58(I)/2000).
31. The Family Courts (Religious Groups) Law, 1994 (L. 87(I)/1994, as amended by Laws No. 46(I)/1995, 52(I)/1995, 38(I)/1996, 29(I)/1997 and 22(I)/1998).
32. The Family Courts (Amendment) Law, 2006 [L.63 (I)/2006].
33. The Family Courts (Amendment) Law, 2006 [L.69 (I)/2009].

34. The Family Courts (Religious Groups) Law, 2009 [L.70 (I)/2009].

## **(2) LABOUR LAW**

### **Equal Pay**

35. The Equal Pay Between Men and Women for Work of Equal Value Law, 1989 (L. 158/1989, as amended by Law 144(I)/2000) - Repealed by L.177(I)/2002.
36. Regulations: (P.I. 283/2000, P.I.141/2001. Repealed by L. 177(I)/2002).
37. The Equal Pay Between Men and Women for the Same Work or for Work of Equal Value Law, 2002 (L. 177(I)/2002).
38. The Equal Pay between Men and Women for the same Work or for Work of Equal Value (Amendment) Law, 2004 [L.193 (I)/2004].
39. The Equal Pay between Men and Women for the same Work or for Work of Equal Value (Amendment) Law, 2009 [L.38 (I)/2009].

### **Equal Treatment**

40. The Equal Treatment of Men and Women in Employment and Vocational Education Law, 2002 (L. 205(I)/2002).
41. The Part-Time Employees (Prohibition of Discriminatory Treatment) Law, 2002 (L. 76(I)/2002).
42. The Equal Treatment of Men and Women in Employment and Vocational Education (Amendment) Law, 2004 [L.191 (I)/2004].
43. The Equal Treatment of Men and Women in Employment and Vocational Education (Amendment) Law, 2006 [L.40 (I)/2006].
44. The Equal Treatment of Men and Women in Employment and Vocational Education (Amendment) Law, 2007 [L.176 (I)/2007].
45. The Equal Treatment of Men and Women in Employment and Vocational Education (Amendment) Law, 2009 [L.39 (I)/2009].
46. The Provision of Independent Aid in Victims of Discrimination Regulations, 2009 [P.I. 176/2009].



### **Night Work**

47. The 1990 Protocol to the Night Work (Women) Convention (Revised) 1948 (Ratification) Law, 1993, (Repeal) Law, 2002 (L. 21(III)/2002).
48. The Night Work (Women) Convention (Revised) 1948 (Ratification) Law, (Repeal) Law, 2002 (L. 21(III)/2002).
49. The Employment of Women During the Night Law, (Repeal) Law 2002 (L. 107(I)/2002).

### **Maternity Protection**

50. The Maternity Protection Law, 1987 (L. 54/1987, as amended by Laws No. 66/1988 and 48(I)/1994) - Repealed by L. 100(I)/1997.
51. The Maternity Protection Law, 1997 (L. 100(I)/1997, as amended by Laws No. 45(I)/2000 and 64(I)/2002).
52. The Maternity Protection (Safety and Health at Work) Regulations, 2002 (P.I. 255/2002).
53. The Maternity Protection (Amendment) Law, 2007 [L.109 (I)/2007].
54. The Maternity Protection (Amendment) Law, 2008 [L.8 (I)/2008].
55. The Maternity Protection (Amendment) (No. 2) Law, 2008 [L.43 (I)/2008].
56. The Maternity Protection (Amendment) (No. 2) Law, 2011 [L.70 (I)/2011].
57. The Public Service (Granting of Leave) (Amendment) Regulations 2005, [P.I.295/2005].

### **Parental Leave**

58. The Parental Leave and Leave on Grounds of Force Majeure Law, 2002, (L. 69(I)/2002).
59. The Termination of Employment (Amendment) Law, 2002 (L. 70(I)/2002).
60. The Social Insurance (Amendment) Law, 2002 (L. 71(I)/2002).

61. The Annual Holidays with Pay (Amendment) (No. 2) Law, 2002 (L. 72(I)/2002).
62. The Places of Entertainment Employees (Conditions of Service) (Amendment) (No. 2) Law, 2002 (L. 73(I)/2002).
63. The Parental Leave and Leave on Grounds of Force Majeure (Amendment) Law, 2007 [L.111 (I)/2007].
64. The Public Service (Granting of Leave) (Amendment) Regulations, 2009, [P.I.366/2009].
65. The Parental Leave and Leave on Grounds of Force Majeure (Amendment) Law, 2010 [L.11 (I)/2010]-Repealed by L. 47(I)/2012.

