



National Action Plan

UNOFFICIAL TRANSLATION

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WOMEN, & PEACEFUL SECURITY

NATIONAL ACTION PLAN 2021-2025 OF THE REPUBLIC OF CYPRUS
FOR THE IMPLEMENTATION OF THE UNITED NATIONS RESOLUTION 1325



ΓΡΑΦΕΙΟ ΕΠΙΤΡΟΠΟΥ ΙΣΟΤΗΤΑΣ
ΤΩΝ ΦΥΛΩΝ



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Nikos Christodoulidis

Foreign Minister

The Ministry of Foreign Affairs has placed among its priorities the strengthening of women's rights and the promotion of gender equality in foreign policy and within this context the building of relevant partnerships and synergies with other states. In this direction, the implementation of Security Council Resolution 1325 "Women, Peace and Security" is an integral part of the Foreign Policy of the Republic of Cyprus.

The National Action Plan for Women, Peace and Security which has been prepared after consultations with all relevant Ministries and Civil Society and under the coordination of the Office of the Equality Commissioner, is a comprehensive plan with four main pillars: Participation and Empowerment, Protection, Prevention and Resolution Promotion and Awareness. In order to implement the main pillars, a series of targeted actions have been adopted, which will be systematically monitored and evaluated. The main purpose of the Plan of Action is to recognize the disproportionate and different impact of armed conflicts on women and girls, to highlight the role of women in the prevention and resolution of conflicts as well as in building peace. More specifically, through the Action Plan, the framework is set for a coherent horizontal policy, which creates the appropriate synergies between the agencies involved and aims to further strengthen cooperation in order to fill an existing gap and offer substantial protection to girls and women.

Additionally, the Ministry of Foreign Affairs has proceeded to establish and implement an Action Framework for "Promoting Equality between Women and Men: Integrating the Gender Dimension in Foreign Policy 2019-2023" through which a series of actions are recorded and implemented towards the implementation of the due to a Resolution, which, as mentioned above, is one of the thematic priorities of the Ministry of Foreign Affairs.

The Resolution is not solely intended to protect the human rights of women. Strengthening women's rights simultaneously strengthens the effort for full and substantial equality, which undoubtedly contributes to the well-being of societies and economic development, creating the basis and prospects for sustainable development. After all, peace and security are vital and necessary ingredients for humanity and within this context the goal is to promote security and peace in our country, in the region and internationally.





Iosifina Antoniou

*Commissioner for Gender Equality
President EMDG*

Resolution 1325, adopted by the UN Security Council in 2000, highlights the disproportionate and negative impact of war and conflict on women and girls as well as sexual and gender-based violence, as it is more pronounced in these frames. At the same time, it recognizes the role of women in the processes of prevention, resolution, maintenance and reconstruction of peace.

Unfortunately, today we are increasingly faced with protracted crises, and as it has become clear, they are difficult to treat with the most traditional means. The normative framework developed by the "Women, Peace and Security" agenda guides us to rebuild peaceful, just and inclusive societies, in line with the Sustainable Development Goals 2030. The effective participation of women in peace processes is a dynamic process of integration. of female gender and equality. Studies and research have shown that when women participate in peace processes, agreements are 35% stronger and likely to last more than 15 years (Source: International Peace Institute). The effective participation of women is of particular importance in the traditionally male-dominated security sector, where issues related to the cycle of conflict are addressed.

The Republic of Cyprus recognizing that the resolution in question and its related directives strengthen the full and active participation of women at all levels of decision-making but also in the role that women can play in maintaining peace has moved forward, with initiative of the Office of the Commissioner for Gender Equality, in the development of the first National Action Plan

(CYNAP 1325) for the period 2021-2025.

It is an action plan that includes and involves almost all Ministries/ Parts of our country. Through the four pillars of the NAP, measures and actions are included that will strengthen the participation and empowerment of women, prevention and protection at the local and national level, always with the close cooperation of civil society.

Peace and security is our shared responsibility, men and women! Together we should put equality issues high on our priorities because they concern everyone, they concern society as a whole.



1. Introduction

The Republic of Cyprus, as a member state of the United Nations (UN), the Council of Europe and the European Union, has undertaken and fulfilled all the relevant obligations that define standards of human rights and protection of basic freedoms.

As a rule of law and a member state of the European Union, it respects the principles and values of the EU and is committed to the Sustainable Development Goals 2030 which create a solid link between peace, respect for human rights, economic development, participatory governance and institutions and, above all, gender equality.

Ensuring international peace and security, the peaceful settlement of disputes and reconciliation have always been emblematic goals of the Republic of Cyprus.

Since 1974, as a result of the Turkish invasion of the island, 36.2% of the territory of the Republic of Cyprus is under occupation, while 160,000 Cypriot citizens, 1/3 of the population, have been forced to leave their homes by force and are for 45 years in exile.

The most serious obstacle to the implementation of human rights for the people of Cyprus is the continued illegal occupation of over a third of its territory since 1974. The United Nations (UN) Human Rights Council reviews these human rights violations in annual base during the presentation of the Report of the UN High Commissioner for Human Rights on the human rights situation in Cyprus.

The jurisprudence of the European Court of Human Rights clearly underlines that Turkey as the occupying power is responsible for the violations of human rights in the occupied part of Cyprus. The government of the Republic of Cyprus is unable to implement and ensure compliance with the Human Rights Treaties or human rights policies and laws in the areas of the Republic of Cyprus which are under occupation and therefore outside the effective control of the government.

Women have suffered and continue to experience the most horrific effects of these conflicts while bearing a significant part of the burden of rebuilding the social fabric and post-conflict societies.

In 2000, the United Nations Security Council (UNSC) unanimously adopted Resolution 1325 on "Women, Peace and Security", according to which women should participate in the creation and maintenance of peace at local, national and international levels level. It is the first time that this largely male-dominated international body has recognized the impact of war operations on the female population and the importance of maintaining peace and security for vulnerable social masses. The unanimous adoption of such a document is a recognition of gender inequalities as well as the contribution of women to the prevention and resolution of conflicts around the world. In addition, United Nations Security Council (UNSC) Resolution 1325 addresses the impact of war on the female population, regardless of age, and includes a section on the protection of women's rights, the protection of women from gender-based violence, particularly rape and other forms of sexual abuse. It also highlights the central role that women and girls play during conflict in achieving sustainable peace, as well as the importance of treating women as leaders and actors.

Resolution 1325 on "Women, Peace and Security" is a landmark as it is the first time that the Security Council has focused its attention exclusively on women as members of society directly affected by armed conflicts.

The resolution is important not only because it recognizes the disproportionate and specific impact of conflicts on the female population regardless of age, conflict prevention and resolution, but also for highlighting the undervalued role of women in peacebuilding and post-conflict reconstruction and reconstruction. community or war operations.

