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## **EUROPEAN SOCIAL CHARTER**

18th National Report on the implementation of the European  
Social Charter

submitted by

**THE GOVERNMENT OF CYPRUS**

Articles 2, 3, 4, 5, 6, and 20

Report registered by the Secretariat on  
13 January 2026

**CYCLE 2026**

**Proposed questions from the European Committee of Social Rights for the next statutory report Group 1**

**Cyprus**

**December 2025**

**Article 2 – The right to just conditions of work**

**Explanatory remark:** A question on working time has been included as previous conclusions suggested that there are certain occupations in States Parties where weekly working hours can exceed 60 hours. States Parties responses would allow the Committee to have a more comprehensive overview of the situation. The question pertaining to seafarers has been included as the previous conclusions suggested that the ECSR would re-examine its case law in relation to this category of employees. Moreover, there has been an outstanding issue regarding on-call periods, with many States Parties not in conformity with the Charter on this point.

**Questions:**

**Article 2§1 Reasonable daily and weekly working hours**

a) Please provide information on occupations, if any, where weekly working hours can exceed 60 hours or more, by law, collective agreements or other means, including:

- information on the exact number of weekly hours that persons in these occupations can work;
- information on any safeguards which exist in order to protect the health and safety of the worker, where workers work more than 60 hours.

Where workers work more than 60 hours weekly, employers or self-employed persons must take proactive steps to mitigate potential risks and create a safe and healthy work environment. This includes, among other measures, the preparation of a suitable written Risk Assessment for all activities, especially for tasks such as driving or operating heavy machinery, aiming at lessening the consequences of fatigue. Other possible mitigation measures may include but not limited to, adequate rest breaks, regular health checks, supervision, and the provision of training.

According to the Organisation of Working Time Law, working time in any week may not exceed 48 hours on average, including overtime. The reference period shall be four months. The normal working hours are not regulated by Law but they range between 38 to 40 hours per week. It should be noted that derogations shall be permitted by means of collective agreements or other agreements between employers and employees, provided that the workers concerned are afforded equivalent periods of compensatory rest or that, in exceptional cases in which it is not possible, for objective reasons, to grant such equivalent periods of compensatory rest, the workers concerned are afforded appropriate protection.

It is clarified that, under no circumstances may the provisions of this legislation affect more favourable arrangements arising from other specific laws, agreements or collective agreements.

Working time can be specified by the applicable collective agreement or any other agreement between the employer and the employee. For the following categories of professions, working time is regulated by specialized legislation:

- 1) for shop employees, normal weekly working hours are fixed at 38 hours (maximum 46 hours including overtime),
- 2) for office clerks and messengers, the working time in a week may not exceed 44 hours or 8 hours per day,

- 3) for employees in mines and quarries, the weekly working hours are fixed at a maximum of 40 hours (including overtime) for work performed underground and 44 (including overtime) for work performed on the surface.

b) Please provide information on the weekly working hours of seafarers.

According to the Cyprus legislation, the organisation of working time for seafarers on Cyprus flag vessels is based on an eight-hour working day with one full day of rest each week and rest on public holidays, while also complying with the statutory minimum rest requirements set by the Merchant Shipping (Organisation of Working Time of Seafarers) Law of 2003 and the Maritime Labour Convention 2006 (Ratification) and for Matters Connected therewith Law of 2012. These Laws require that every seafarer must receive at least 10 hours of rest within any 24 hour period and a minimum of 77 hours of rest in any 7-day period, with rest divided into no more than two periods, one of which must be at least six hours and with no more than 14 hours between rest periods. Although the Master may temporarily suspend normal working and rest schedules in situations involving the safety of the vessels or the persons on board, compensatory rest must be provided once conditions return to normal.

c) Please provide information on how inactive on-call periods are treated in terms of work or rest time.

There is no legislation that specifically defines on-call periods in terms of work or rest time and thus, it can be agreed by collective agreement or any other agreement between the employer and the employee. In cases of such disputes, they will be decided by the competent Courts taking in account all the relevant European Courts' decisions.

### **Article 3 – The right to safe and healthy working conditions**

Explanatory remark: The proposed questions which focus on health and safety raise issues identified in the most recent conclusions, notably on Article 3 (right to health and safety at the workplace), or focus on new issues such as risks to health and safety caused by climate change (e.g. having to work in extreme heat or cold). Other proposed questions on Article 3 focus on new issues that were covered by the Committee's Statement of interpretation on Article 3§2 of the Charter in Conclusions 2021, notably the right to digital disconnect. Furthermore, the questions on Article 3 cover self-employed and vulnerable categories of workers, such as domestic workers, as there were previously many non-conformities on the ground that self-employed and domestic workers were not adequately protected by occupational health and safety regulations. An emphasis has been placed on supervision, as supervision is crucial if the effective implementation of the right to safe and healthy working conditions is to be guaranteed, especially for vulnerable categories of workers (such as domestic workers, digital platform workers, posted workers and workers employed through subcontracting). Workers are more often exposed to environmental-related risks such as climate change and pollution.

#### **Questions:**

#### **Article 3§1 Health and safety and the working environment**

Please provide information on the content and implementation of national policies on psychosocial or new and emerging risks, including:

- in the gig or platform economy;
- as regards telework;
- in jobs requiring intense attention or high performance;
- in jobs related to stress or traumatic situations at work;
- in jobs affected by climate change risks.

### **Gig and platform economy**

Health and safety on new and emerging risks in the gig and platform economy focuses on addressing psychosocial risks like stress from algorithmic management and work-related violence, as well as new physical hazards.

Implementation strategies vary, ranging from specific guidance documents and risk assessment tools to comprehensive guidance frameworks that address social protection gaps, worker classification, and platform operations to balance worker rights with innovation.

Among the measures being taken is a recent meeting with fast food delivery services in Cyprus where proactive measures were discussed and relevant decisions were made regarding the safety and health of platform users, including road safety.

Considering that this is a new topic, the Department of Labour Inspection (DLI) focuses on absorbing relevant knowledge through European Good Practices and Guidance so that the guidance given to the platform and gig economy operators by the competent OSH Authority are as targeted as possible.

### **Telework**

On December 1, 2023, the Regulation of the Organizational Framework for Telework Law of 2023 (N.120(I)/2023) came into force, which, among others, includes provisions regulating the issues of Safety and Health at Work. This legislation provides the Minister of Labour and Social Insurance with the possibility of determining, by Decree, more specific safety, and health rules during telework.

At the same time, the provisions of the Safety and Health at Work Legislation also apply, given that telework is carried out on the instructions of the employer and arises after relevant consultation with workers.

