



Security Dialogue Initiative Gender SCORE Cyprus Findings

Gender Equality in Cyprus:
Challenges & Opportunities
(2017-2018)



**GENDER SCORE
CYPRUS PROCESS
CYCLE**

Dialogue with Policy
Stakeholders
(55 interviews)
10/2017

Dialogue with grassroots
(8 focus groups)
10-11/2017

Quantitative Public Opinion
Survey
(1600 respondents)
12/2017 – 01/2018

Stakeholder reflections and
consultations
1-4/2018

Participatory policy design
with experts and
stakeholders
3-5/2018

Participatory policy design
with grassroots
(4 focus groups)
3-5/2018

KEY CALIBRATION FINDINGS

Repressive Attitudes
Towards Women &
Gender Norms



Pressure Towards
Parenthood



Women's' limited
participation in economy &
politics



Normalisation of
Violence



Women's Personal
Time



Perception that Gender
Equality has been
achieved.



Toxic Masculinity



Women's Participation in the
Peace Process & High Level
Decision Making



DIFFERENCES BETWEEN WOMEN AND MEN



Higher for women

- Anxiety & Depression
- Social control & Policing
- Pressure towards parenthood
- Social distance from the other community

Lower for women

- Economic independence
- Personal security
- Leadership

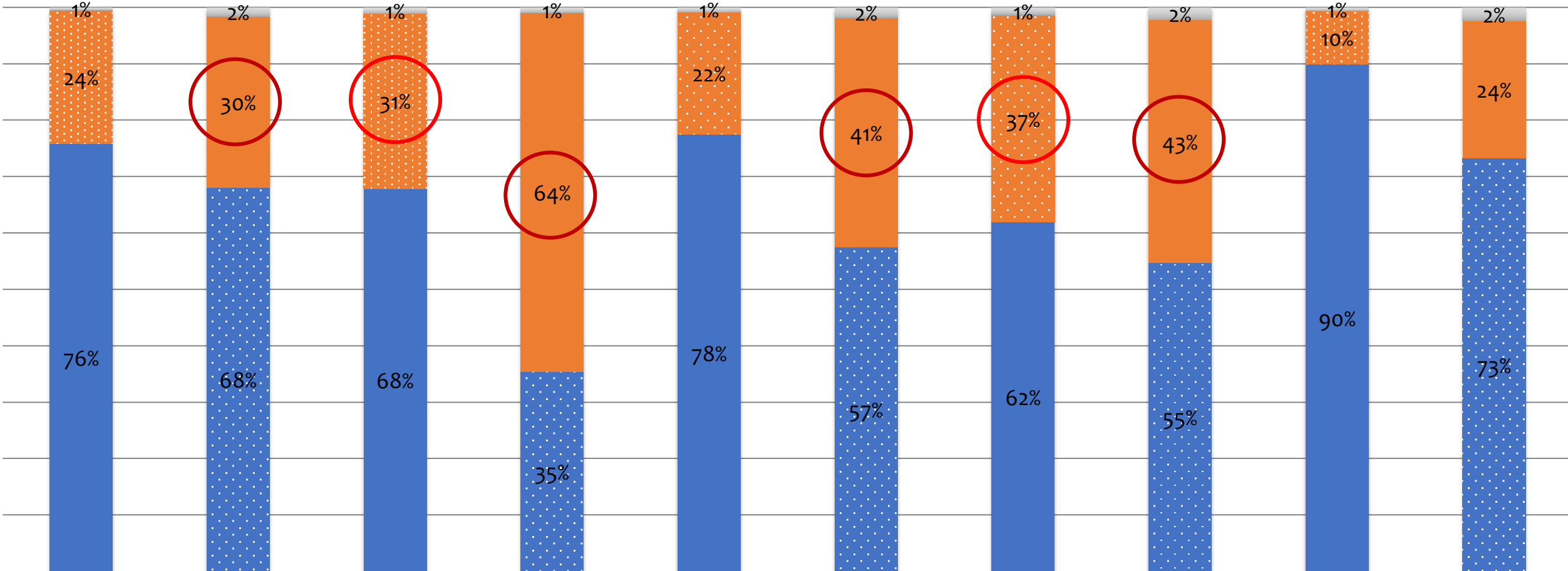


Higher for men

- Support for gender norms
- Aggression in daily life
- Toxic masculinity
- Family support
- Normalisation of violence

SUPPORT FOR GENDER NORMS

■ Strongly/Somewhat Disagree
 ■ Strongly/Somewhat Agree
 ■ DK



GcC	TcC	GcC	TcC	GcC	TcC	GcC	TcC	GcC	TcC
Women should give up work to focus on their family, if men can provide for the family		Women should have more delicate jobs (e.g. nurse, teacher, secretary)		Men in the family should have the final word when important financial decisions are made		Women are too emotional and this affects their rationality and judgement		A university education is more important for a boy than a girl	

SUPPORT FOR GENDER NORMS

GCc average: 2.7
GC men average: 3.4
GC women average: 2.3



TCc average: 4.2
TC men average: 4.8
TC women average: 3.7

REPRESSIVE ATTITUDES TOWARDS WOMEN

The extent to which someone expresses repressive attitudes towards women.

