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**PERMANENT MISSION OF THE REPUBLIC OF CYPRUS
TO THE UNITED NATIONS**

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The Permanent Mission of the Republic of Cyprus to the United Nations presents its compliments to United Nations Entity for Gender Equality and the Empowerment of Women and with regard to the latter's Note Verbale dated 15 April 2019, reference UNW/2019/003, has the honour to herewith attach the contribution of Cyprus for the preparation of the 2019 report of the Secretary General on the implementation of GA A/72/149 resolution of 19 December 2017.

The Permanent Mission of the Republic of Cyprus to the United Nations avails itself of this opportunity to renew to the United Nations Entity for Gender Equality and the Empowerment of Women the assurances of its highest consideration.

To
United Nations Entity for Gender Equality
and the Empowerment of Women
Peace and Security Section
220 East 42nd street, Room 18-58
New York, NY 10017



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Att: 2 pages

Implementation of Resolution A/RES/72/149, “Violence Against Women Migrant Workers”- contribution by the Republic of Cyprus

HARASSMENT

The Equal Treatment for Men and Women in Employment and Vocational Training Law No.205(I)/2002 as has been amended provides the rights of workers who face sexual harassment in the workplace.

Section 27 of the above Law, provides the way/procedure of investigation a complaint by the Gender Equality Inspectors of the Ministry of Labour, Welfare and Social Insurance. Specifically the inspector will proceed with mediation between the complainer and the employer in order to resolve the issue. If an agreement is reached the inspector will write a report and both parties will then sign it. If an agreement is not reached a report will be drafted and it can be presented before a court.

The Gender Equality Committee is active in advising and enlightening organizations and the public on the issue of sexual harassment, organizing seminars in collaboration with the Academy of Public Administration and Personnel.

There is close cooperation of the Department of Labour with other Authorities, such as the Equality Commissioner.

Although Cyprus legislation prohibits sexual harassment in the workplace, there is evidence that sexual harassment at work is still a widespread problem. The Gender Equality Committee in Employment and Vocational Training organizes informative seminars at workplaces, and prepares informative guides. A book on Cyprus case law on sexual harassment at work was published in 2017 and a Code on Preventing and Dealing with Sexual Harassment, which will be incorporated in collective agreements, is currently being prepared by social partners. A Code for the Public Sector was also prepared by the Ombudswoman, in cooperation with the Gender Equality Committee in Employment and Vocational Training and another one is in preparation for the private sector, in cooperation with one of our social partners.

Shelters

The Association for the Prevention and Handling Violence in the Family operates two shelters for women (Nicosia and Paphos) who have experienced violence and are in immediate physical and psychological risk, to provide them protection and a safe environment. Women are allowed to stay in the shelter temporarily with their children. The shelters operate special programmes to support and strengthen women in order to enable them to express their needs and emotions and make necessary decisions.

The Association is looking into the possibility of creating an additional shelter in Limassol.

The Social Welfare Services prioritize the mobilization of NGOs, through the State Aid Scheme, (of the Ministry of Labour, Welfare and Social Insurance). In 2017 a total amount of €137,000, was granted to the Association for the Prevention and Handling of Violence in the Family, for their programmes.