According to the provisions of the Safety and Health at Work Laws of 1996 to 2023 (as amended), each employer must ensure the safety, health, and well-being at work of all his employees. Among other things, it should provide appropriate equipment, training and information to its employees and maintain their working environment, safe and free from risks.

The provisions of the Management of Safety and Health at Work Regulations of 2021, provide for the obligation of each employer to consider the nature of the activities of his business, to assess the risks to the safety and health of his employees and to have at his disposal a written risk assessment. In addition, in accordance with the provisions of the Minimum Safety and Health Requirements for Work with Visual Display Equipment Regulations of 2001, each employer must proceed to an analysis of the work position, to assess the safety and health conditions and in particular regarding potential risks to vision, physical problems and mental strain, taking appropriate protection and prevention measures.

It is noted that, in the event of an accident that may occur to a teleworker, this will be considered as work-related and notifiable based on the Occupational Safety and Health (Notification of Accidents and Dangerous Incidents) Regulations of 2007 and 2017, if it occurs during teleworking, as determined by the victim's employer.

In regards to telework or remote work, the DLI, within the framework of its cooperation with the European University Cyprus, became a stakeholder of a research program on teleworking and occupational safety and health during Covid-19 Pandemic (Tele-WOSH). Tele-WOSH seeks to achieve the development and facilitation of the implementation of teleworking, while safeguarding the protection of workers and the interests of employers during Covid-19 pandemic and at the same time compliance with the provisions of the legislative framework for the protection of safety and health of employees working from home. Focusing on the changes due to Covid-19 in the workplace and the use of new

technology, the objectives of the project are to ensure occupational safety and health during teleworking through hazard identification, to highlight the impact or consequences related to the identified hazards, to provide a holistic risk assessment, and to give recommendations including protective and preventive measures. The main two outputs were the development of an application (TeleWorking – OSH app – Tele-WOSH) which entails all the above-mentioned objectives and the development of a 'Teleworking Guide on Occupational Safety and Health during the Covid-19 Pandemic'.

The Web application and the Guide are available at the following link:

<https://cerides.euc.ac.cy/research/tele-working-and-occupational-safety-health-during-covid-19-pandemic-tele-wosh/>

### **Jobs requiring intense attention or high performance**

Cyprus addresses psychosocial and new and emerging risks in demanding jobs through a combination of national strategies, specific legislation, and a general framework of occupational safety and health (OSH) laws. The national approach recognizes work-related stress as a significant risk factor requiring employer action.

### **Content of National Policies**

- Legal Framework: The primary legislation is the Safety and Health at Work Laws of 1996 to 2023 (as amended), which harmonize Cyprus law with the EU Framework Directive (89/391/EEC). This framework defines "health" to include physical, mental, and psychological elements related to work, legally obligating employers to consider mental well-being.
- National Strategy 2021-2027: The current "Strategy of Cyprus for Safety and Health at Work for the period 2021-2027" places particular emphasis on the risks of psychosocial factors, musculoskeletal disorders, and new and emerging risks in the changing work environment.
- Joint Policy Statement on Work-Related Stress: A joint policy statement was signed by Social Partners in 2008, expressing willingness to enforce the provisions of the EU Framework Agreement on Work-Related Stress, which covers prevention, identification, and management of stress. Enforcement related issues are under the competency of the Department of Labour.

### **Implementation and Enforcement**

- Written Risk Assessment: The core of the implementation relies on the mandatory requirement for employers to conduct a written risk assessment that explicitly includes stress and psychosocial hazards. The DLI is the competent authority for OSH issues and its inspectors are instructed to check for these risk assessments during inspections.
- Employer Duties: Employers are legally required to ensure, so far as is reasonably practicable, the health, safety, and welfare of their workers, which includes taking preventive and protective measures against identified psychosocial risks.
- Employee Consultation: Employees have the right to be consulted on all OSH issues and can request an inspection by the DLI if they believe there is an imminent risk to their health or life.
- Guidance and Resources: The DLI provides guidance, such as with targeted "Codes of Practice", and acts as the National Focal Point for the EU-OSHA, participating in information networks and campaigns on psychosocial risks.

### **Jobs related to stress or traumatic situations at work**

Same response as the previous answer

### **Jobs affected by climate change risks**

Cyprus addresses psychosocial and emerging risks in the context of the general working

environment, but there are no specific national policies explicitly linking these risks to jobs affected by climate change.

### National Policies on Psychosocial and Emerging Risks

The primary framework for occupational safety and health (OSH) is the "Strategy of Cyprus for Safety and Health at Work for the period 2021-2027".

- This strategy specifically emphasizes addressing risks from psychosocial factors, musculoskeletal disorders, and other new and emerging risks within the general work environment. "Health", in the legal framework, is defined to include physical, mental, and psychological elements related to work safety and hygiene.
  - Employers are required to conduct written risk assessments that include thermal stress hazards and other associated risks.
  - The DLI is responsible for the inspection system and ensuring compliance with OSH laws.

### National Policies on Climate Change and Employment Risks

Cyprus has developed national strategies and action plans for climate change adaptation, but these primarily focus on environmental, energy, and infrastructure concerns, with limited explicit content on the *psychosocial* impacts on workers.

- "National Climate Change Adaptation Action Plan" and the "National Strategy on Adaptation to Climate Change": These documents outline measures for adapting sectors like agriculture, water management, and energy to climate impacts (e.g., heat waves, drought).
- Heat Stress Code of Practice: A specific and practical policy is the "Code of Practice for the Thermal Stress of Employees" (Orders R.A.A. 291/2014, R.A.A. 206/2020 and R.A.A. 231/2023), which mandates measures to protect outdoor and indoor workers from thermal stress. This directly addresses a major physical risk from climate change, but the focus remains on physical health rather than associated psychosocial impacts.
- The current climate change adaptation plans do not explicitly detail policies for managing the specific psychosocial or new/emerging *mental* health risks (such as anxiety from extreme weather events, job insecurity due to sectoral shifts, etc.) that may arise as a because of climate change.

### **Article 3§2 of the Revised Charter (Article 3§1 of 1961 Charter) Health and safety regulations**

a) Please provide information on:

- the measures taken to ensure that employers put in place arrangements to limit or discourage work outside normal working hours (including the right to disconnect);
- how the right not to be penalised or discriminated against for refusing to undertake work outside normal working hours is ensured.

The Law for the Establishment of a Framework for the Organization of Teleworking guarantees the right to disconnect. The right to disconnect refers to the right of the teleworker to disconnect from the electronic means through which he works remotely, outside of his working hours, so that the provisions of the Transparent and Predictable Working Conditions Law are applied.