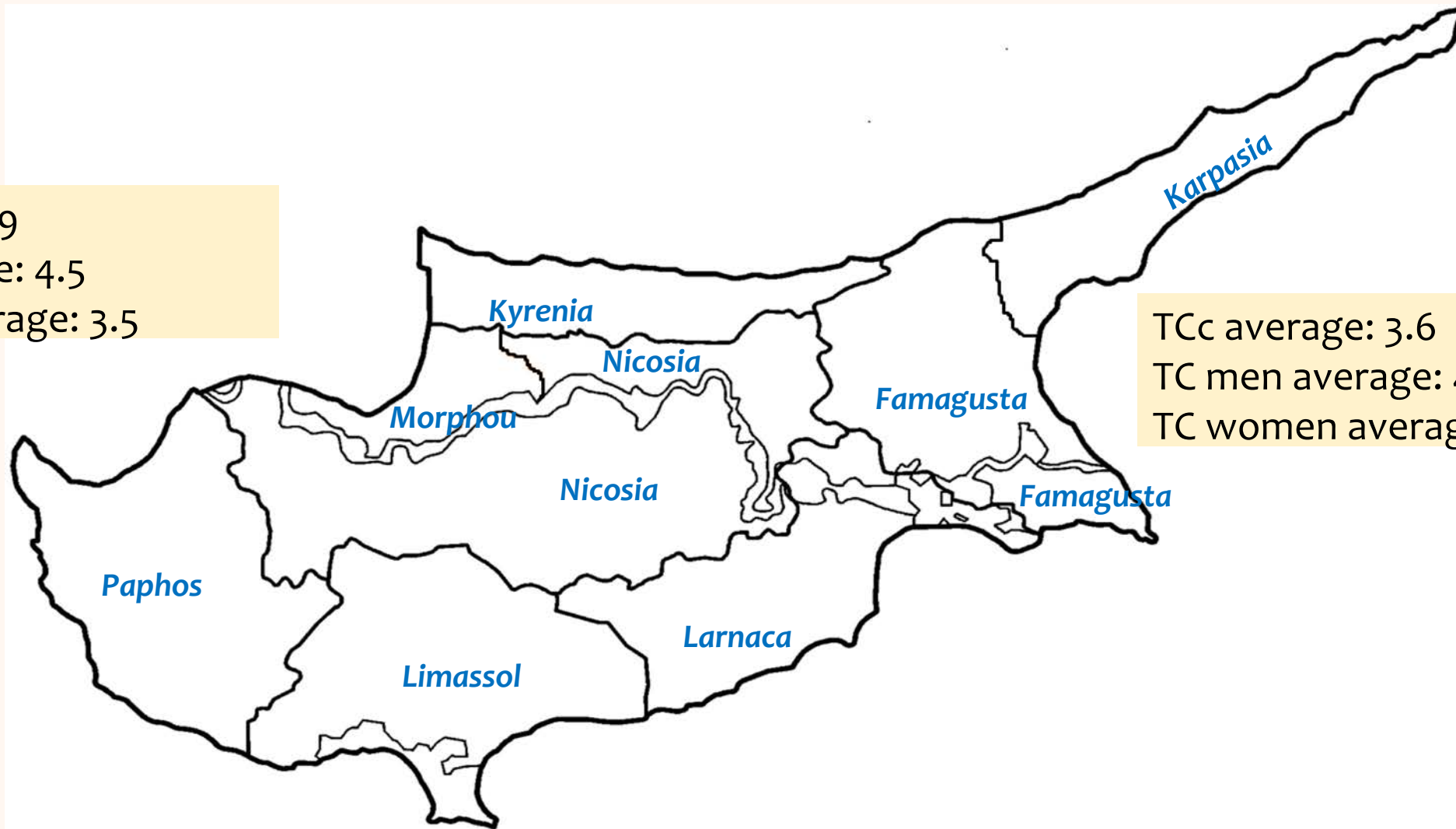
Examples:

- A husband, as the head of his family, may discipline his wife, to correct her behavior.
- Those who call them-selves feminists are stupid, they are going against the way nature intended men and women to be.
- The only thing women are good at is motherhood.



REPRESSIVE ATTITUDES TOWARDS WOMEN

GCc average: 3.9
GC men average: 4.5
GC women average: 3.5



TCc average: 3.6
TC men average: 4.4
TC women average: 2.9

Toxic Masculinity

The extent to which someone feels societal pressure to adhere to traditional male norms and to a specific masculine role.

