Security Dialogue Initiative
Gender SCORE Cyprus Findings

Gender Equality in Cyprus: Challenges & Opportunities (2017-2018)
Dialogue with grassroots (8 focus groups) 10-11/2017

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

Stakeholder reflections and consultations 1-4/2018

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

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

GENDER SCORE CYPRUS PROCESS CYCLE
KEY CALIBRATION FINDINGS

- Repressive Attitudes Towards Women & Gender Norms
- Normalisation of Violence
- Perception that Gender Equality has been achieved.
- Toxic Masculinity
- Pressure Towards Parenthood
- Women's limited participation in economy & politics
- Women’s Personal Time
- 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

<table>
<thead>
<tr>
<th>GCc</th>
<th>TCc</th>
<th>GCc</th>
<th>TCc</th>
<th>GCc</th>
<th>TCc</th>
<th>GCc</th>
<th>TCc</th>
<th>GCc</th>
<th>TCc</th>
</tr>
</thead>
<tbody>
<tr>
<td>76%</td>
<td>68%</td>
<td>68%</td>
<td>31%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>2%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>24%</td>
<td>30%</td>
<td>1%</td>
<td>22%</td>
<td>41%</td>
<td>37%</td>
<td>43%</td>
<td>90%</td>
<td>24%</td>
<td>2%</td>
</tr>
</tbody>
</table>

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
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

Gc 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
Turkish Cypriot community

Diagram showing the relationships between factors and gender equality in the 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 2. REPRESSIVE AND VIOLENT TENDENCIES
High repressive attitudes towards women, low support for gender mainstreaming

Group 3. CHANGE MAKERS
Low repressive attitudes towards women, high support for gender mainstreaming

Group 4. TRADITIONALISTS
Slightly high repressive attitudes towards women, high support for gender mainstreaming

Greek Cypriots
- 11% Privileged and Disconnected
- 36% Repressive and Violent Tendencies
- 43% Change Makers
- 10% Traditionalists

Turkish Cypriots
- 10% Privileged and Disconnected
- 22% Repressive and Violent Tendencies
- 15% Change Makers
- 53% Traditionalists
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.
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.
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

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.
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

- Equal pay for men and women enforced by law: 2% (totally unnecessary), 8% (good but optional), 28% (absolutely essential), 75% (DK)
- Gender quotas adopted and enforced in government & public institutions: 4% (totally unnecessary), 32% (good but optional), 33% (absolutely essential), 20% (DK)
- A gender aware curriculum in schools: 2% (totally unnecessary), 32% (good but optional), 27% (absolutely essential), 38% (DK)
- Gender equality policies implemented in the private sector: 2% (totally unnecessary), 10% (good but optional), 31% (absolutely essential), 53% (DK)
- Provision of free childcare for low income families: 2% (totally unnecessary), 8% (good but optional), 12% (absolutely essential), 84% (DK)
SUPPORT FOR GENDER MAINSTREAMING TURKISH CYPRIOTS

- Equal pay for men and women enforced by law: 61% totally unnecessary, 26% good but optional, 12% absolutely essential, 2% DK
- Gender quotas adopted and enforced in government & public institutions: 39% totally unnecessary, 51% good but optional, 10% absolutely essential, 2% DK
- A gender aware curriculum in schools: 50% totally unnecessary, 30% good but optional, 16% absolutely essential, 4% DK
- Gender equality policies implemented in the private sector: 55% totally unnecessary, 33% good but optional, 9% absolutely essential, 3% DK
- Provision of free childcare for low income families: 55% totally unnecessary, 35% good but optional, 6% absolutely essential, 4% 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!