Moreover, adverse discrimination is prohibited against an employee engaged in telework for exercising the right to disconnect. The technical and organizational measures required to ensure the disconnection of the teleworking employee from digital communication and work tools shall constitute mandatory terms of the telework agreement and shall be

agreed upon between the employer and the employees' representatives. Provided that, in the absence of an agreement between the two parties, the measures referred to in this paragraph shall be determined by the employer and communicated by him to all his employees.

Inspectors are appointed to implement the Law and in case of violation of any of the provisions of the Law (including the right to disconnect) shall be guilty of an offence and, on conviction, shall be liable to a fine not exceeding ten thousand euros (€10,000).

b) Please provide information on:

- the measures taken to ensure that self-employed workers, teleworkers and domestic workers are protected by occupational health and safety regulations;

### **Measures taken to ensure that self-employed workers, teleworkers, and domestic workers are protected by occupational health and safety regulations**

Self-employed workers and teleworkers are explicitly covered by the national occupational health and safety (OSH) legal framework, which is primarily the Safety and Health at Work Law of 1996 to 2023 (as amended). Domestic workers are protected by the general principles of OSH law and specific provisions regarding working conditions, though the application of OSH rules can be more complex in private dwellings.

#### **Self-Employed Workers**

- Corresponding Duties: Self-employed workers have statutory duties that mirror those of employers. They are required to ensure their own safety and health, as well as the safety and health of others who may be affected by their work activities.
- Risk Assessment: They must conduct a written risk assessment associated with their work activities and determine the necessary preventive and protective measures.
- Protection and Prevention Services: Like employers, self-employed individuals may need to designate or outsource qualified persons (EXYPP) for protective and preventive activities if the nature of their work requires it, and these persons must be approved by the Chief Inspector of the DLI.
- Enforcement: They are subject to inspection by the DLI, and failure to comply with regulations can result in fines.

#### **Teleworkers**

- Equal Rights: The Regulation of the Organizational Framework of Telecommuting Law of 2023 ensures that teleworkers have the same rights and obligations as comparable employees working at the employer's premises, including those related to OSH.
- Employer Responsibilities: Employers retain responsibility for the health and safety of teleworkers in their remote workplaces. Key measures include:
  - Written Risk Assessment: Employers must conduct a written risk assessment specifically for the remote work setting and inform employees of potential hazards and mitigation measures.
  - Equipment and Support: Employers are generally obligated to cover costs related to telework equipment, maintenance, and technical support.
  - Right to Disconnect: Teleworkers have a statutory right to disconnect from digital communication tools outside of agreed working hours, and employers must establish measures to ensure this right is respected.
  - Privacy: Performance evaluation must respect privacy, with explicit prohibitions on intrusive monitoring methods like continuous webcam use.

- Inspections: Labour Inspectors can enter a domestic workplace to conduct checks, but this requires the consent of the occupant.

### **Domestic Workers**

- General OSH Laws: Domestic workers are covered by the general Safety and Health at Work legislation, which mandates that employers ensure the health, safety, and welfare of their workers as far as reasonably practicable.
- Employer Obligations: The employer's obligations towards domestic workers are detailed in their employment contracts and relate to working conditions, rest periods, and medical care.
- Medical Care: Employers are responsible for providing primary and secondary medical care coverage (e.g., through registration with General Health System or private insurance).
- Enforcement and Inspection: While the general OSH laws apply, the application and inspection process within a private dwelling can present practical challenges. The DLI enforces labour legislation and investigates complaints when they arise.

### **Whether temporary workers, interim workers and workers on fixed-term contracts enjoy the same standard of protection under health and safety regulations as workers on contracts with indefinite duration.**

Temporary workers, interim workers (temporary agency workers), and workers on fixed-term contracts enjoy the same standard of protection under health and safety regulations as workers on contracts with indefinite duration (permanent workers). This equal treatment is guaranteed by national legislation, which has harmonized with European Union Directives, notably the EU Framework Directive no. 89/391/EEC on safety and health at work.

### **Key aspects of this protection include:**

- Employer's General Duty: The Safety and Health at Work Laws of 1996 to 2023 (as amended) place a general duty on every employer to ensure the health, safety, and welfare of all their workers, as far as is reasonably practicable, regardless of the type or duration of their employment contract.
- Specific Health and Safety Regulations: The health and safety legal framework covers all employees and addresses various aspects such as the use of work equipment, protective equipment, manual handling, and specific hazards (e.g., carcinogens, biological agents).
- Access to Facilities and Information: Temporary and fixed-term employees are entitled to access the same shared facilities (e.g., canteens, rest areas) and receive the same information regarding health and safety as permanent employees.
- Training: Employers are required to provide necessary health and safety training to all workers to ensure a high quality of protection through preventative measures.
- Competent Authority: The DLI is the competent authority responsible for all safety and health at work issues and for enforcing the relevant legislation for all workers.

• whether temporary workers, interim workers and workers on fixed-term contracts enjoy the same standard of protection under health and safety regulations as workers on contracts with indefinite duration.

According to the Labour Laws, temporary workers, interim workers and workers on fixed-term contracts are protected from any kind of discrimination and as follows, they enjoy the same standard of protection under health and safety regulations as workers on

contracts with indefinite duration.

### **Article 3§3 of Revised Charter (Article 3§2 of 1961 Charter) Enforcement of health and safety health regulations**

Please provide information on measures taken to ensure the supervision of implementation of health and safety regulations concerning vulnerable categories of workers such as:

- domestic workers;
- digital platform workers;
- teleworkers;
- posted workers;
- workers employed through subcontracting;
- the self employed;
- workers exposed to environmental-related risks such as climate change and pollution.

#### **Domestic workers**

The supervision and enforcement of health and safety regulations for all workers, including vulnerable categories such as domestic workers, is primarily the responsibility of the DLI. Key measures and mechanisms for supervision include:

- Competent Authority and Legal Framework: The DLI is the main authority for all occupational safety and health (OSH) issues, operating within a legislative framework that is fully harmonized with EU directives. The general principle is that every employer has a duty to ensure the health, safety, and welfare of their workers, as far as is reasonably practicable.
- Inspections and Enforcement: The DLI implements a system of labour inspection to enforce legislation. This includes:
  - Targeted and proactive inspection programmes, often based on data from accidents and occupational diseases.
  - Providing inspectors with suitable training and technological equipment to make inspections more productive.
  - The power for inspectors to carry out inspections in workplaces to identify risks and monitor the implementation of preventive and protective measures.
- Employee-Initiated Inspections: Any employee, or their representative, who has reasonable cause to believe there is an imminent hazard to life or health in their workplace may request an inspection from the relevant District Labour Inspection Office. This is a crucial mechanism for workers in private residences where regular, proactive inspections might be less feasible due to privacy concerns.
- Risk Assessment and Prevention Services: Employers are required to conduct written risk assessments and implement risk management systems. For larger workplaces (over 10 employees), a Safety Committee must be established, but for domestic workers, the individual employer is still responsible for identifying and managing risks in the home environment.
- Accident Reporting: Regulations require the reporting of accidents and dangerous occurrences to the DLI, which helps the department investigate incidents and enforce compliance.
- Information and Guidance: The Department of Labour Relations and the DLI publish guides and information in various languages to inform both employers and employees (including migrant domestic workers) about their rights and obligations under the labour legislation.

