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## **EUROPEAN SOCIAL CHARTER**

16th National Report on the implementation of the European  
Social Charter

submitted by

**THE GOVERNMENT OF CYPRUS**

Follow-up to Collective Complaint No. 127/2016

Report registered by the Secretariat on  
20 December 2021

**CYCLE 2022**



**European Social Charter University Women of Europe (UWE) against Cyprus**  
**Complaint No. 127/2016**

**Report request for Findings 2022 - Recommendation CM/RecChS(2021)4**

- **clarify the notion of equal work or work of equal value in domestic law as necessary, either through legislation or case law and promote gender-neutral job classification and evaluation systems;**
- **introduce an obligation for employers to regularly report on wages and produce disaggregated data by gender; entitle workers to request and obtain, in the context of judicial proceedings, information on the pay of a fellow worker while duly respecting applicable rules on personal data protection and commercial and industrial secrecy;**

The Ministry of Labour, Welfare and Social Insurance proceeded through a consultation procedure with the social partners, for exchanging views on the content, parameters and implications of potential binding pay transparency measures, taking into account the current conditions of the economy and the labour market, but also the specific characteristics of the National labour relations system. A working paper and questionnaire were prepared by the Ministry. More specifically, the social partners were asked to express their views on the possibility of adopting any of the following measures in the near future:

- The right of employees to request and receive information on their individual pay level, and the average pay levels, broken down by sex, for categories of workers doing the same work as them or work of equal value to theirs
- The obligation of employers to provide information about the initial pay level or its range in published job vacancies
- The obligation of employers to prepare and publish on an annual basis, indicators on the gender pay gap concerning their organisation
- The establishment of analytical tools or methodologies for the assessment and comparison of the value of work
- The signing of a memorandum by the social partners in order to ensure that the gender pay gap will be thoroughly discussed during collective bargaining

Through this procedure, Trade Unions expressed their support in every proposed binding pay transparency measure as a means to revealing gender bias and discrimination and lifting procedural obstacles for victims of discrimination when claiming their right to equal pay. On the other hand, Employers' Organisations consider that greater transparency will not minimise the gender differences in pay.

As regards the recommendation to clarify the notion of equal work or work of equal value in domestic law, it should be noted that national legislation lays down parameters for establishing the equal value of the work performed. More specifically, Article 18 of the Law provides for Criteria for comparing and evaluating work of equal value, relating to a particular occupational category or economic sector which include amongst others (i) the nature of the duties performed, (ii) the degree of responsibility, (iii) the qualifications,

skills and seniority, (iv) the requirements related to physical or mental qualifications e.g. skills, effort, (v) the conditions under which the work is performed.

**- review and reinforce existing measures aimed at promoting an effective parity in the representation of women and men in decision-making positions in both the public and private sectors;**

The balanced participation in decision-making positions is included within the seven basic pillars of action of the National Action Plan for Equality between Women and Men 2019-2023. To achieve this, the Ministry of Justice and Public Order provides grants for programmes by Non-Governmental Organisations and other bodies that are working in the field of gender equality. At present, a series of educational seminars has started, aimed at women who wish to be actively involved in politics. These seminars will continue on a regular and systematic basis and are expected to finish/conclude within the first six months of 2022. The seminars to boost women have been organised on an initiative by the Commissioner for Gender Equality and the National Machinery for Women's Rights, fully funded by the Ministry of Justice and Public Order. More specifically, the seminars aim to encourage women to get involved in politics; to improve and boost their managerial skills; to showcase good ways of managing political life; to prepare women to undertake political office; and to teach ways to manage the challenges and difficulties arising from a career in politics.

At the same time, in collaboration with the legal faculties of academic institutions, the Ministry of Justice and Public Order is studying possible ways to introduce temporary positive measures which aim to increase the number of women in crucial decision-making positions, including managerial positions in the private sector.

**- consider adopting any new measures that may bring about measurable progress within reasonable time in reducing vertical segregation in the labour market;**

The Public Employment Services (PES) offer all job seekers, without any discrimination, assistance in finding employment, through registration, job search services and placement services, which include vocational guidance, counseling and referrals to training programmes and job vacancies. **Employment officers do not allow for gender discrimination as regards to posting/filing of vacancies whilst at the same time employers are informed about the provisions of Gender Equality Legislation.**

In order to improve the services offered by PES, during 2018-2021, 30 new temporary Employment Counselors were hired – initially for a period of 2 years that was extended until the end of 2023- for the provision of individualized services to the unemployed, mainly people belonging to vulnerable groups. The qualitative and quantitative enhancement of the PES capacity to provide individualized support and guidance to vulnerable unemployed, including women, allows for the implementation of a sophisticated and qualitative approach and methods of profiling where the Employment Counsellor has the responsibility to evaluate the jobseekers' employment prospects, increasing the chances of the unemployed to find a suitable job employment through the determination of the appropriate measures. The profiling is mainly done conducted through a questionnaire evaluating risk factors, such as personal and household characteristics, educational/ skills, work history, health status, attitudes etc.

Furthermore, the employment opportunities for unemployed persons are enhanced through the implementation of Employment Subsidization Schemes targeted to various groups of unemployed.

The table below shows the number of men and women working in high-ranking positions in Cyprus for the period 2000 – 2020.

	2000			2005			2010		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Legislators /Managers</b>	7.258	1.259	8.517	7.905	1.369	9.274	16.195	2.585	18.78
<b>Professionals</b>	19.661	17.243	36.904	22.253	23.015	45.268	27.107	30.486	57.593
<b>Total</b>	26.919	18.502	45.421	30.158	24.384	54.542	43.302	33.071	76.373
	Men	Women		Men	Women		Men	Women	
<b>Legislators /Managers</b>	85.2%	14.8%	100.0%	85.2%	14.8%	100.0%	86.2%	13.8%	100.0%
<b>Professionals</b>	53.3%	46.7%	100.0%	49.2%	50.8%	100.0%	47.1%	52.9%	100.0%
<b>Total</b>	59.3%	40.7%	100.0%	55.3%	44.7%	100.0%	56.7%	43.3%	100.0%

	2019			2020		
	Men	Women	Total	Men	Women	Total
<b>Legislators /Managers</b>	13.719	3.724	17.443	12.997	4.144	17.141
<b>Professionals</b>	34.806	44.398	79.204	34.378	46.864	81.242
<b>Total</b>	48.525	48.122	96.647	47.375	51.008	98.383
	Men	Women		Men	Women	
<b>Legislators /Managers</b>	78.7%	21.3%	100.0%	75.8%	24.2%	100.0%
<b>Professionals</b>	43.9%	56.1%	100.0%	42.3%	57.7%	100.0%
<b>Total</b>	50.2%	49.8%	100.0%	48.2%	51.8%	100.0%

It should be noted that the ratio of women working in high-ranking positions as well as in qualified professions has increased over the years, as a result of the increased numbers of the well-educated women participating in the labour force.

**Cyprus will continue to evaluate the situation and will consider taking further measures in line with the recommendation after further dialogue with social partners.**