Despite the ongoing occupation by the Turkish military and the enormous challenges it causes, Cyprus remains fully committed to protecting the human rights and fundamental freedoms of all its citizens and persons enjoying international protection status, regardless of race, gender, social origin, language, religion or beliefs, sexual orientation, disability, etc.

Cyprus considers that the proper implementation of UN Security Council Resolution 1325 and subsequent related resolutions cannot be achieved in isolation. The effective participation of women in peacekeeping

processes is a dynamic process of gender mainstreaming and equality. The effective participation of women is of particular importance in the traditionally male-dominated security sector, where issues related to the cycle of conflict are addressed.

The preparation of this National Action Plan was coordinated by the Office of the Commissioner for Gender Equality in collaboration with the Ministry of Foreign Affairs and with the input of the National Mechanism for Women's Rights, the Ministry of Justice and Public Order - Police and the Equality Unit, Ministry of Defense - Armed Forces, the Ministry of the Interior - Asylum Service, Department of Population and Immigration Records - Civil Defense, the Office of the Commissioner for Administration and Protection of Human Rights, the Office of the Greek Cypriot Negotiator for the Cyprus Conflict, Non-Governmental Organizations and civil society in general. The National Action Plan covers the period 2021–2025.

1.1 Political situation

Since 1974, Cyprus has not exercised effective control over 36.2% of its territory, which remains occupied due to the Turkish invasion and the violent de facto partition of the country that also resulted in the ethnic separation of its two major communities.

Consequently, as most members of the Turkish Cypriot community reside in the occupied territory, the Government of the Republic of Cyprus is unable to ensure de facto that the rights enjoyed de jure by Turkish Cypriots, men and women, are respected in practice in the occupied territories.

It should be noted that Turkish Cypriots, - who are of course citizens of the Republic regardless of their place of residence and regardless of whether they fulfill their obligations towards the government of Cyprus - continue to enjoy all the rights and benefits that linked to Cypriot citizenship (care, free private school education, pensions and social security benefits, financial assistance for higher education) and European Union citizenship. It is also self-evident that Turkish Cypriots, as citizens of the Republic of Cyprus, have an individual right to appeal to Cypriot courts in case of violation of their rights.

The two largest communities in Cyprus (Greek Cypriots 78%, Turkish Cypriots 18%) suffered the consequences of intercommunal riots in the 1960s and segregation as a result of the Turkish invasion and occupation from 1974.

One of the consequences of the long separation of the two communities is the lack of trust between them. This situation has become a factor complicating efforts to find a solution to the political problem.

In the case of Cyprus, as in other countries that have experienced foreign invasion and occupation, conflicts or war situations, the contribution of women is decisive for ensuring peaceful living after conflicts, as well as for the restoration of the social fabric.

Cypriot women have suffered violence and degradation during conflict and war, particularly from the use of sexual violence and rape as weapons of war. Due to the social stigma attached to sexual violence, this aspect of the conflict has attracted less attention, leaving victims with limited scope for justice.

2. First Part

2.1 **Actions undertaken by the Republic of Cyprus after the adoption of UN Security Council Resolution 1325 to ensure and comply with the said Resolution and other relevant resolutions regarding the peace process in Cyprus.**

Women have always been present throughout the peace process in Cyprus and are responsible for a significant part of the work produced to resolve the Cyprus Problem. While the women involved in this process may not have been as visible as the men, their contribution was no less important.

Peace Process

The peace process is being conducted at several levels. The official part is the substantive negotiation for the solution of the Cyprus Problem, which is being conducted between the two communities of Cyprus within the framework of the good offices mission of the Secretary General of the United Nations Organization.

In this process, the effort to resolve the Cyprus problem is not limited to the formal process, but is supported by actions such as confidence building measures (CBMs) that aim to improve the political climate and include activities such as:

- i) the opening of crossing points along the ceasefire line in 2003, which allowed civilian crossings to and from the occupied territories for the first time since 1974;
- ii) increasing civil activities of citizens in the dead zone, and
- iii) the restoration of cultural and religious monuments of Cyprus that were destroyed after the conflict.

They also include the activity of technical committees. The technical committees cover a wide range of issues (environment, education, culture, etc.), have a bi-community composition and a mandate to facilitate people's daily lives until the Cyprus problem is resolved, creating bridges with other actors, individuals, and organized groups from Civil Society.

In this context, a special technical committee for gender equality was established in 2015.

In accordance with the terms of her mandate, she has submitted recommendations to the formal negotiation process on gender mainstreaming in the Cyprus solution. This Committee continues to monitor the issue, while organizing events and debates on gender equality, and examining extremely serious phenomena arising from the status quo from a gender perspective, such as human trafficking.

Civil Society Forums and Initiatives

In addition to the official negotiation process and the complementary actions and actions described above, there are also unofficial forums and initiatives.

It is important to note in this context that after the end of hostilities, women's groups were the first to initiate bi-communal meetings, discussions and activities aimed at contributing to efforts to achieve peace, reconciliation and the goal of reunification. They organized marches along the Green Line, created forums to discuss joint actions and difficult historical issues at regular intervals, and pushed for an agreement. These initiatives paved the way and have now led to a wider involvement of civil society that supports and actively contributes to reunification, brings the two communities closer and reduces prejudice through people-to-people contacts.

Political parties

There is a regular dialogue between Greek Cypriot and Turkish Cypriot political parties, facilitated by the Embassy of Slovakia in Cyprus, with the participation of women. The aim of this dialogue is to maintain contacts and exchange of views between the political forces that will:

- i) assist reunification and
- ii) facilitate the transition to the new reality after a solution to the Cyprus issue.

Humanitarian aid

The enormous task of dealing with the dire post-invasion humanitarian situation took place in the Track I discussions. Two main humanitarian issues remain: i) a number of Greek Cypriot citizens residing in the occupied territory (trapped) and ii) the issue of missing persons. Trapped people face complex humanitarian challenges as well

aid is delivered to them by the Cyprus Government through UNFICYP.

Regarding the missing persons whose fate is yet to be ascertained, a Missing Persons Investigation Committee (DIA) was established to search for these persons as well as to ascertain their fate and the circumstances of their disappearance or death. To date, the bones of 681 Greek Cypriots and 252 Turkish Cypriots missing have been located, identified by the DNA method and buried by their families. The DEA is working to ascertain the fate of an additional 829 Greek Cypriots and 240 Turkish Cypriots missing.