## Digital platform workers

The supervision of health and safety regulations for vulnerable categories of workers, including digital platform workers primarily involves the DLI.

Key measures and mechanisms for supervision and enforcement include:

- **Dedicated Legislation for Remote Work:** The Law on the Organizational Framework for Telework of 2023 (N. 120(I)/2023) introduced specific safeguards for remote workers, who often overlap with digital platform workers. This law explicitly mandates that employers have the same health and safety obligations towards remote workers as they do for on-site employees.
- **Mandatory Risk Assessment:** Employers are legally required to conduct a written evaluation of the risks associated with remote work and implement the necessary protective and preventive measures. This applies to all employees, including remote and platform workers, where an employment relationship exists.
- **Right to Disconnect:** The law grants remote workers the right to disconnect from work-related communications outside of their working hours, a measure aimed at protecting their mental health and well-being and preventing burnout. Employers must agree with employee representatives on the technical and organisational means to ensure this right can be exercised without detriment.
- **Labour Inspection System:** The DLI is responsible for the effective enforcement of all safety and health legislation through a system of labour inspections.
  - **Inspector Powers:** Inspectors have the authority to freely enter workplaces (excluding private residences unless with consent), conduct necessary checks, investigations, and examinations. Obstructing an inspector is a criminal offense, with potential fines and imprisonment.
  - **Targeted Inspections:** The national strategy for OSH (2021-2027) includes implementing targeted and proactive inspection programs based on data, and specifically mentions training inspectors for new and emerging risks, such as those in new forms of employment like platform work.
- **Penalties for Non-Compliance:** Violations of the OSH law can result in fines or criminal prosecution.
- **Employee Reporting Mechanism:** Any employee or their representative who reasonably believes there is a hazard to life or health in their working environment can request an inspection from the relevant District Labour Inspection Office.
- **Guidance and Collaboration:** The DLI informs employers and self-employed persons about their obligations under the OSH legislation and collaborates with social partners (employer and employee representatives) to develop and implement OSH policies and strategies, including those addressing new work forms and vulnerable groups.

## Teleworkers

Same as previous answer

## Posted Workers

Cyprus has implemented several measures to ensure the supervision and implementation of health and safety regulations for all workers, including vulnerable categories like posted workers. The key measures revolve around a robust legal framework, a dedicated enforcement body, and mechanisms for consultation and cooperation.

### **Legislative and Institutional Framework**

- Competent Authority: The DLI is the primary authority responsible for all occupational safety and health (OSH) issues in Cyprus.

- Harmonized Legislation: The national OSH legislation is fully harmonized with the EU Framework Directive 89/391/EEC and other specific directives, ensuring a high level of protection for all workers, regardless of their origin or employment type.

### Supervision and Enforcement Measures

- Labour Inspection System: The DLI implements a suitable and adequate inspection system to enforce the OSH legislation. This includes targeted, proactive inspections based on data from accidents and occupational diseases.
- Inspector Powers: Appointed inspectors have extensive powers to:
  - Enter any workplace without prior notice.
  - Carry out investigations of accidents and dangerous occurrences.
  - Issue "Improvement Notices" with compliance deadlines.
  - Issue "Prohibition Notices" to stop work activities posing a serious risk.
  - Initiate legal proceedings and/or impose administrative fines for OSH infringements.
- Mutual Assistance: The DLI collaborates with competent authorities in other EU Member States through the Internal Market Information System (IMI) to ensure effective cross-border enforcement and mutual assistance regarding posted workers.

### **Preventive and Supportive Measures**

- Risk Assessment: All employers, including those with posted workers, are legally required to conduct a written risk assessment, define preventive measures, and implement a risk management system.
- Safety Committees and Representatives: The establishment of Safety Committees and the appointment of Safety Representatives in workplaces (for companies with more than 10 employees) are mandatory to facilitate consultation and cooperation between employers and employees on OSH matters. Employees, or their representatives, have the right to request a workplace inspection if they believe there is a serious hazard.
- Health Surveillance: An action plan for a health surveillance system for all employees is being materialized, with regulations in place for medical examinations for workers in specific high-risk activities (e.g., working with asbestos or at ports).
- Training and Awareness: The DLI and social partners organize conferences, seminars, and training programs to raise awareness and ensure that safety officers and employees are adequately trained on OSH issues, including specific risks faced by vulnerable groups.
- Targeted Support: The DLI provides targeted support and information to Safety Officers and approved external prevention services to ensure consistent application of standards.

### **Workers employed through subcontracting**

The supervision and enforcement of health and safety (OSH) regulations for all workers, including vulnerable categories like those employed through subcontracting, is primarily carried out by the DLI.

Key measures and mechanisms for supervision include:

#### **1. Clear Allocation of Responsibilities**

- Primary Employer Duty: Every employer has a general duty to ensure the health, safety, and welfare of all their workers.

- Protection of Others: Crucially, employers must also ensure, as far as reasonably practicable, that persons who are not under their direct employment (such as subcontracted workers or the public) are not exposed to risks from their business activities. This places responsibility on the main contractor/company to oversee the safety of subcontractors.

## 2. Regulatory and Inspection System

- DLI inspectors are the primary enforcement body. They have the authority to enter workplaces without prior notice, conduct investigations, and issue "Improvement Notices" or "Prohibition Notices" to enforce compliance with national legislation.
- Targeted Inspections: The DLI implements a proactive inspection program, which includes monthly and bimonthly campaigns targeting high-risk workplaces and specific economic activity areas to ensure compliance.
- Accident and Dangerous Occurrence Reporting: Regulations require the reporting of accidents and dangerous occurrences, including those involving persons not at work, to the DLI, enabling them to investigate causes and ensure corrective measures are taken.