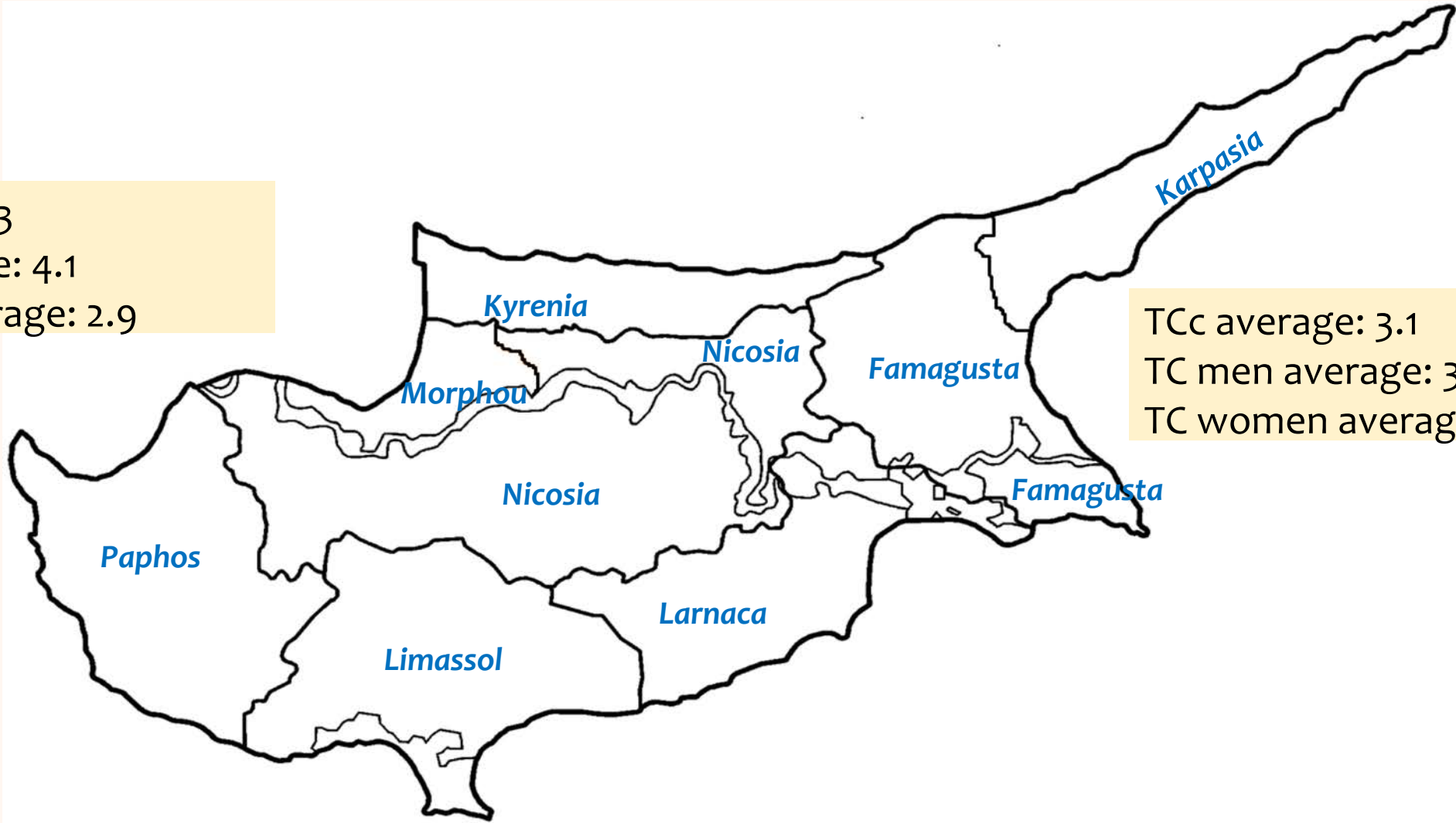
Examples:

- Men should not cry even when something really bad happens.
- It disgusts me when I see a man acting like a woman
- Only men who have served in the army are real men