The United Nations peacekeeping force

An important factor for all aspects of the peace process is the existence of the UN peacekeeping force, UNFICYP, whose presence in Cyprus contributed to the improvement of conditions based on the terms of its mandate as contained in Security Council Resolution 186 of 1964. Recognizing that UNFICYP is necessary as long as the occupation continues, the Cyprus Government covers one third of its annual budget. UNFICYP becomes the only peacekeeping operation in UN history not only led by a female Special Representative of the UN Secretary-General, but now has female leadership in both uniformed branches (military and police).

The Effects of Joining the European Union (EU)

Cyprus has been a member state of the EU since 2004. The application of the EU acquis has been suspended in the areas not under the effective control of the government of the Republic of Cyprus until the Cyprus issue is resolved. In addition to the high standards of rights that EU membership entails, especially in terms of gender equality standards, EU membership has helped to improve the conditions for peace. The EU itself is also involved in the peace process to ensure that the settlement complies with EU principles and the *acquis communautaire*. Finally, the EU actively contributes to reunification with two regulations which were adopted with the agreement of the Republic of Cyprus:

- i) the Green Line Regulation and
- ii) the Financial Regulation for the Turkish Cypriot community.

2.2 Following the adoption and implementation of the Republic of Cyprus resolution 1325 to ensure and comply with this and other related resolutions.

The Republic of Cyprus, after the adoption of Resolution 1325 "Women, Peace and Security" of the United Nations Security Council and other related Resolutions, has implemented a multitude of actions related to the said Resolution. Below is a review of the actions by all the relevant Ministries.

Equality Strategic Action Plans

The Equality Unit of the Ministry of Justice and Public Order, as the competent Government Agency for the formulation, coordination and implementation of government policy on equality issues, has developed and implemented a series of Strategic Action Plans for Equality (SSPI)¹ which incorporate a holistic approach to strengthening women's rights and promoting gender equality. The SDGs have laid the right foundations towards the promotion of gender equality.

The objective of the National Action Plans for Equality (NACE) is to effectively address gender inequalities, with the ultimate goal of overturning patriarchal and male-dominated social, economic and political structures and mechanisms. For the effective implementation of the CSIs, all ministries are invited to implement specific actions and initiatives with the ultimate goal of promoting equality.

The last SSDI 2019-2023² it was prepared in close collaboration with all relevant government departments, women's organizations and other NGOs, academic institutions, the Office of the Gender Equality Commissioner, the National Mechanism for Women's Rights as well as various human rights bodies. The SSDI 2019-2023 includes the following seven main priority objectives which are directly and indirectly related to Security Council Resolution 1325:

1. Combating gender-based violence/ Full compliance with the provisions of the Istanbul Convention
2. Balanced participation in decision-making positions

¹ 1st Strategic Action Plans for Equality (SSDI) 2007-2013, 2014-2017

² SSDI 2019-2023 was adopted by the Council of Ministers in September 2019.

3. Modernization/Improvement of the legislative framework
4. Empowerment of vulnerable groups of women
5. Professional empowerment of women/ Reconciliation of professional and family obligations
6. Elimination of Stereotypes and Social Prejudices
7. Education and Training of Women in Information Technologies and Communication.

Worthy of mention is the fact that the 2019-2023 SDG was formulated on the basis of international conventions and recommendations, in particular the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Concluding Comments on the Report of Cyprus to the CEDAW Committee in 2013, (2010-2015), the development strategy of the European Union "Europe 2020" and the European Pact for Gender Equality 2011-2015, as well as EU legislation and policies, in particular the European Strategy for Equality between Men and Women (2010-2015) 2020. The last two SDGs include actions related to resolution 1325.

In the framework of the implementation of the Strategic Action Plan for Equality between Men and Women 2014-2017, a Committee was established consisting of representatives of the Office of the Commissioner for Gender Equality, the Ministry of Justice and Public Order, the Commission for Gender Equality in Employment and Vocational Education, the of the Cyprus Academy of Public Administration and the Office of the Commissioner for Administration and Human Rights, where after a series of meetings the Committee decided to proceed with the publication of a Guide for the Integration of the Gender Dimension in the public policies of the State.

The Guide is an innovative training tool for high-ranking officials of the Public Administration and is a useful methodological tool, which will help to take into account during the design, implementation and evaluation of policies their effects on men and women, as well as the particular needs of men and women. The ultimate goal is to make equal opportunities and equal treatment of the sexes an important development factor with the contribution of public administration and to ensure at the same time respect for human rights and social cohesion.

Following the adoption of the Guide by the Council of Ministers in 2017, it has been launched

the implementation of a specific training program with the participation of public officials who take part in the policy-making process, in the preparation of budgets and in strategic planning.

Creation of the Office of the Commissioner for Gender Equality

In March 2014, he was appointed by the President of the Republic Nikos Anastasiadis, for the first time Commissioner for Gender Equality. The establishment of the Institution of the Commissioner for Gender Equality or a similar Institution has been a constant request of the vast majority of women's organizations. Responding to this request, the President of the Republic of Cyprus sent a clear message that gender equality is high on his priorities. At the same time, by Decision of the Council of Ministers on 23/4/2014, the Council and the National Committee of EMDG are chaired by the Commissioner for Gender Equality.

The main responsibilities of the Office of the Commissioner for Gender Equality, among others, are the promotion of equality between men and women and the elimination of discrimination against women, the monitoring and coordination of the work of the National Mechanism for Women's Rights, the monitoring of implementation of policies and measures that promote the equality of men and women, the submission of proposals/recommendations for the legislative establishment of equality and the elimination of legislative discrimination, the organization of seminars and training programs on issues of equality between men and women, the organization of enlightening campaigns for information of the public and especially of women for their rights etc.

National Mechanism for Women's Rights

The National Mechanism for Women's Rights (NMHR) was established by the Council of Ministers³ as a continuation of the Permanent Central Agency for Women's Rights (established in 1988). The ECHR deals with all issues related to women's rights, focusing on the elimination of legal discrimination against women and the promotion of substantive equality between men and women. Specifically, it advises the Council of Ministers on policies, programs and laws that promote women's rights, monitors, coordinates and evaluates the implementation and effectiveness of these programs and laws, carries out information, education and training programs on relevant issues, supports and grants the female genitalia,

³ Decision no. 40,609 of 16.2.1994

it contributes to the mobilization and awareness of the government sector on equality issues and serves as a channel of cooperation between the government and NGOs working in this field.

A key action of the SSDI (2007-2013) concerning the topic "Women, Peace and Security" and which received full support from the EMDG was the establishment (2008) of the Multicultural Women's Center, following the initiative of various Women's Organizations. The goal of the Multicultural Women's Center was to bring together women from all communities in Cyprus to promote gender equality, reconciliation and peace. Although the center's operation has been terminated, EMDG is working to re-open it. Such an action is foreseen by the present Action Plan.

EMDG also provides support to bi-community initiatives and supports the participation of Turkish Cypriot women's organizations as full participants in its activities and funding programs.