## 3. Internal Workplace Mechanisms

- Risk Assessment: Employers are required to conduct written risk assessments, a key tool for identifying and managing hazards affecting all persons on site.
- Safety Committees: Workplaces with more than 10 employees must establish a Safety Committee, which includes employee representatives. This committee acts as a vital consultation tool, dealing with OSH matters and making recommendations to the employer to improve safety levels.
- Safety Officers/Internal Services: Employers must appoint safety officers or establish Internal Protection and Prevention Services (ISPP). These individuals are responsible for implementing the risk management system, conducting internal inspections, training staff, and monitoring preventive measures, all of which are subject to approval and oversight by the Chief Inspector of the DLI.

## 4. Employee and Public Involvement

- Right to Request Inspection: Any employee or third person who has reasonable cause to believe there is a hazard may request an inspection from the relevant District Labour Inspection Office.
- Consultation: Employers are required to consult with employees and their representatives on all OSH-related issues, including the planning of prevention activities and the potential use of external prevention services.

## 5. Strategy for Vulnerable Workers

- The National Strategy for Safety and Health at Work (2021-2027) includes legislation to cover occupational risks arising from new forms of employment, such as platform work and part-time work. This indicates a recognition of the specific challenges faced by vulnerable groups, including subcontracted workers.

### Self employed

Same as previous answer

### Workers exposed to environmental-related risks such as climate change and pollution

Measures to ensure the supervision and implementation of health and safety regulations for vulnerable workers exposed to environmental risks include robust regulatory frameworks, specific workplace control measures, and institutional coordination and enforcement mechanisms.

### **Regulatory Frameworks and Policies**

- Comprehensive Legislation: Cyprus has incorporated climate resilience into national Occupational Safety and Health (OSH) frameworks through laws that mandate specific safety standards, particularly for high-risk industries.
- Specific Codes of Practice: Cyprus has adopted specific legal instruments like the "Code of Practice for Thermal Stress of Employees" which detail mandatory measures employers must take during heat waves.
- Occupational Exposure Limits (OELs): Legislation in specific cases establishes exposure limits for hazards like heat and air pollutants. These standards help define what constitutes a safe working condition.
- Adopted Policies: OSH concerns related to climate change are integrated into broader public health and environmental policies, with clear identification of actions and initiatives to be implemented.

### **Workplace-Level Measures and Supervision**

Primary responsibility for implementing these measures falls on employers, supervised by national labour inspectors and OSH professionals.

- Risk Assessment: Employers are required to perform comprehensive written risk assessments to identify specific hazards related to environmental risks (e.g., heat, air pollution, vector-borne diseases) and determine which worker groups are most at risk.
- Hierarchy of Controls: Implementation follows the hierarchy of controls:

### **Institutional Coordination and Enforcement**

- Governmental Coordination: Coordinated action among government departments (Ministries of Labour, Health, and Environment) ensures policy coherence and effective implementation of regulations.
- Inspections and Audits: The DLI conducts inspections to ensure employer compliance with standards and regulations.
- Public Health Integration: OSH initiatives are integrated into broader public health campaigns and early warning systems for extreme weather events.

### **Article 4 – The right to fair remuneration**

Explanatory remark: The ECSR considers that the inclusion of questions on gender equality are necessary in order to ensure the ECSR's approach to this issue as outlined in the UWE decisions on equal pay is applied across States Parties especially as regards measures taken to ensure pay transparency, to reduce the gender pay gap and to increase the representation of women in decision-making positions.

#### **Questions:**

#### **Article 4§3 Right of men and women to equal pay for work of equal value**

a) Please indicate whether the notion of equal work and work of equal value is defined in domestic law or case law.

The Law on Equal Pay between Men and Women for the Same Work or for Work to which Equal Value is Attributed (N.177(1)/2002) has been in place since 2003, while several appropriate amendments were put in force (2004, 2009 and 2014). The above-mentioned legislation has very thorough provisions, hence, the right of both men and women to equal pay for work of equal value is adequately recognized and guaranteed. The notion of "work of equal value" is explicitly defined in the definitions part of the legislation, while in Article 18 the parameters for comparing and establishing work of equal value are laid down, including i) the nature of work (duties), ii) the degree of responsibility, iii) qualifications, skills and seniority iv) requirements relating to physical or mental skills, v) conditions under which the work is carried out.

b) Please provide information on the job classification and remuneration systems that reflect the equal pay principle, including in the private sector.

In the public and semi-public sectors, pay is determined by transparent wage grades that apply equally to men and women. However, most employers in the private sector do not use any job evaluation tool neither do they apply job classification. Performing an evaluation of every profession or post for the purpose of defining salary structures is a rare practice.

In light of the harmonisation with the Pay Transparency Directive (EU) 2023/970 and in order to enhance the use of job evaluation tools by employers, the Ministry of Labour and Social Insurance is currently implementing the “eValueJobs” Project, one of its actions being to develop and provide employers with a gender-neutral, analytical job evaluation tool. Using the tool will ensure job roles are assessed and valued fairly within organizations, as a means to promoting equal pay for work of equal value between men and women.

The primary purpose of the job evaluation tool will be to eliminate gender bias in job evaluations and pay structures by offering a systematic, structured, objective approach to assessing job roles. The analytical approach of the tool will enable employers to evaluate each job’s characteristics, based on objective criteria, such as skills, effort, responsibilities, and working conditions, rather than subjective factors that may lead to gender discrimination. This way, the employers will be able to assess each job’s relative worth based on clearly defined and transparent criteria and then build or adjust their pay structures to ensure they comply with equal pay principles. The whole process will ensure that roles of equal value are compensated equally, while at the same time allowing employers to justify pay decisions based on objective factors. The tool will also help highlight instances where jobs of equal value are being compensated differently due to unconscious bias or other factors, enabling employers to take corrective action. On the other hand, the increased level of transparency in job evaluation and pay-setting processes, will support employers in effectively handling complaints and claims on pay discrimination.

In addition to the job evaluation tool, a manual on the use of the tool, and other guiding tools will also be developed for use by the employers and the social partners. According to the Project timeline, it is expected that the job evaluation tool and the rest of the guiding tools will be available to all interested users before the adoption of the new national law on Pay Transparency, hence facilitating compliance, while their customizable and easily-adaptable format will ensure their wide adoption and continuous effective use in the medium term.

c) Please provide information on existing measures to bring about measurable progress in reducing the gender pay gap within a reasonable time. Please provide statistical trends on the gender pay gap.

With a view to further progressing in reducing the gender pay gap, the Cyprus Ministry of Labour and Social Insurance has sought ways to further improve the practical application of the equal pay principle, with a focus on greater transparency in pay, as follows:

1. Pay Transparency Measures

The Ministry has run a preparatory process, evaluating the infrastructure required as well as the practical aspects of introducing a new legislation for the promotion of pay transparency in the near future. The anticipated legislation to be adopted in 2026, will provide, amongst others, the employers’ obligation to publish gender pay gap statistics, use gender-neutral job evaluation to set-up pay structures, and prepare pay audits in

cooperation with the employees' representatives, in the case of high gender pay gap rates.