TOXIC MASCULINITY

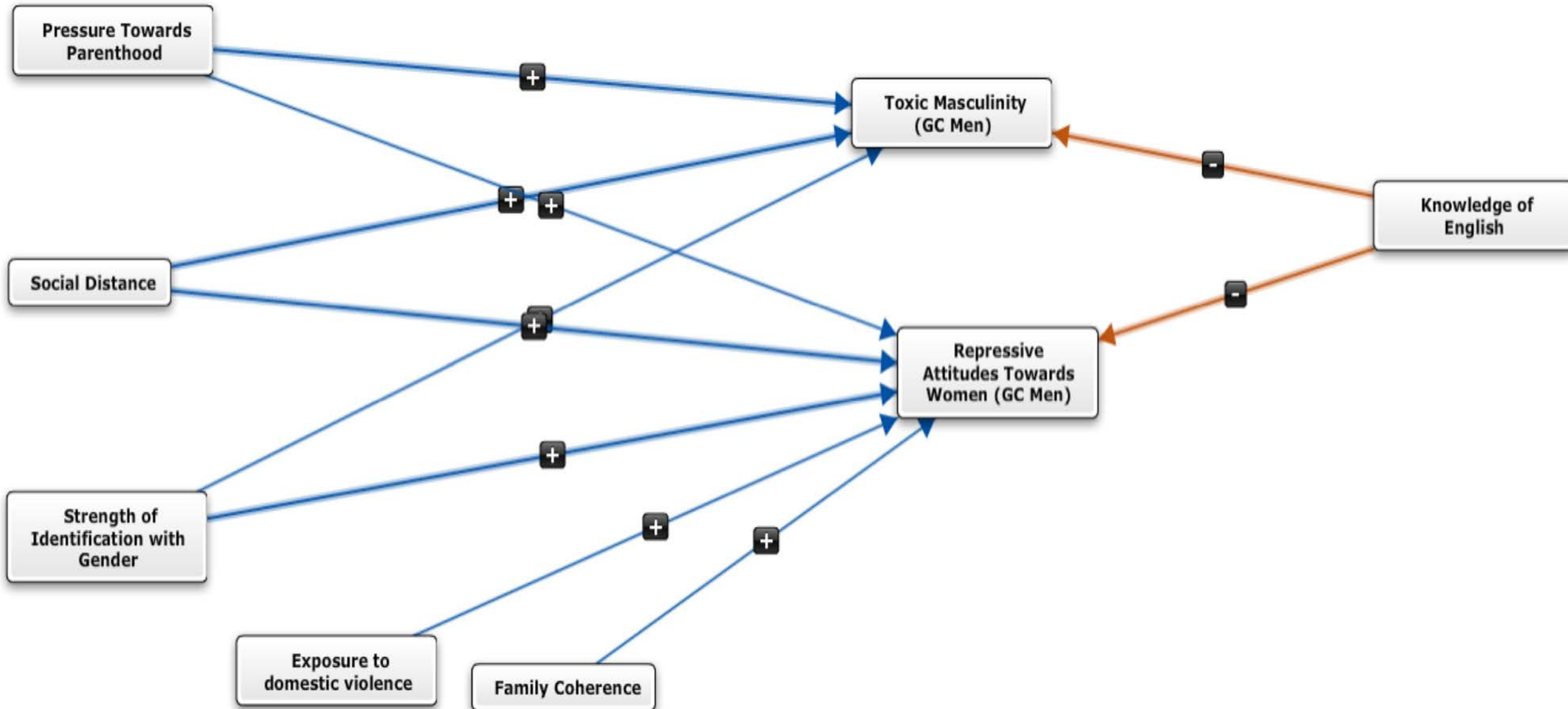
GCc average: 3.3
GC men average: 4.1
GC women average: 2.9