Ministry of Foreign Affairs

In 2019, the Minister of Foreign Affairs appointed a Special Advisor for the Mainstreaming of the Gender Dimension in Foreign Policy who advises and actively supports the actions of the Ministry at the international, European and regional level. The Ministry has written and implemented an Action Framework for the Promotion of Equality between Women and Men: Mainstreaming the Gender Dimension in Foreign Policy 2019-2023⁴. One of the thematic priorities of the Action Framework specifically concerns the Contribution of the Republic of Cyprus to issues related to UN Security Council Resolution 1325 on Women, Peace and Security, as well as sexual violence and the sexual and reproductive rights of women and girls directly attached to the relevant Resolution. In this direction, the Ministry has implemented relevant actions. Some examples concern the initiation of cooperation with the United Nations Organization for Education and Research (UNITAR), for the implementation of trainings related to the integration of the gender dimension in the state apparatus of Jordan. Another example concerns the Ministry's financial contribution to the Anna Lindh organization for the implementation of programs related to girls' education and the issue of girls' empowerment. The target group is young girls from Egypt, Lebanon and Jordan. At the same time, Cyprus actively started to promote

⁴No. Y.S. 33/2020, October 7, 2020.

women's and girls' rights in multilateral organizations through, inter alia, involvement in the drafting of policy documents and joint statements related to sexual and reproductive health and sexual violence in conflict situations. Additionally, among the planned actions is the implementation of the "Resolution 1325, Women, Peace and Security" project. This project will be implemented in cooperation with the Ministry of Foreign Affairs of Norway within the framework of the financing program of the European Economic Area (EEA) and Norway, under the section "Strengthening Bilateral Relations".

Regarding the promotion of equality and equal representation in the Ministry of Foreign Affairs, relevant actions have been implemented such as for example trainings in the Ministry for the integration of the gender dimension. At the same time, additional actions are planned including the mapping of the various needs of women and men in the diplomatic service where the possible obstacles faced by women in their advancement in the service will also be examined. As regards the qualitative indicators concerning the representation of women in senior management levels, women make up 30% of the Diplomatic Service of the Republic of Cyprus with seven (7) women serving as Heads of Missions and eleven (11) occupying important managerial positions within the Central Service. For example, for the first time, two Cypriots hold positions as Heads of the European Union Delegations in Jordan and Pakistan. At the same time, in the Central Service of the Ministry, women hold managerial positions in key Directorates, such as, for example, Political Director for Bilateral Relations and Coordination of Foreign Affairs Council issues, Director of Cyprus and Turkey, Director of the Middle East, Deputy Secretary General of European Affairs, Head of Strategy Unit Planning and Reform and Head of Internal Audit Unit. At the same time, an Equality Unit has been established at the Ministry of Foreign Affairs through which the duties of the Special Advisor for the Integration of the Gender Dimension in foreign policy are carried out on a horizontal basis. All of the above, as well as other actions, are directly intertwined with the implementation of Resolution 1325.

Finally, the Cyprus Police participates in five diplomatic missions of the Republic abroad. Today, of the five members of the Police who participate in the missions, two are women. Also, the Police is represented by liaison officers in Greece, Europol and Interpol with three of its members, two of whom are women.

Ministry of Defense - National Guard

The Ministry of Defense (MoD) is responsible for the implementation of the wider Government Policy regarding the security and territorial integrity of Cyprus. In this context, the Ministry of Foreign Affairs is promoting a series of measures aimed at strengthening the defense armor of the Republic to prevent any foreign intervention and consequently at strengthening our negotiating capacity.

As part of the reorganization of the National Guard (EF), the mandatory service was reduced to 14 months⁵ from 24 months and the induction of professional soldiers into the National Guard was established. In order to mainstream the gender dimension in the Armed Forces, women have the right to apply for positions as professional servicemen on a three-year contract, which is renewed accordingly. To date, out of 2993 currently serving professional soldiers, 506 are women.

The National Guard (NF) participates in the professional guidance process that takes place annually in schools, where students are given the opportunity to be informed about the possibilities of recruiting officers in the armed forces.

Ministry of the Interior/ Asylum Service/ Civil Defence

Cyprus, due to its geographical location, continues to receive a disproportionate number of asylum applications compared to its capacity. Cyprus faces even more problems in the increase of asylum seekers due to the peculiar situation created by the Turkish invasion and as a result the inability to control its entire territory

Asylum Service The

Asylum Service was established in February 2004 by amending the Refugees Act (2000) replacing the Refugee Authority. The responsibilities of the Service are the primary examination of requests for international protection, the coordination and supervision of the management and operation of the reception areas, the application of the Dublin Regulation for the establishment of criteria and mechanisms for the determination of the member state for the examination of an asylum application.

Regarding the implementation of the above, the Republic of Cyprus has undertaken

⁵ Relevant Decision of the Council of Ministers in 2016

legislative changes so that it fully complies with EU provisions and recommendations and guidelines. The Asylum Service of the Home Office proceeded to introduce a special vulnerable group identification form. Recently, and in cooperation with the Ministry of Labour, Welfare and Social Insurance, it has been decided to expand the fields of work for asylum seekers so that there are professions in which women can also work.

More specifically, access to the labor market has been decided to be reduced from six (6) months to one (1) month from the date of submission of the application for international protection. Furthermore, several actions have already been implemented and/or are in progress such as trainings within the Cyprus Support Plan by EASO (European Asylum Support Office). Officials of various departments, such as the Ministry of Education, Culture, Sports and Youth, the Social Welfare Services, the Asylum Service, health workers (Doctors, nursing staff) etc. have participated in educational workshops on topics related to their responsibilities.

In addition, informative seminars/experiential workshops are organized for front-line workers in the framework of the procedures in the reception centers on issues such as the early identification of victims of sexual exploitation and human trafficking.

Civil Defense Civil

Defense, playing perhaps the most important role in the protection of civilians in times of conflict, proceeded to translate and disseminate the European Union's White Paper on Psychosocial Population Support in Disasters. This White Paper focuses in particular on the handling of vulnerable population groups in the event of a disaster. This action was deemed necessary because until now there have been no legislative changes focusing on the identification and handling of vulnerable groups in need of assistance.

The Ministry of the Interior, as the coordinator of the National Special Plan "Navkratis", which concerns the management of mass arrivals of people in need of protection, mainly from third countries, commissioned the Civil Defense to implement a series of measures for its optimal implementation. The Civil Defense is responsible for the reception and relief of persons who may need protection upon their arrival in the free territories of the Republic of Cyprus, in cooperation with the Police, the Medical Services, the Social Welfare Services as well as the Cyprus Red Cross and

in cases where it is necessary, it transports the people to be accommodated for a short period of time, at the First Reception Center (KEPY). During the accommodation of the persons in the KEPY, they are provided with protection, security, feeding, cleanliness, transportation to the place they wish upon their departure from the KEPY, assuming that the required procedures have been completed.