In order to ensure the effective application of the foreseen legislation, support measures for the employers, the employees and their representatives will be implemented by the Ministry, ahead of the legislation adoption. The development of publicly available gender-neutral job evaluation tools, training activities for the employers and the social partners, awareness raising campaigns, are only a few measures, that have been identified as crucial for paving the way to introducing pay transparency. In this respect, the Ministry of Labour and Social Insurance has secured funding from European Funds, through two projects:

a) the "eValueJobs" project, co-funded by the Citizens, Equality, Rights and Values (CERV) 2024-GE programme, which will be implemented during the period 12/2024-6/2026, by a consortium of partners comprised of the Department of Labour Relations of the Ministry of Labour and Social Insurance, the University of Cyprus, the five most representative employers' and workers' organisations (OEB, KEBE, SEK, PEO, DEOK) as well as two private companies. The Project includes the development of gender-neutral job evaluation tools available to the public, training actions, as well as information and publicity activities, aiming to promote the widespread use of gender-neutral job evaluation and classification systems amongst employers during salary structures set up, but also amongst social partners during collective bargaining.

b) the project "Support measures for pay transparency" which will be implemented by the Department of Labour Relations and co-financed by the Cohesion Policy Programme "THALIA 2021-2027", during the period 2025-2027. The project will include amongst others:

- the development of a specialized web-based system for publishing the data/indicators of the gender pay gap submitted by employers and implementation of training programs for the Department of Labour Relations Officers as well as the employers on the use of the system
- the design and development of guides for employers to create a pay structure within a company/organization including templates for the criteria for determining remuneration, remuneration levels and pay progression
- specialized training of the Department of Labour Relations Officers for monitoring the implementation of the new pay transparency legislation
- the design and implementation of publicity and information actions

## 2. Enforcement mechanisms of the equal pay legislation

Acknowledging the importance of effective enforcement mechanisms of the equal pay legislation, but at the same time recognising the barriers faced by victims in raising gender pay discrimination claims, the Republic of Cyprus has continued to strengthen ex officio inspection. The inspectorate's role, in addition to requesting data aiming mainly at detecting direct discrimination in pay, also focused on providing information to both employers and employees on the provisions of the legislation and the right to file a complaint, but also practical compliance guidance to employers. Since 2022 targeted and detailed inspections on the equal pay legislation are being conducted, focusing on economic activities with high gender pay gap rates, based on risk assessment analysis. Following ex officio inspections, specific recommendations are made to the employers,

including corrective measures on the recruitment procedures, the pay structures or the promotion policies, such as reviewing the horizontal representation of men and women within the company, or their equal representation in higher managerial levels.

It is noted that, indirect gender pay discrimination is difficult to detect through ex-officio inspections. Uncovering pay discrimination following a pay discrimination claim is more possible, therefore bringing up claims will be encouraged and reinforced through other measures, particularly through pay transparency measures.

### 3. Certification for promoting gender equality at the workplace

The National Certification Body for the Implementation of Good Practices on Gender Equality at the Workplace, which was established in 2014 for certifying employers who adopt policies promoting gender equality at the workplace, including equality in pay, continues operating in success. By the end of 2024, 87 exemplary companies and organisations had been rewarded for applying policies and practices aiming to ensure equal pay, attract and retain the underrepresented sex, for taking actions to improve gender balance in decision making positions, for adopting gender-neutral job evaluation and classification systems, for implementing policies aiming at the reconciliation of work and family life, as well as for establishing policies for preventing and dealing with harassment and sexual harassment. An open call is announced every year for interested employers to submit an application for certification. The certification criteria have evolved throughout time so as to correspond to societal changes as well as legislative advancements eg. the need to encourage fathers to take family related leaves.

### **Statistical trends**

According to the latest Structure of Earnings Survey (2023), the unadjusted gender pay gap in Cyprus stands at 12,2%. It should be noted that the calculation methodology (as provided by EUROSTAT), takes into consideration data for enterprises employing 10 or more employees, while it excludes the public administration and defence (and compulsory social security). It is further noted that the gender pay gap in the public sector in Cyprus is negative (currently stands at -4,1%), which means that on average, women's gross hourly earnings are higher than men's in the specific sector. The fact that the gender pay gap in the private sector remains higher, as in most countries, can be explained by the fact that pay in the public sector is determined by transparent wage grids that apply equally to men and women. While on the other hand, in the private sector, not every employer uses a job evaluation method, or other gender-neutral tools, to determine pay structures.

### **Article 5 – The right to organ**

### **Article 6 – The right to bargain collectively**

Explanatory remark: Questions concerning the long-term decline in unionisation and collective bargaining coverage rates across Europe from a social rights perspective are proposed. While the causes of low trade union density rates are complex, these include deindustrialization and globalization, as well as the presence of large non-unionized segments of the workforce, including many workers who are low paid and/or have a precarious contractual situation.

One of the questions under Article 5 seeks to articulate the scope of State Party obligations in arresting that decline, without unduly interfering with trade union freedom. Another question looks at some of the reported ways in which unionisation at the workplace has been undermined, for instance by the promotion of alternative sources of representation that are more prone to being controlled by the employer. The decline in

trade unionisation is accompanied in many places by the demotion of joint consultation mechanisms in bipartite and tripartite mechanisms, by diluting the contents of the matters of joint interest addressed or downgrading the status of these exchanges. The decline in collective bargaining coverage has been uneven, with some countries more affected than others.

However, in many cases the decline has been associated with a decentralisation of collective bargaining arrangements and an increase in the discretion afforded to employers in terms of fixing the terms and conditions of the employment relationship. The targeted questions seek to uncover some of the common elements underpinning this process, including, for example, the way in which collective bargaining is articulated across different bargaining levels.

They also seek to ascertain what measures are taken by States Parties to arrest and reverse this decline, in line with their duty under Article 6§2 to promote collective bargaining. The questions under Article 6§4 take a closer look at some of the restrictions to the right to strike reported in many States Parties, including the minimum service requirement or the availability of injunctive relief for preventing a strike from taking place.

### **Questions:**

#### **Article 5 Right to organise**

a) Please indicate what measures have been taken to encourage or strengthen the positive freedom of association of workers, particularly in sectors which traditionally have a low rate of unionisation or in new sectors (e.g., the gig economy).

Cyprus utilises a voluntary system of industrial relations. The system is based on the ILO Guidelines for Social Dialogue, which has a number of characteristics that are imperative for its successful operation:

Firstly, there is a requirement for strong, independent workers' and employers' organisations that need to have the necessary organisational and technical capacity.