TCc average: 3.1
TC men average: 3.5
TC women average: 2.7

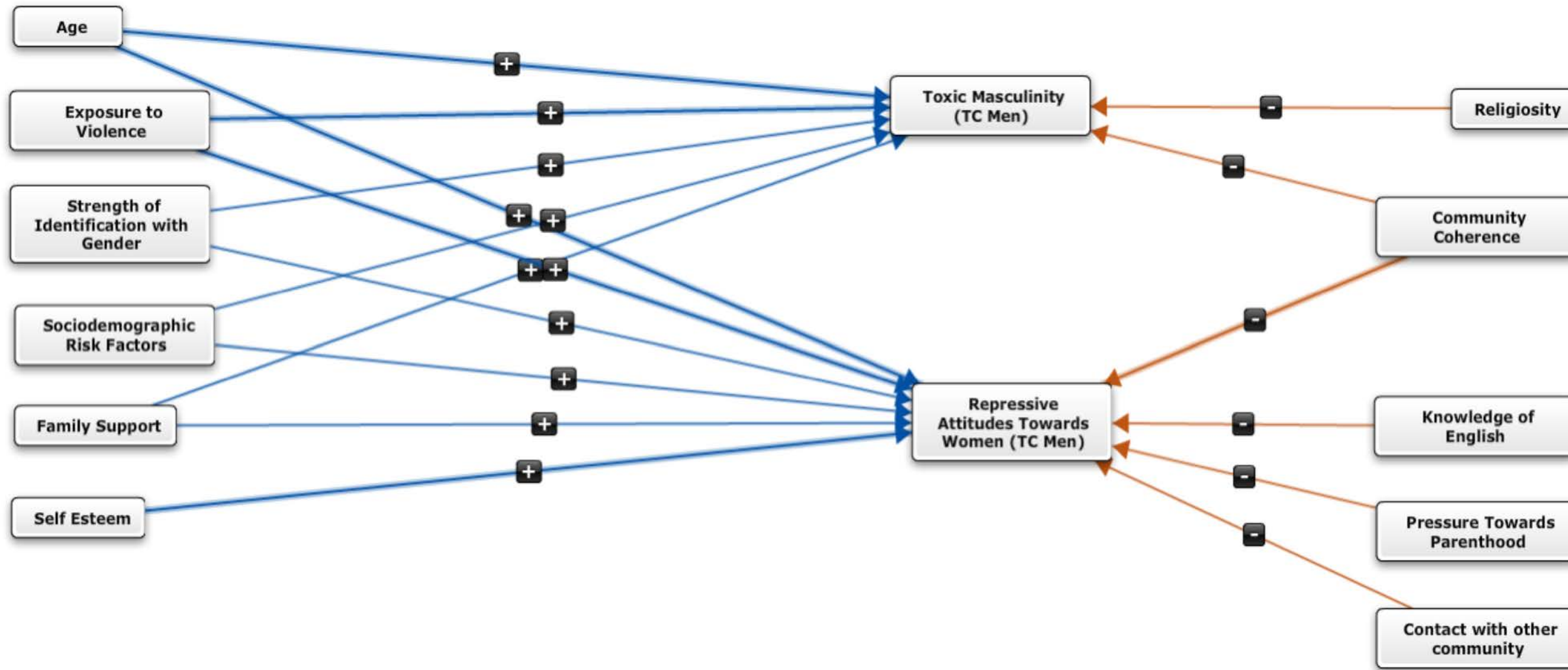
KEY DRIVERS UNDERMINING GENDER EQUALITY

The Greek Cypriot community



KEY DRIVERS UNDERMINING GENDER EQUALITY

Turkish Cypriot community





Policy Entry Points & Discussion



CLUSTER ANALYSIS

Group 1. PRIVILEGED AND DISCONNECTED

Low repressive attitudes towards women, low support for gender mainstreaming

Group 3. CHANGE MAKERS

Low repressive attitudes towards women, high support for gender mainstreaming

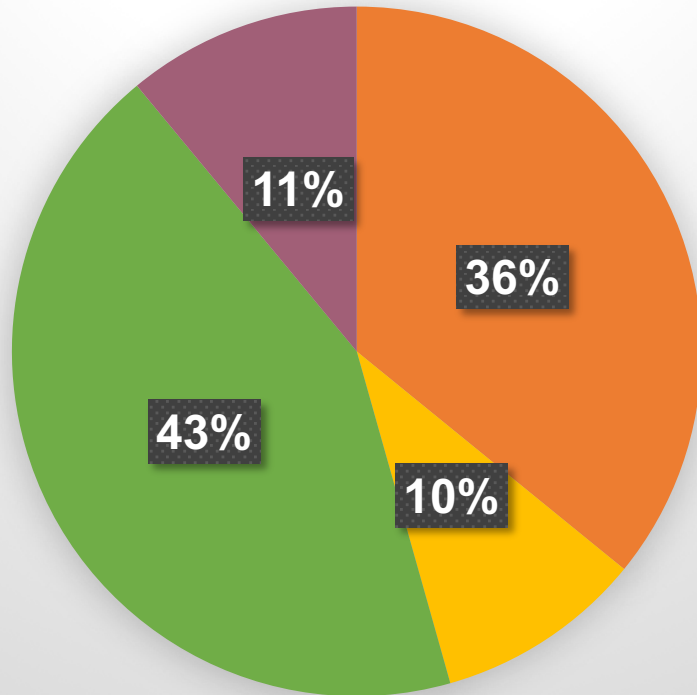
Group 2. REPRESSIVE AND VIOLENT TENDENCIES