#### **Reconciliation of Professional and Family Life (Encouragement of Women to Participate in the Labour Market)**

66. The Old People's and Disabled Persons' Homes Law, 1991 (L.222/1991) as amended by Laws No. 64(I)/1994 and 65(I)/2011.
67. The Day Care Centers for School-Age Children Law, 1996 (L. 2(I)/1996), as amended by L. 63(I)/2011.
68. The Day Care Centers for School-Age Children Regulations, 1997 (P.I.157/1997).
69. The Old People's and Disabled Persons' Homes Regulations, 2000 (P.I. 213/2000).
70. The Day Care Centers for Adults Law, 1997 (L. 38(I)/1997), as amended by L. 64(I)/2011.
71. The Day Care Centers for Adults Regulations, 2000 (P.I. 394/2000).

#### **Public Service**

72. Regulations by virtue of section 87 of the Public Service Laws, (1/1990, as amended), P.I. 101/1995, P.I. 397/1998 and P.I. 276/1999, which regulate, inter alia, maternity leave.

### **(3) SOCIAL INSURANCE. SOCIAL BENEFITS**

#### **Social Insurance- Women Farmers**

73. The Social Insurance (Amendment) (No. 2) Law, 2001 (L. 51(I)/2001).

#### **Social Insurance**

74. The Social Insurance (Amendment) (No. 4) Law, 2001 (L. 143(I)/2001).

75. The Social Insurance (Amendment) (No. 2) Law, 2002 (L. 132(I)/2002).

#### **(3) Social insurance – social benefits**

76. The Public Assistance and Services (Amendment) Law 2006 [L.95 (I)/2006].

77. The Public Assistance and Services (Amendment) Law 2012 [L.67 (I)/2012].

78. The Public Assistance and Services (Amendment) Law 2013 [L.64 (I)/2013].

#### **Provident Fund and Professional Social Insurance Schemes**

79. The Provident Fund (Amendment) Law, 2002 (L. 130(I)/2002).

80. The Equal Treatment of Men and Women in Professional Social Insurance Schemes Law, 2002 (L. 133(I)/2002).

81. The Equal Treatment of Men and Women in Professional Social Insurance Schemes (Amendment) Law, 2009 (L. 40(I)/2009).

#### **Child Benefits**

82. The Child's Benefits Law, 1987 (L. 314/1987, as amended by Laws No. 75/1991, 35(I)/1996 and 36(I)/2001 .Repealed by L. 167(I)/2002).

83. The Child's Benefits to Families With Three Children Law, 2002 (L.8(I)/2002).

84. The Child's Benefits Law, 2002 (L.167(I)/2002, as amended by Laws No. 22(I)/2003 and L. 57(I)/2003).

85. The Child's Benefits (Amendment) Law, 2007 [L.136 (I)/2007].
86. The Child's Benefits (Amendment) (No.2) Law, 2007 [L.194 (I)/2007].
87. The Child's Benefits (Amendment) Law, 2010 [L.55 (I)/2010].
88. The Child's Benefits (Amendment) Law, 2011 [L.189 (I)/2011].
89. The Child's Benefits (Amendment) Law, 2012 [L.180 (I)/2012].

#### **Mother's Allowance**

90. The Mother's Allowance Law, 2000 (L. 129(I)/2000, as amended by Law No. 10(I)/ 2002 . Repealed by Law 21(I)/2003).
91. The Mother's Allowance (Amendment) Law, 2006 [L.23 (I)/2006].
92. The Mother's Allowance (Amendment) Law, 2007 [L.135 (I)/2007].
93. The Mother's Allowance (Amendment) (No.2) Law, 2007 [L.193 (I)/2007].
94. The Mother's Allowance (Amendment) Law, 2010 [L.54 (I)/2010].