At the same time there is a need for the necessary political will and commitment of social partners (employers, employees, and governments) to freely engage in social dialogue, and to respect voluntary agreements relating to conflict resolution procedures.

Equally important is the need for a high level of respect for the fundamental rights of freedom of association and collective bargaining.

On the basis of this voluntary system, trade unions have the necessary tools to promote the benefits of unionisation in new sectors of the economy, whilst trade unions are also assisted in capacity building measures specifically focused to expanding in to new sectors where collective bargaining as yet to develop adequately.

The Government is also currently in the process of designing new measures to further promote collective bargaining on the basis of an action plan regarding the application of Directive (EC) 2022/2041 on Adequate Minimum Wages in the EU. These new measures will be the subject of dedicated social dialogue with the social partners.

b) Please describe the legal criteria used to determine the recognition of employers' organisations for the purposes of engaging in social dialogue and collective bargaining.

On the basis of the provisions of the Industrial Relations Code, and specifically in relation to collective bargaining, any recognised trade union (registered with the Trade Union Registrar office) or employers' organisation or association have the right to bargain collectively.

c) Please describe the legal criteria used to determine the recognition and representativeness of trade unions for the purposes of engaging in social dialogue and collective bargaining.

If an employer refuses to recognise trade unions for collective bargaining purposes The

Recognition of Trade Unions and the Provision of Trade Union Facilities for Collective Bargaining Purposes Law of 2012, provides a legal procedure to define rights and responsibilities relating to collective bargaining. For the Law to be applicable, the members of the Trade Unions in a business or organization must constitute 25% of the total number of employees in it.

Law No. 55(I)/2012 was introduced to deal with possible cases in which free collective bargaining was hindered by employers who would refuse to recognise trade unions for collective bargaining purposes. Such cases were dealt within the framework of the voluntary procedures laid down by the Industrial Relations Code. This meant that the trade union, or unions, seeking recognition for collective bargaining purposes would submit a mediation request with the Department of Labour Relations of the Ministry of Labour and Social Insurance, and the case would be examined by the assigned mediator. If the employer continued to refuse to negotiate, the mediator would pronounce the labour dispute to have reached a deadlock. In such an event the trade union side could then proceed with industrial action following a ten-day notice period. This procedure, though successful in many cases, was deemed to require a further bolstering by means of new legislative measures.

In cases where, as provided for by Law No. 55(I)/2012, a trade union is recognised for collective bargaining purposes by the issue of a relevant Recognition Order by the Trade Union Registrar, the resulting collective bargaining negotiations are procedurally governed by the existing machinery laid down by the Industrial Relations Code.

d) Please provide information: • on the status and prerogatives of minority trade unions; • on the existence of alternative representation structures at enterprise-level, such as elected worker representatives.

Persons belonging to minorities enjoy the same rights as all other individuals with respect to Freedom of Association. Any minority group has the right to establish a trade union or an employers' association, following the same legal procedures and benefiting from the same status, rights, and prerogatives as any other trade union or employers' association operating in the country. To date, no applications have been submitted to the Trade Union Registrar by minority groups for the establishment of such organizations.

As is the case for all employees in Cyprus, workers belonging to minorities also have the right to form employee-representation structures at the enterprise level. These may include elected groups of employee representatives, created on a proportional basis within the enterprise, in accordance with national legislation and established practices.

### **Article 6§1 Joint consultation**

a) Please state what measures are taken by the Government to promote joint consultation.

Joint consultations are clearly promoted through the provisions of the Industrial Relations Code and at the level of Labour Advisory Board, labour issues are discussed so as the Minister of Labour can decide how to proceed. The **Department of Labour Relations** under the **Ministry of Labour and Social Insurance** facilitates this through **voluntary collective bargaining** and **joint consultative mechanisms** between employers' organizations and trade unions. It should be noted that since the industrial relations system is based on voluntarism and tripartism, joint consultations remain in the realm of the voluntary system. Social partners, including the Government have not seen any need or requirement to make any changes to current practice to further promote joint consultations.

b) Please describe what issues of mutual interest have been the subject of joint consultation during the past five years, what agreements have been adopted as a result of such discussions and how these agreements have been implemented.

Joint consultation has been conducted through the past five years mainly for new legislations such as Telework, Constructions Law, Transparent and Predictable Terms of Employment Law etc.

c) Please state if there has been any joint consultation on matters related to

(i) the digital transition, or

(ii) the green transition.

Legislation that governs Telework was discussed on Social Partners Level and adopted covering provisions for teleworking, employers and employees, obligations and rights.

### **Article 6§2 Collective bargaining**

a) Please provide information on how collective bargaining is coordinated between and across different bargaining levels including information on:

- the operation of factors such as erga omnes clauses and other mechanisms for the extension of collective agreements;

There are no erga omnes clauses, or other mechanisms or provisions to extend the enforcement of collective agreements in Cyprus.

- the operation of the favourability principle and the extent to which local/workplace agreements may derogate from legislation or collective agreements agreed at a higher level.

The favourability principle is not a practice followed in the case of sectoral collective agreements. Of course, if enterprises covered by sectoral collective agreements have specific issues, the system, as already mentioned, provides the possibility for joint consultations to examine specific problems.

Collective agreements due to their voluntary nature in Cyprus, do not have a binding legal effect, and in this respect no collective agreement can derogate from legislation.

b) Please provide information on the obstacles hindering collective bargaining at all levels and in all sectors of the economy (e. g. decentralisation of collective bargaining).

Decentralisation of collective bargaining, shifting nature of new enterprise development, digitalisation, non-binding nature of collective agreements, shift away from sectoral collective bargaining to enterprise level collective bargaining, the increase of 3<sup>rd</sup> country national employees, the difficulties trade unions face in increasing member base.

c) Please provide specific details on:

- the measures taken or planned in order address those obstacles; • the timelines adopted in relation to those measures;

- the outcomes achieved/expected in terms of those measures.

The Ministry of Labour and Social Insurance is in the process of preparing an extensive action plan to promote the coverage of collective bargaining. This is in line with obligations stemming from the application of EU Directive 2022/2041 on Adequate Minimum Wages in the European Union.

d) Please provide information on the measures taken or planned to guarantee the right to collective bargaining of

(i) economically dependent (self-employed) persons showing some similar features to

workers and  
(ii) self-employed workers

(i) In Cyprus, self-employed persons are legally considered to be employers, as they have the ability to employ others in addition to working independently. Accordingly, self-employed persons may join Employers' Associations and can therefore participate in collective agreements concluded by such associations, covering only the employees' rights.

(ii) Not applicable.