High repressive attitudes towards women, low support for gender mainstreaming

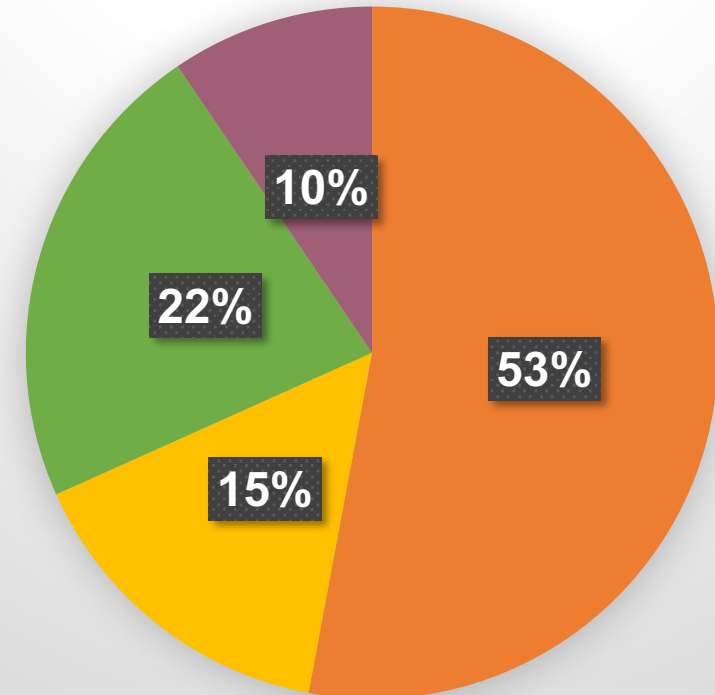
Group 4. TRADITIONALISTS

Slightly high repressive attitudes towards women, high support for gender mainstreaming

Greek Cypriots



Turkish Cypriots



Group 1: Privileged & Disconnected



Hello! I am more likely to be a young woman, who does not support gender mainstreaming and has low repressive attitudes towards women.

I do not identify strongly with my gender, I am not very religious, I do not support toxic masculinity and I am not aggressive. I have strong critical literacy and high executive skills, I have high social tolerance, and feel highly politically and economically secure

Group 2: Repressive & Violent tendencies

Hi! I am more likely to be an older man, who has high repressive attitudes towards women and low support for gender mainstreaming.

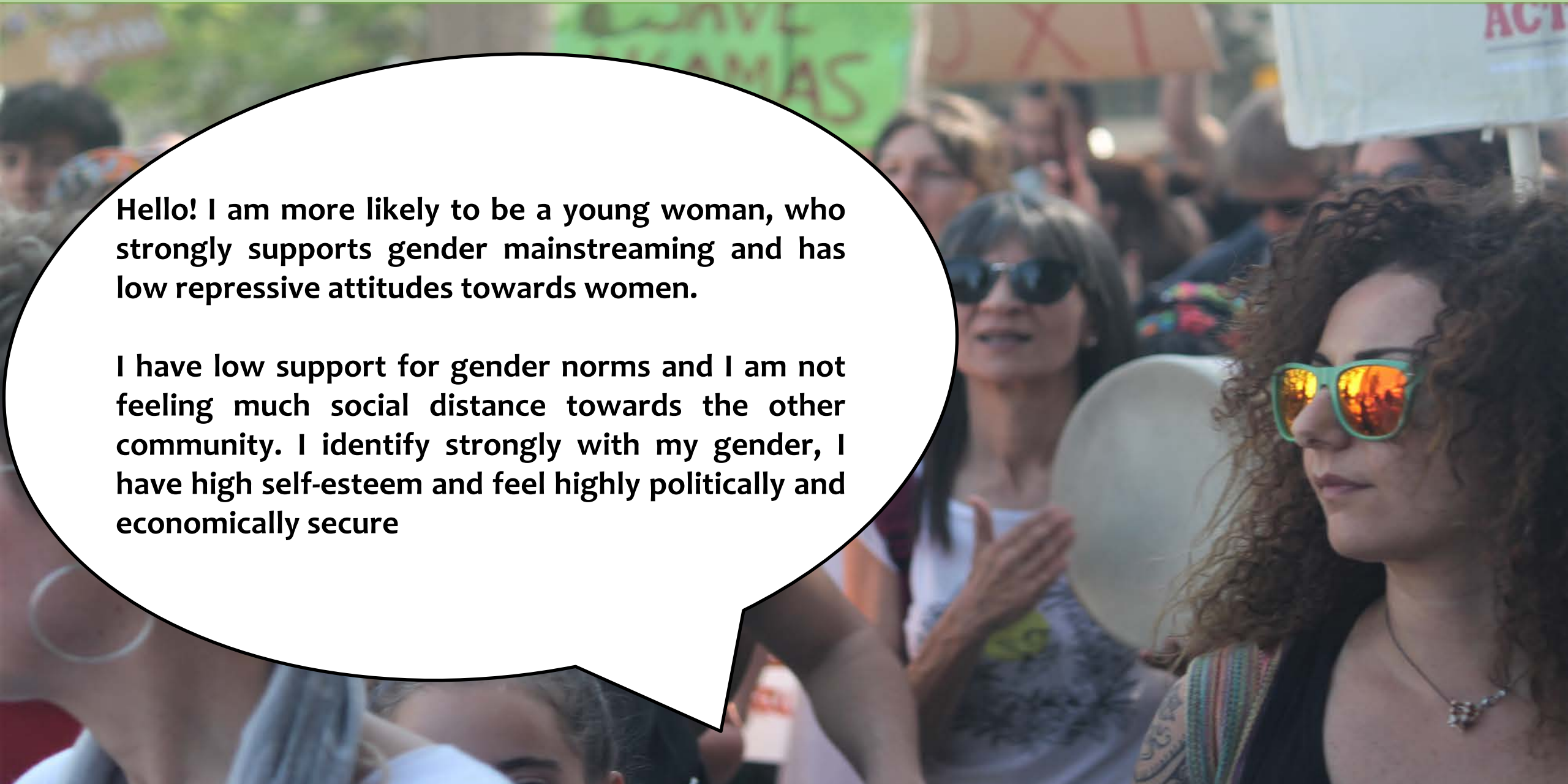
I have low critical literacy and low social tolerance. I am normalizing violence in daily life a lot and I have high levels of aggression. I feel that I am being marginalized in society.