Several actions have been implemented or are underway by the Civil Defense Department. For example:

- Special trainings for the approach of first responders regarding women and minors
- trainings on cultural diversity (cultural awareness).
- Provision of First Aid to those affected by a disaster or a destructive event and to people coming from hostile conflicts and in need of international protection.
- Protection of women and girls residing in the KEPY and its information Welfare Office and the Police, in case issues of sexual exploitation, abuse, violence, or other violations of their human rights arise.

Department of Social Welfare Services Regarding unaccompanied children, upon their arrival in the Republic of Cyprus, they are placed under the care of the Director of Social Welfare Services, who acts as their guardian, ensuring their access to all their rights (e.g. protection, health, care, education, etc.) on the basis of the best interest of the child. Unaccompanied children, depending on their age, gender and characteristics, are placed in foster families or in child protection institutions.

Finally, the Social Welfare Services in collaboration with the Asylum Service have proceeded to introduce a special form for identifying and reporting potential victims of human trafficking.

Office of the Commissioner for Administration and Protection of Human Rights The Office of the Commissioner for Administration and Protection of Human Rights together with other agencies co-organized awareness campaigns to combat violence against women and girls. Specifically, seminars were held for senior officials of the public administration, for health workers, for teachers, for police officers within the framework of their duties

and had preventive or repressive assistance in the fight against violence against women and girls in Cyprus. The said campaign was carried out in the context of the implementation of a European financial program. The Office of the Commissioner for Administration and Protection of Human Rights continues and will continue to implement such training programs.

Cyprus Police

Members of the Police are trained on matters of Domestic Violence, Handling Juvenile Offenders, taking statements from victims of violence and victims of sexual violence, both during their basic training course and later in specialized programs. Also, the use of a tool for risk assessment of incidents of violence against women and violence in the family has been adopted in the Police. It is noted that since January 2017, a special Office has been established at the Police Headquarters, which investigates all complaints of sexual abuse/exploitation of minors.

One of the projects implemented by the Police concerns the "Circle of Change, Preventing and Combating violence against women and girls through gender equality awareness" Program. The program concerns violence against women and is being implemented by Non-Governmental Organizations and the Police. Seminars for professionals have already been planned and part of the program was the development of a handbook for members of the Police on violence against women with a focus on family violence.

Furthermore, the Police implement Directive 2012/29, as adopted by Law 51(I)/2016, which concerns the establishment of minimum standards regarding the rights, support and protection of victims of crime.

Finally, in the context of the implementation of the obligations deriving from the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), which the Republic of Cyprus ratified in 2017, the Council of Ministers by its decision on 23/01/2019, approved the creation of the "Women's House", which will function as an interdisciplinary center, friendly to women victims of violence, where specially trained professionals from various specialties will work under the same shelter for the purposes of providing appropriate support/treatment to victims and their families, in a manner that promotes the rights and interest of victims and their family members.

3. Second Part

3.1 The four pillars of the National Action Plan for the full implementation of Resolution 1325.

Pillars and Measures

The Republic of Cyprus commits to undertake in this first National Action Plan the following four pillars:

3.2 PILLAR 1:

Participation and Empowerment

The active participation of women in political decision-making positions is perhaps the most important and critical pillar in the successful implementation of the Women, Peace and Security (WPS) programme.

Efforts are requested to ensure that women are fully included and participate equally in conflict prevention, peace building and peacekeeping. In addition, the full empowerment of women, both economically-politically and socially, is equally important in order to build stable values in society in the territory of the Republic of Cyprus.

- (a) Promoting the full participation of women in conflict prevention processes in Cyprus, building and maintaining peace and also in peace negotiations.
- (b) Supporting women candidates in the elections with training and mentoring programs in governmental, quasi-governmental and international organizations.
- (c) Empowerment and participation of women so that they can claim on equal terms with men positions in decision-making centers both in Cyprus and abroad.

3.3 PILLAR 2:

Protection

The protection of women and girls in conflict from gender-based violence and sexual exploitation.

Specifically calling for the protection of women and girls from sexual and gender-based violence, including in emergencies

and humanitarian situations, such as in refugee camps.

- (a) Harmonization of national legislation with international standards and mechanisms for women's rights, including the provisions arising from Resolution 1325, the annulment of articles that violate women's rights and the issuance / enactment of relevant legislation.
- (b) A formal system of psychological support procedures for women who have and/or experience violence and/or abuse as part of an ongoing and latent crisis as in the case of Cyprus.
- (c) Contribute to achieving greater participation of men in raising awareness of addressing violence against women and strengthening mechanisms to address human trafficking and gender-based violence.

3.4 PILLAR 3:

Prevention

The prevention of conflict, including gender-based violence and the sexual exploitation and abuse of women/girls during armed conflicts, is of utmost importance.

The improvement of the strategic terms of interventions for the prevention of violence against women is requested as well as the strengthening of women's rights in accordance with national and international law. Action support for local women's peace initiatives and processes for resolving such conflicts is needed.

- (a) Implement more effective policy making with legally binding regulations on the prevention of sexual exploitation and abuse, human rights, gender, equality and international humanitarian law.
- (b) Contribution to the promotion of peace, stability and security in the country.
- (c) Application of the agreed regulations for its prevention and treatment of sexual and gender-based violence in the country.

3.5 PILLAR 4:

Promotion and Awareness of Resolution 1325

The inclusion of a pillar that will promote information and awareness of civil society about Resolution 1325 in the country is very important.

It is requested that efforts be made so that all citizens are informed about Resolution 1325 and are informed about all the actions planned in this National Action Plan to promote the "Women, Peace and Security" agenda.

- a) Promotion of the inclusion and promotion of women at all levels political, social and economic life.
- b) Institutionalizing the participation of women's civil society in promotion of the ESA.
- c) Conduct capacity building programs for effective NAP promotion and capacity building in reporting.
- d) Implementation of educational campaigns, seminars, experiential workshops throughout the country, with special emphasis on the rural areas of the Republic of Cyprus.

4. Methodology

The initiative and coordination of the preparation of the first National Action Plan of the Republic of Cyprus for the implementation of Resolution 1325 was undertaken by the Office of the Commissioner for Gender Equality, which, on the basis of broad cooperation and consultation, prepared this plan based on the procedure below. This strategic plan was developed in close cooperation with all relevant government departments, women's organizations and other NGOs, academic institutions and human rights bodies. The comments of the CEDAW report (2019) and the UN Secretary General's report on Cyprus regarding the "Women, Peace and Security" agenda were taken into account.