#### **Article 6§4 Collective action**

a) Please indicate:

- the sectors in which the right to strike is prohibited; • those sectors for which there are restrictions on the right to strike;
- sectors for which there is a requirement of a minimum service to be maintained. Please give details about the relevant rules concerning the above and their application in practice, including relevant case law.

Under Article 27 of the Constitution of the Republic of Cyprus, the right to strike is prohibited for members of the Police and the Armed Forces, due to the nature of their duties and their direct link to public order, public safety, and national security.

In March 2004, the Agreement on the Procedure for Labour Disputes in Essential Services was concluded between the social partners and the Ministry of Labour and Social Insurance. This Agreement defines the sectors considered essential services, i.e., services, works, operations, or activities that must continue without interruption in order to safeguard the life, personal safety, or health of the whole or part of the population.

These include:

- Continuous supply of electricity
- Water supply for domestic consumption
- Operation of telecommunications
- Safe operation of air transport and air traffic control
- Operation of hospitals
- Operation of prisons
- Repair or maintenance of equipment and electromechanical installations of the National Guard and the Police, including the Fire Service
- Safe operation of port traffic

For all designated essential services, minimum service requirements must be maintained in the event of a dispute.

The procedure applies once a deadlock is formally declared, in accordance with the Industrial Relations Code. Where negotiations for a new collective agreement (or renewal of an existing one) have exhausted all available procedures and no further progress is possible, both parties are obliged to refer the dispute to an Arbitration Committee. The referral may be made jointly or separately, and the parties must notify the Minister of Labour and Social Insurance accordingly. Minimum service obligations remain in force throughout this process.

b) Please indicate whether it is possible to prohibit a strike by seeking injunctive or other relief from the courts or other competent body (administrative body or arbitration body). If affirmative, please provide information on the scope and number of decisions in the last 12 months.

The fundamental right to strike is guaranteed by Article 27 of the Constitution of the Republic of Cyprus, and courts do not have the authority to prohibit the exercise of this

right. With the exception of the constitutionally excluded categories (Police and Armed Forces), all employees may exercise the right to strike, either collectively or individually. Under the Trade Union Legislation, employees and/or employers may submit a labour dispute to the Department of Labour Relations of the Ministry of Labour and Social Insurance for mediation. Where mediation does not lead to a settlement, the parties retain the right to proceed with a strike or, in the case of employers, a lock-out. This procedure applies to employees covered by a collective agreement.

Employees who are not covered by a collective agreement may, in the event of an individual labour dispute, either submit a personal complaint to the Department of Labour Relations or exercise their individual right to strike.

No mechanisms exist for seeking injunctions or similar legal remedies to prohibit a strike, and therefore no such decisions have been issued in the last 12 months.

**Article 20 – Right to equal opportunities between women and men Explanatory remark: See the remark above under Article 4.**

**Questions:**

a) Please provide information on the measures taken to promote greater participation of women in the labour market and to reduce gender segregation (horizontal and vertical). Please provide information/statistical data showing the impact of such measures and the progress achieved in terms of tackling gender segregation and improving women's participation in a wider range of jobs and occupations.

The Republic of Cyprus has made significant progress in promoting gender equality through institutional reforms, legislative initiatives, and strategic actions aimed at increasing women's participation in the labor market and reducing both horizontal and vertical gender segregation.

## **Key Milestones**

- **Institutional Strengthening:** Establishment of the Commissioner for Gender Equality (Law 108(I)/2024), recognizing gender equality as a prerequisite for social and economic development.
- **Legislative Framework:** Council of Ministers' Approval of the bill "*Law on Gender Mainstreaming*" (2025), introducing mandatory integration of gender perspectives in legislation, state budgets, public procurement, and policy design.
- **European Support:** Technical assistance from the European Commission for gender-responsive budgeting (2024–2026), aiming to apply the tool of gender mainstreaming at the state budget.

## **Strategic Actions**

- Implementation of the **National Strategy for Gender Equality 2024–2026**, which aims to mainstream gender across board public policies and includes, amongst others:

- Achieving balanced representation of women and men in decision-making positions.
- Combating gender stereotypes across all sectors.
- Addressing the gender pay gap.
- Expanding childcare and eldercare services to support work-life balance.

## **Monitoring and Data**

- Publication, periodically, of the report “**Gender Statistics**” (June 2025) by the Statistical Service, providing national statistics to identify inequalities, monitor progress toward gender equality, and support evidence-based policymaking.

b) Please provide information on:

- measures designed to promote an effective parity in the representation of women and men in decision-making positions in both the public and private sectors;
- the implementation of those measures;
- progress achieved in terms of ensuring effective parity in the representation of women and men in decision-making positions in both the public and private sectors.

The National Strategy for Gender Equality 2024–2026 places strong emphasis on achieving balanced representation of women and men in decision-making positions and dismantling gender stereotypes across all sectors of society.

## **Main Objectives**

- Strengthen women’s participation in senior positions in public and political life.
- Promote inclusive participation and visibility of women in social, economic, and political spheres.

## **Key Actions**

- Complete the transposition of the Gender Balance on Corporate Boards Directive
- Map of the representation of women and men in the boards of the semi-governmental organisations.
- Empower women interested in political engagement through targeted programs.
- Develop a digital database on women’s participation in leadership roles.
- Integrate gender perspectives into state budgets and policy planning.
- Address the gender pay gap and expand childcare and eldercare services to support work-life balance.
- When drawing up lists for eligible candidates for appointments to the Boards of Directors of semi-state organisations, the competent Advisory Council takes into account, wherever possible, equal representation of women and men.

## **Campaigns and Partnerships**

- Collaboration with media, sports, and commerce sectors to challenge gender stereotypes.
- Memoranda of Understanding signed with professional bodies (Chamber of Commerce, ETEK) and sports federations.

- Educational initiatives: student competitions, journalist workshops, and media literacy programs in schools.

### **Regulatory Interventions**

The Cyprus Radio-Television Authority enforces a code of conduct to eliminate gender stereotypes and protect victims' privacy in media reporting.

### **National Machinery for Women's Rights**

- Advises the government on women's rights since the late 1980s.

Provides funding for member organizations' activities aligned with the Strategy's objectives

c) Please provide statistical data on the proportion of women on management boards of the largest publicly listed companies, and on management positions in public institutions. The Ministry of Justice and Public Order does not have statistical data on the percentage of women on the boards of directors of the largest listed companies and in management positions in public organizations. According to the latest Gendered Statistics publications, in high managerial positions in the public service for 2024, 54,9% were held by men and 45,1% by women. In May 2025, 69,8% of the board members of 24 semi-governmental organizations were men and 30,2% were women.