Group 3: Change makers

Hello! I am more likely to be a young woman, who strongly supports gender mainstreaming and has low repressive attitudes towards women.

I have low support for gender norms and I am not feeling much social distance towards the other community. I identify strongly with my gender, I have high self-esteem and feel highly politically and economically secure



Group 4: Traditionalists

A young woman with dark hair, wearing a headscarf and a striped, long-sleeved traditional garment, is looking down at a white document she is holding with both hands. The background is a blurred outdoor setting with trees and buildings.

Hi! I can be an older man or a woman, who has repressive attitudes towards women but at the same time support gender main streaming.

I am quite religious and feel a lot of social distance towards the other community. I have relatively high levels of aggression. I have little knowledge of English, low executive skills and I am experiencing low level of empowerment and agency.

SUPPORT FOR GENDER MAINSTREAMING

Gender mainstreaming is the process of assessing implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. This indicator measures the extent to which one supports policies that are aimed to improve gender equality.

GCc average: 7.1

GC men average: 6.7

GC women average: 7.3



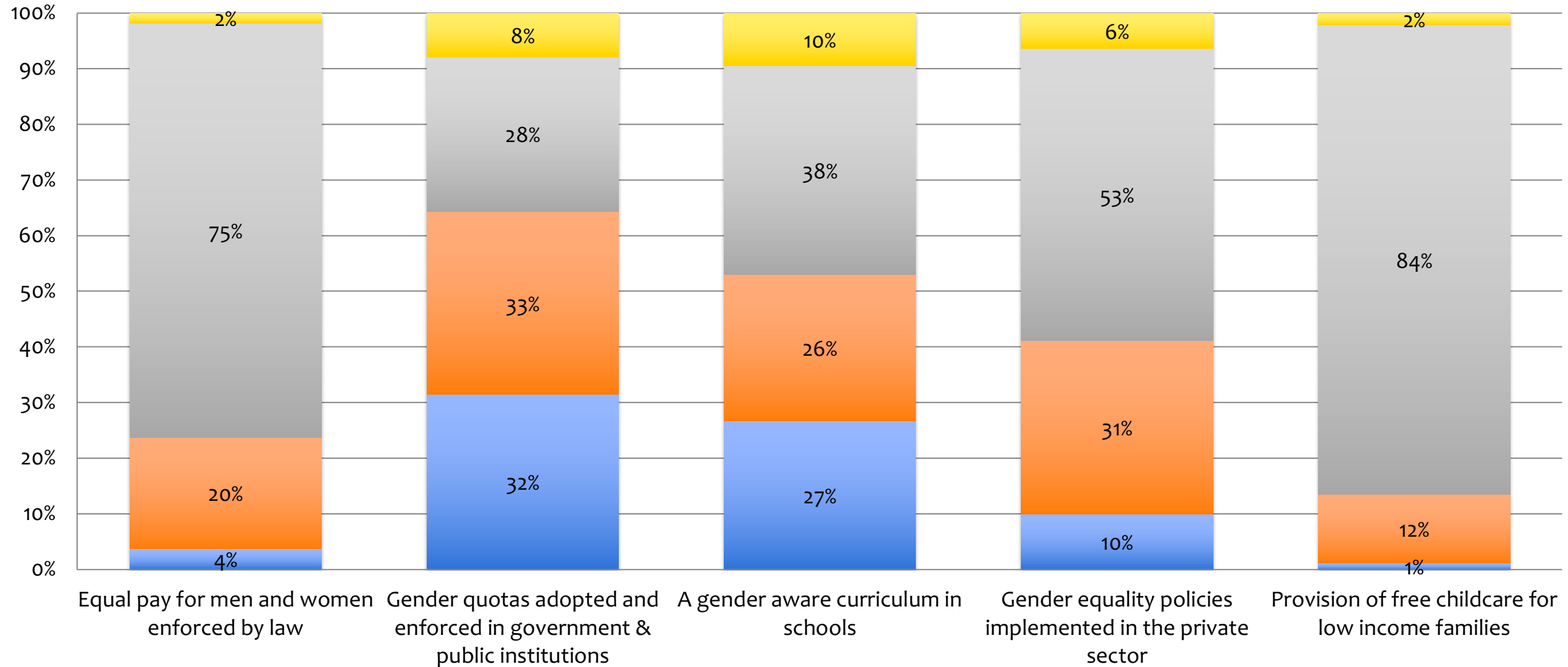
TCc average: 6.0