#### **Social Pension**

95. The Social Pension Law, 1995 (L. 25(I)/1995, as amended by Laws No.56 (I)/1996, 53(I)/1999, 12(I)/2000 and 97(I)/2000).
96. The Social Pension (Amendment) Law, 2005 [L.155 (I)/2005].
97. The Social Pension (Amendment) Law, 2012 [L.178 (I)/2012].

### **(4) VIOLENCE AGAINST WOMEN**

#### **Violence in the Family**

98. The Violence in the Family (Prevention and Protection of Victims) Law, 1994 (L. 47(I)/1994) - Repealed by L. 119(I)/2000].
99. The Violence in the Family (Prevention and Protection of Victims) (Amendment) Law, 2004 [L.212 (I)/2004].

**Trafficking of Persons and Sexual Exploitation of Minors**

100. The Combating of Trafficking of Persons and Sexual Exploitation of Minors Law, 2000 (L. 3(I)/2000)-Repealed by L. 87(I)/2007.
101. The Combating of Trafficking and Exploitation of Human Beings and the Protection of Victims Law, 2007 [L.87 (I)/2007].
102. The Combating of Trafficking and Exploitation of Human Beings and the Protection of Victims (Amendment) Law, 2012 [L.13 (I)/2012]-Repealed by L. 60(I)/2014.
103. The Prevention and Combating of Trafficking and Exploitation of Human Beings and the Protection of Victims Law, 2014 [L.60 (I)/2014].
104. The Prevention and Combating of Sexual Harassment and Sexual Exploitation of Children and Child Pornography Law, 2014 [L.91 (I)/2014].
105. The Prevention and Combating of Sexual Harassment and Sexual Exploitation of Children and Child Pornography (Amendment) Law, 2014 [L.105 (I)/2014].

**Witness Protection**

106. The Witnesses Protection Law, 2001 [L. 95(I)/2001].
107. The Witnesses Protection (Amendment) Law, 2014 [L. 15(I)/2014].

**Criminal Code**

108. The Criminal Code (Amendment No. 4) Law, 2002 (L. 145(I)/2002).
109. The Criminal Code (Amendment) Law, 2003, (L. 48(I)/2003)-genital mutilation.

## **(5) MISCELLANEOUS**

### **Cyprus Citizenship**

110. The Citizenship of the Republic (Amendments) Laws No. 105(I)/1998, 65(I)/1999, 168(I)/2001 and 67(I)/2002 - Repealed by L.141 (I)/2002.
111. The Public Records Law, 2002 [L. 141(I)/2002].
112. The Public Records (Amendment) Law, 2007 [L. 123(I)/2007].
113. The Public Records (Amendment) Law, 2013 [L. 174(I)/2013].

### **Legal Aid**

114. The Legal Aid Law, 2002 (L. 165(I)/2002).

### **Equality of men and women in access to goods and services**

115. The Equal Treatment of Men and Women (Access to and Supply of Goods and Services) Law, 2008 [L.18 (I)/2008].
116. The Equal Treatment of Men and Women (Access to and Supply of Goods and Services) (Amendment) Law, 2013 [L.89 (I)/2013].

### **Evidence against a spouse**

118. The Commissioner for Administration (Amendment) Law, 2004 [L.36 I)/2004].
119. The Combating of Racial and Certain Other Discriminations (The Commissioner for Administration) Law, 2004 [L.42 (I)/2004].
120. The Equal Treatment in Employment and Occupation Law, 2004 [L.58 (I)/2004], as amended by Laws No. 50(I)/2007 and 86(I)/2009.
121. The Equal Treatment (Racial or Ethnic Origin) Law, 2004 [L.59 (I)/2004], as amended by L. 147(I)/2006.

**Children's rights commissioner**

122. The Commissioner for the Protection of Children's Rights Law, 2007 [L.74 (I)/2007].
123. The Commissioner for the Protection of Children's Rights (Amendment) Law, 2014 [L.44 (I)/2014].

**Refugees**

124. The Refugee Law, 2004 [L.9 (I)/2004].
125. The Refugee Law, 2007 [L.112 (I)/2007].
126. The Refugee Law, 2009 [L.122 (I)/2009].
127. The Refugee (Amendment) Regulations, 2005 [P.I.598/2005].

**Displaced persons**

128. The Provision of Housing Concessions to Displaced Persons and Other Persons (Amendment) Law, 2011[L.155 (I)/2011].