

## Cyprus

### National Certification Body for the Implementation of Good Practices in Gender Equality in the Workplace



**It is the official body which certifies companies which implement policies to ensure gender equality**

**Target groups:** Social partners, organisations and experts on issues of gender equality

**Focus:** Organisations which implement policies that ensure conditions of gender equality, equal opportunities for development, reconciliation of work and family life; in particular, the principle of equal pay for male and female workers for equal work or work of equal value

**Objectives:** The National Agency was set up within the framework of the project 'Actions for Reducing the Remuneration of Men and Women', the implementation of which was completed in December 2015. The main aim is to award the Implementation of Good Practices in Gender Equality in the Workplace and use them as good examples to be followed.

**Methodology:** According to the Cypriot Certification Model that has been developed, local businesses have the right to apply for two types of certification: (a) specific good practice and receive the 'Good Practice' certification (b) an integrated system for promoting gender equality in the workplace / Action Plan and obtain the 'Equality Employer' certification. The main strength is that this model provides high motivation to companies to be certified, as they perceive it as a form of promotion. This could also be a weakness, especially if companies try to take advantage of the certificate for marketing and profitmaking purposes.

**Impact:** To date, a total of 47 enterprises have been certified, which were awarded by the Minister of Labour, Welfare and Social Insurance, at special ceremonies organised by the Department of Labour Relations.

In addition, the Ministry of Education and Culture takes into account external feedback from the EU based on yearly Monitors' findings and data derived from research conducted by OECD related to STEM subjects or ICT skills. Representatives from teachers' unions, policy experts, administrative staff, school



inspectors, the Minister himself and the Audit Office of the government are involved in a dialogue referring to school results and expenditure and especially in ways of achieving higher grades in STEM for students of both genders, as well as attracting females into STEM fields in tertiary education and relevant professional orientation.

**Conclusion:** Organisations can benefit by adopting the good practices of the certified companies and in turn, suggest some of their own good practices to be adopted by other companies. Since VET in Cyprus is seen as a process of integration for refugees and immigrants, rather than as a general good practice addressed to the population as a whole, the good practices followed by the organisation and identified by the interviewees are government VET projects for children of domestic workers from Third Countries, which should be promoted in order to have a stronger impact on the local society.

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