TC men average: 5.8

TC women average: 6.3

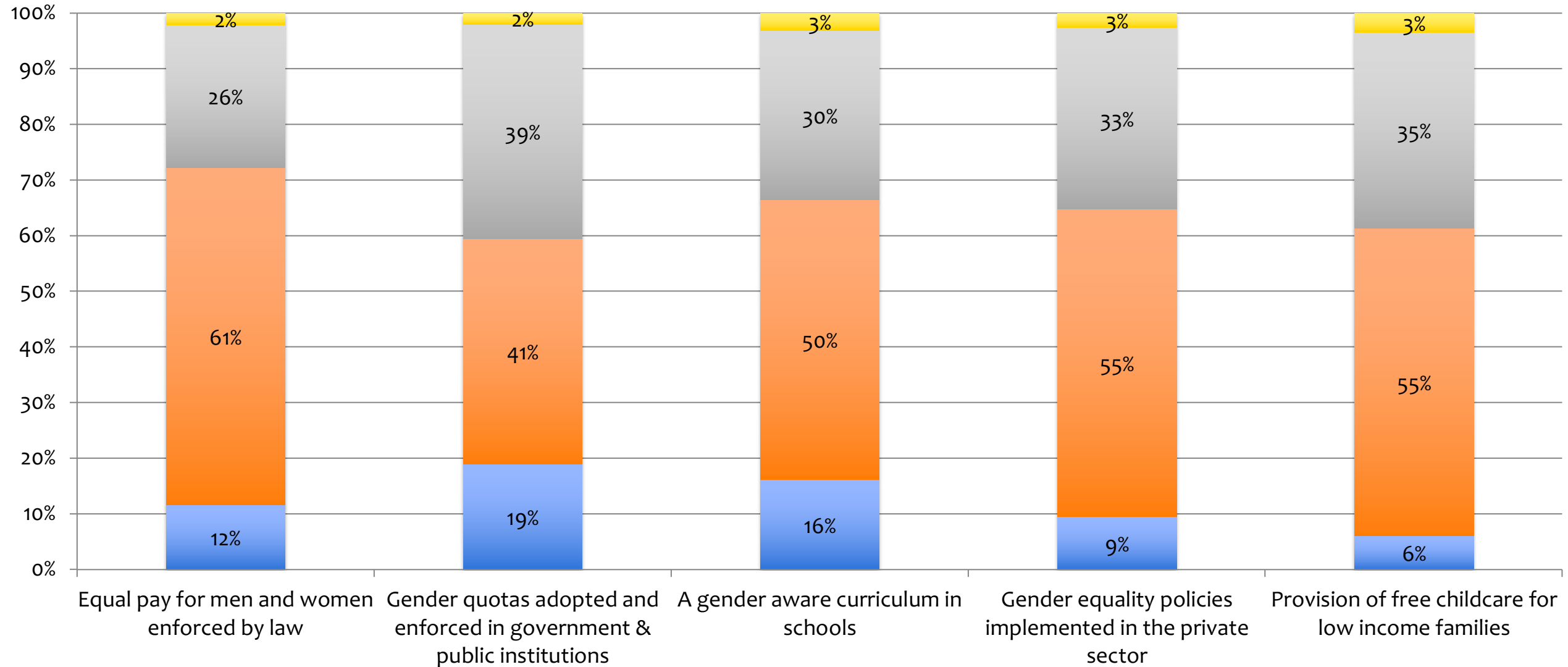
SUPPORT FOR GENDER MAINSTREAMING GREEK CYPRIOTS

■ Totally unnecessary ■ Good but optional ■ Absolutely essential ■ DK



SUPPORT FOR GENDER MAINSTREAMING TURKISH CYPRIOTS

■ Totally unnecessary ■ Good but optional ■ Absolutely essential ■ DK



POSSIBLE POLICY ENTRY POINTS

- Decision making processes that are inclusive of women, minorities & youth (use quotas!) to improve quality of outcomes, but also, increase legitimization, ownership and agency for groups currently excluded from decision-making centers.
- Empowering women via focusing on capacity building of leadership and management skills, as well as political and economic empowerment programs (including entrepreneurship) and active citizenship.
- Gender sensitive education systems and career guidance plus gender studies in curricula (STEM).
- Interventions to address gender-based violence & normalisation of violence, especially among men, by using a norm critic approach and challenging established male (macho) stereotypes.
- Implementation of effective mechanisms to protect gender rights & address gender-based discrimination, especially in the workplace.
- A social welfare system that protects women's needs through gender mainstreaming policies and gender budgeting focusing, for example, on provision of affordable/free, childcare.





THANK YOU!