The Commissioner for Gender Equality initially informed all relevant Ministries/ Departments, political/union and non-governmental organizations as well as civil society in general about the start of the process of drawing up the National Action Plan, inviting them to actively participate and contribute to its formation .

A wide consultation followed before the drafting of the plan with all the above-mentioned bodies and after the completion of the first draft in the framework of an open process, this document was published and placed in a wide public consultation. During the public consultation all views/suggestions were recorded, processed and incorporated accordingly.

At this stage, no specific quality indicators have been named. However, it is envisaged that during the intermediate and final evaluation, qualitative results will be recorded and developed.

5. Monitoring & Evaluation

In order to implement the actions, it is necessary to set up a Monitoring and Evaluation Committee (MEC) of the National Action Plan by the Office of the Commissioner for Gender Equality in collaboration with the Ministry of Foreign Affairs. The EPA will be appointed by the Gender Equality Commissioner and her term of office will be the same as that of the ESA. The committee will be chaired by the Commissioner for Gender Equality, who will have the overall coordination of the EPA and be responsible for the convergence of meetings.

The Gender Equality Commissioner, if and as long as she deems it necessary, will have the possibility to support the work of the committee by an external scientific partner. associate.

The role of the EPA will be advisory in order to provide input and guidance regarding the implementation of Resolution 1325 and will meet once every six months. The Commissioner for Gender Equality has the ability to convene extraordinary sessions of the EPA if and as long as she deems it necessary.

PILLARS / ACTIONS

Pillar 1: Participation and Empowerment

Strategic Target:

Strengthening the active participation of women in political decision-making positions so that women participate proportionally in conflict prevention, building and maintaining peace.

Actions	Implementation Body Ministry/ Department/ Service	Implementation	Time Costing	Monitoring Indicators
<p>1.1 Promotion of equality of gender in the negotiations for a solution to the Cyprus problem.</p> <ul style="list-style-type: none"> Active effort to increase the participation of women in the negotiations and handling of Cyprus issues at all levels. Active effort to increase the participation of women in the Technical Committees. Supporting the results of the action of the Technical Committee on Gender (consultations with women's and civil society organizations and submission of relevant recommendations to strengthen the gender perspective in the functioning of the state after the solution). 	<p>Coordination by the Office of the Equality Commissioner</p>	<p>2021-2025</p>	<p>Not provided cost</p>	<ul style="list-style-type: none"> Percentage of women who handle issues negotiations on Cyprus and Cyprus issues, at all levels. Percentage of women, who participate in the technical committees, at all levels. Number of meetings of the Technical Committee on Gender and consultations to strengthen the perspective of gender.
<p>1.2 Promoting more women in high, leadership positions in peace and security tasks in the Government, in the Ministry of Foreign Affairs and in positions in international and regional organizations.</p> <ul style="list-style-type: none"> Create a list of leadership positions on peace and security issues. Create a list of leadership positions within the Ministry of Foreign Affairs and the percentage of men and women in those positions. Promotion of female candidates to leadership positions in international organizations. 	<p>Ministry of Foreign Affairs and other Ministries in collaboration with the Office of the Equality Commissioner</p> <p>EMDG</p> <p>Equality Unit,</p> <p>Police</p> <p>Ministry of Defense</p>	<p>2021-2025</p>	<p>Not provided cost</p>	<ul style="list-style-type: none"> Percentage of women in leadership positions on peace and security issues in various Government Services. Increase in number of women in leadership positions in the Ministry of Foreign Affairs in peace and security tasks. Percentage of women promoted to leadership positions in international organizations.

PILLAR 1: Participation & Empowerment

Actions	Implementation Body Ministry/ Department/ Service	Implementation	Time Costing	Monitoring Indicators
<p>1.3 Organization of a pilot program for young women who will be trained to acquire leadership skills in executive positions and enable them to take an important role in the agenda of Resolution 1325 in Cyprus.</p> <ul style="list-style-type: none"> • Experiential workshops and seminars. 	<p>Office of the Equality Commissioner in collaboration with the Ministry of Foreign Affairs</p> <p>and the KADDD</p> <p>Youth Organizations</p> <p>Academic Institutions</p>	2021-2025	€15.000	<ul style="list-style-type: none"> • Number of women who participated in the program. • Number of seminars and experiential workshops implemented.
<p>1.4 Support for women candidates in the elections, with their training and preparation programs, including media training.</p>	<p>NGO</p> <p>Women's Organizations</p> <p>EMDG</p> <p>Office of the Equality Commissioner</p> <p>YDTT Equality Unit</p>	2021-2025	€20.000	<ul style="list-style-type: none"> • Number of female candidates who participated in the training program. • Number of actions implemented.
<p>1.5 Increasing the participation of women from conflict-affected areas in peace building and post-conflict reconstruction.</p> <ul style="list-style-type: none"> • Financial support of projects of international organizations and organizations in the context of the development and humanitarian policy of Cyprus, which aim to strengthen the participation of women in peace building and post-conflict reconstruction. 	<p>Ministry of Foreign Affairs</p> <p>in collaboration with the Office of the Equality Commissioner and other Services</p>	2021-2025	€15.000	<ul style="list-style-type: none"> • Percentage of the number of projects of international organizations and organizations, out of the total number of projects, which the Republic of Cyprus financially supported and which aim to strengthen the participation of women in peace building and post-conflict reconstruction.

PILLAR 1: Participation & Empowerment

Actions	Implementation Body Ministry/ Department/ Service	Implementation Time	Costing	Monitoring Indicators
<p>1.6 Participation and contribution of women, who have expertise in gender and conflict issues, in meetings and discussions related to peace building and security issues.</p> <ul style="list-style-type: none"> Establish a Permanent Consultation Mechanism with women in leadership positions in peacebuilding, women experts/academics on gender and/or conflict issues, and representatives of civil society organizations on gender equality and peace and security issues, to obtain their views them in relation to matters concerning peace and security, as well as UN Security Council Resolution 1325. Conducting official meetings every four months and more regular communication by phone and e-mail to receive relevant opinions, in view of meetings, negotiation of resolutions and discussions . Efforts to involve, where possible, female gender and/or conflict experts and representatives of gender equality and peace and security organizations in meetings of international organizations dealing with peace and security issues. 	<p><small>Ministry of Foreign Affairs</small></p> <p>in collaboration with the Office of the Equality Commissioner</p> <p>EMDG</p> <p>NGO</p> <p>Women's Organizations</p> <p>Academic Institutions</p>	2021-2025	Not provided cost	<ul style="list-style-type: none"> Number of Consultation Mechanism meetings. Number of cases, on which the views of the Consultation Mechanism were sought. Number of recommendations from the Consultation Mechanism, which has been taken into account in the formation of Cyprus' positions. Increase in the number of women peace and security and/or gender experts participating in peace and security related meetings.

**PILLAR 1:
Participation & Empowerment**

Actions	Implementation Body Ministry/ Department/ Service	Implementation Time	Costing	Monitoring Indicators
<p>1.7 The expansion of the POURNARA First Reception Center in Kokkinotrimithia is planned as well as (a) the replacement of shelters with more permanent facilities, (b) the creation of a special area for unaccompanied minors and (c) the full takeover of its operation by the Asylum Service.</p>	Civil defence	2021-2025	Covered in frames of European program PEONAS	<ul style="list-style-type: none"> • Expansion of the Center. • Substitution of backdrops. • Creation of a special space. • Taking over its operation by the Asylum Service.

PILLARS / ACTIONS

Pillar 2: Protection

Strategic Objective: Strengthening the protection of women and girls in war conflicts from gender-based violence and sexual abuse.

Actions	Implementation Body Ministry/ Department/ Service	Completion time	Costing	Monitoring Indicators
<p>2.1 Organizing seminars and experiential workshops for frontline workers so that they become more gender sensitive and also in matters of dealing with incidents of victims of violence (identification and identification of victims of human trafficking and victims of criminal acts).</p> <ul style="list-style-type: none"> • Armed Forces • Police • Educators • Civil Defense • Ministry of Health • Asylum Service • Social Welfare Services 	<p>Ministry of Defense Ministry of Interior YDDT Ministry of Health Office of the Equality Commissioner <small>Ministry of Foreign Affairs</small> Ministry of Education and Culture YEPA (Department of Social Welfare) in cooperation with KADDD NGO Women's Organizations</p>	2021-2025	They are covered by EASO	<ul style="list-style-type: none"> • Number of women who participated in the seminars/ experiential workshops. • Number of seminars / experiential workshops implemented.
<p>2.2 Conduct research on harmonization of national legislation with international standards and mechanisms in accordance with Resolution 1325.</p>	<p>Office of the Equality Commissioner in collaboration with external partners and/ or and Commissioner of Legislation / Legal Service</p>	2021-2025	€5.000	<ul style="list-style-type: none"> • Number of pieces of national legislation that need harmonisation.
<p>2.3 Repeal of articles that violate women's rights.</p> <p>Enact legislation to protect women's rights during or after conflict.</p>	<p>Office of the Equality Commissioner in collaboration with external partners and/ or and Commissioner of Legislation / Legal Service</p>	2021-2025	€8.000	<ul style="list-style-type: none"> • Number of repealed articles that violate women's rights during or after conflict. • Number of new legislation enacted to protect women's rights during or after conflict.

PILLAR 2: Protection

Actions	Implementation Body Ministry/ Department/ Service	Implementation	Time Costing	Monitoring Indicators
2.4 Empowerment provided psychological support, providing medical care and treatment to victims and perpetrators.	Ministry of Health	2021-2025	It has no additional cost because included in another Strategic Plan	<ul style="list-style-type: none"> Number of measures taken to strengthen the psychological support and medical care and treatment provided to victims and perpetrators.
2.5 Protection of women and girls in areas affected by conflict, gender-based violence, sexual exploitation and abuse and other violations of women's human rights and humanitarian law, providing relief and reconstruction. <ul style="list-style-type: none"> Financial support of projects of international Organizations, which work for the protection of women and of girls in affected areas from conflicts, from gender-based violence, sexual exploitation and abuse and from other human rights violations. 	Ministry of Foreign Affairs	2021-2025	€20.000	<ul style="list-style-type: none"> Percentage of the number of projects of international organizations, out of the total number of projects, which Cyprus has financially supported, which aim to protect women and girls in areas affected by conflict, gender-based violence and/or sexual exploitation and abuse or / and from other violations of women's human rights and/or humanitarian law and/or in providing relief and reconstruction to women and girls, who fall under the above categories.
2.6 Support - non-excluded and economic - women's initiatives, which promote peace in Cyprus.	Ministry of Foreign Affairs in coordination with other competent Services	2021-2025	€ 15.000	<ul style="list-style-type: none"> Number of Women's Organizations that received support. An increase in the number of initiatives by women's organizations for peace, which the CD supported and encouraged.
2.7 Creation of shelters/places of protection to provide protection to civilians, for a short period of time in case of hostilities.	Civil defence	2021-2025	It has its own budget (Covered by the shelter creation program, which started in 1999 and continues)	<ul style="list-style-type: none"> Number of shelters created.

PILLARS

Pillar 3: /

ACTIONS Prevention

Strategic Objective Prevention of conflicts, including gender-based violence as well as of sexual exploitation and abuse of women/girls during conflict is of extreme importance.

Actions	Implementation Body Ministry/ Department/ Service	Implementation	Time Costing	Monitoring Indicators
3.1 Establish a military gender advisory board that includes human security and 1325 provisions.	Ministry of Defense in cooperation with the Ministry of Foreign Affairs and the Office of the Equality Commissioner	2021-2025		<ul style="list-style-type: none"> • Number of meetings of the members of the military council. • Number of women participating in the military council.
3.2 Develop a guide of conduct for personnel serving in military and civilian missions regarding their obligations to respect the human rights of women and girls, including women serving in the military, during conflicts, peace processes and periods of construction and maintenance of peace.	Office of the Commissioner for Gender Equality (coordination of all departments involved) Commissioner for Administration and Human Rights YDTT Equality Unit Ministry of Defense Asylum Service	2021-2025	€8.000	<ul style="list-style-type: none"> • Completion of the Guide.
3.3 Introduction of a special form to identify vulnerable groups such as women who were victims of violence, sexual exploitation, female genital mutilation, etc.	Asylum Service Ministry of Health	2021-2025	€1,000	<ul style="list-style-type: none"> • Introduction of a new special form for identifying vulnerable groups.
3.4 Reopening of the Women's Cultural Center.	Office of the Equality Commissioner	2021-2025	€20,000	<ul style="list-style-type: none"> • Successful reopening of the cultural center.

PILLAR 3: Prevention

Actions	Implementation Body Ministry/ Department/ Service	Implementation	Time Costing	Monitoring Indicators
<p>3.5 Organization of various events at the Women's Cultural Center to promote peace, cooperation, mutual understanding and friendship between Cypriot women from every community, as well as to promote equality between men and women in Cypriot society.</p> <ul style="list-style-type: none"> • Organization of bicomunal / multicultural events • Art exhibitions • Organization of a poetry evening 	<p>NGO</p> <p>Women's Organizations</p> <p>Office of the Equality Commissioner</p> <p>EMDG</p> <p>YDTT Equality Unit</p> <p>Academic Institutions</p> <p>All concerned Ministries/ Departments/ Commissioners</p>	2021-2025	€10.000	<ul style="list-style-type: none"> • Number of events organized in the cultural center. • Number of women who participated from each community.
<p>3.6 Establishment of a Coordination, Monitoring and Evaluation Committee of the National Action Plan for the implementation of Resolution 1325.</p>		2021	Not provided cost	<ul style="list-style-type: none"> • Establishment of the Coordination, Monitoring and Evaluation Committee of the ESA, through reports (reporting)
<p>3.7 Organization of special seminars for front-line people, during the procedures of hosting people in need of protection, in terms of awareness and awareness in gender issues and incidents of dealing with victims of violence.</p>	<p>Civil defence in collaboration with the Asylum Service</p> <p>Office of the Equality Commissioner and KADDD</p>	2021-2025	€4.000	<ul style="list-style-type: none"> • Number of special seminars organized for front line people. • Number of women - frontline workers who participated in the special seminars.
<p>3.8 Incorporating a course about gender equality and women's protection, in courses for volunteers and mandatory members.</p>	Civil defence	2021-2025	€ 500	<ul style="list-style-type: none"> • Number of courses that they became to the volunteers and obliged members. • Number of women who participated.

PILLAR 3: Prevention

Actions	Implementation Body Ministry/ Department/ Service	Implementation Time	Costing	Monitoring Indicators
<p>3.9 Preparation of informational material in printed and electronic form, for information of people accommodated in camps, in Greek, English and Arabic.</p> <p>The document will record:</p> <ul style="list-style-type: none"> • what constitutes harassment and what does not • the procedure for a fair examination of a complaint (where and how to address) 	Civil defence	2021-2025	€2.000	<ul style="list-style-type: none"> • Number of printed informational material distributed. • Number of electronic material distributed. • Number of women who received information.
<p>3.10 Preparation of Proceedings for complaints of psychological or sexual harassment by employees, volunteers, debtors and persons in need of protection.</p>	Civil defence	2021-2025	€500	<ul style="list-style-type: none"> • Process completion.
<p>3.11 Preparation of action protocol of the members of the Policy Defense of those charged with protecting the population and vulnerable groups in cases of complaints of harassment and/ or violence (internal regulations for prompt, fair, confidential and effective investigation of complaints of harassment or even violence).</p>	Civil defence in cooperation with Office of the Commissioner for Administration and Human Rights	2021-2025	€500	<ul style="list-style-type: none"> • Number of printed informational material distributed. • Number of electronic material distributed. • Number of women who received information.

PILLARS /
ACTIONS

Pillar 4: Promotion and Awareness of UN Resolution 1325

Strategic Target:

Informing and raising awareness of civil society about Resolution 1325 in our country with special emphasis on rural areas.

Actions	Implementation Body Ministry/ Department/ Service	Implementation	Time Costing	Monitoring Indicators
<p>4.1 Enlightenment campaigns throughout the territory controlled by the Republic of Cyprus with particular emphasis on rural areas and schools.</p> <ul style="list-style-type: none"> • Educational campaigns • Seminars • Experiential workshops 	<p>EMDG <small>Ministry of Foreign Affairs</small></p> <p>Ministry of Education and Culture</p> <p>Office of the Equality Commissioner</p> <p>Commissioner for Administration and Human Rights</p> <p>YDTT Equality Unit</p> <p>NGO</p> <p>Women's Organizations</p>	2021-2025	€10.000	<ul style="list-style-type: none"> • Number of women who took part in the enlightenment campaigns. • Number of women who received information. • Number of educational campaigns implemented.
<p>4.2 Organizing seminars to promote and inform about Resolution 1325 in all communities living in Cyprus.</p> <ul style="list-style-type: none"> • Turkish Cypriot Community • Armenian community • Latino community • Maronite Community • Domestic workers and migrant women 	<p>NGO</p> <p>Women's Organizations</p> <p>EMDG</p> <p>Office of the Equality Commissioner</p> <p>YDTT Equality Unit</p>	2021-2025	€10.000	<ul style="list-style-type: none"> • Number of actions implemented. • Number of women who participated from each community.
<p>4.3 Seminars to the Public Officers for the implementation of Resolution 1325.</p> <p>4.4 Issuance of an informative triptych on the provisions, purpose and objectives of Resolution 1325.</p>	<p>Office of the Equality Commissioner in collaboration with the Ministry of Foreign Affairs and KADDD</p>	2021-2025	€ 5.000	<ul style="list-style-type: none"> • Number of seminars implemented. • Number of women who participated in the seminars.
	<p>Office of the Equality Commissioner in collaboration with the Ministry of Foreign Affairs</p>	2021-2025	€ 5.000	<ul style="list-style-type: none"> • Number of information material issued.

PILLAR 4:
Participation & Empowerment

Actions	Implementation Body Ministry/ Department/ Service	Implementation	Time Costing	Monitoring Indicators
<p>4.5 Dissemination of information trifold and enlightening material in civil society.</p>	<p>Office of the Equality Commissioner</p> <p><small>Ministry of Foreign Affairs</small></p> <p>Ministry of Education and Culture</p> <p>EMDG</p> <p>NGO</p> <p>Women's Organizations</p>	2021-2025	€5.000	<ul style="list-style-type: none"> • Information number of material distributed. • Number of information materials distributed in rural areas.
<p>4.6 Informing and enlightening the individuals and especially the vulnerable groups who may need protection and are accommodated in the First Reception Center, on matters concerning their personal protection and safety.</p>	Civil defence	2021-2025	<p>It will be implemented in collaboration with other government departments, as part of their normal work. No cost is provided</p>	<ul style="list-style-type: none"> • Number of illuminants / informational actions implemented. • Which vulnerable groups were informed.

6. Abbreviations

1.	UN	United Nations Organization
2.	EU	European Union
3.	UNSC	United Nations Security Council
4.	CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
5.	USSR	Strategic Action Plan for Equality
6.	EMDG	National Mechanism for Women's Rights
7.	EASO	European Asylum Support Office
8.	KEPY	First Reception Center
9.	UNHCR	United Nations High Commissioner for Refugees
10.	MOE	Confidence Building Measures
11.	ϣϣϣϣϣϣϣ – UNFICYP	United Nations Peacekeeping Force in Cyprus
12.	DEA	Commission of Inquiry on Missing Persons
13.	WPS	Women, Peace and Security
14.	NGO	NGOs
15.	ESD	National Action Plan
16.	EPA	Monitoring and Evaluation Committee
17.	<small>Ministry of Foreign Affairs</small>	Ministry of Foreign Affairs
18.	KADDD	Cyprus Academy of Public Administration
19.	YDDT	Ministry of Justice & Public Order
20.	YEPKA	Ministry of Labour, Welfare and Social Insurance

