

WOMEN, PEACE & SECURITY

NATIONAL ACTION PLAN 2021-2025 OF THE REPUBLIC OF CYPRUS FOR THE IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325

OFFICE OF THE COMMISSIONER OF GENDER EQUALITY

Contents

1. Introduction
- 1.1 Political situation

2. Part One

2.1. Actions and policies undertaken by the Republic of Cyprus following the adoption of United Nations Security Council Resolution 1325 to ensure compliance with said Resolution and other relevant resolutions.

2.2 Actions taken by the Republic of Cyprus following the adoption of Security Council Resolution 1325 of the United Nations to ensure compliance with the said Resolution and other relevant resolutions on the Cyprus peace process.

3 Part Two

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

3.2 Pillar 1

3.3 Pillar 2

3.4 Pillar 3

3.5 Pillar 4

4 Methodology

5 Monitoring & Evaluation

Pillars/Actions

Abbreviations

Nikos Christodoulides

Foreign Minister

The Ministry of Foreign Affairs has set among its priorities the strengthening of women's rights and the promotion of gender equality in foreign policy and in this context, is building relevant collaborations and synergies with other states. To this end, 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, a comprehensive plan with four main pillars: Participation and Empowerment, Protection, Prevention and the Promotion and Information on the Resolution, was prepared following consultations with all relevant Ministries and Civil Society and under the coordination of the Office of the Commissioner of Gender Equality. A series of targeted activities have been adopted to implement the key pillars, which will be monitored and evaluated systematically. The main purpose of the Action Plan is to recognize the disproportionate and different impact of war on women and girls, to highlight the role of women in the prevention and resolution conflict, and in building peace. More specifically, the Action Plan sets the framework for a coherent horizontal policy, which creates the appropriate synergies between the actors involved, and aims to further strengthen cooperation to fill an existing gap and offer effective protection to girls and women.

In addition, the Ministry of Foreign Affairs has proceeded with the establishment and implementation of an Action Framework for *"Promoting Equality between Women and Men: Incorporating the Gender Dimension in Foreign Policy 2019-2023"* from which a series of activities are documented and executed about the implementation of this Resolution, which, as mentioned above, is one of the thematic priorities of the Ministry of Foreign Affairs.

The Resolution is not aimed solely at protecting women's human rights. The strengthening of women's rights simultaneously strengthens the effort for full and substantive equality, which undoubtedly contributes to the prosperity of societies and to economic development. This creates the foundation and prospects for sustainable development. After all, peace and security are vital and essential components for humanity and the goal is not only to promote security and peace in our country but in the region, and globally as well.

Josephina Antoniou

Commissioner of Gender Equality

Chairperson of the NMWR

Resolution 1325, which was 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 of sexual violence and gender-based violence, as these are more pronounced in this situation. At the same time, it recognizes the role of women in prevention and in resolution processes, and in maintaining and rebuilding peace.

Unfortunately, today we face an increase in prolonged crises and it has become clear that it is difficult to address these conflicts using the most traditional means. The regulatory framework developed by the Women, Peace and Security agenda guides us in rebuilding peaceful, fair, and inclusive societies that are in line with the Sustainable Development Goals 2030. The effective participation of women in peace processes is a dynamic means of gender mainstreaming and of equality. Studies and research have shown that when women are involved in peace processes, agreements reached are 35% stronger and likely to last more than 15 years (Source: International Peace Institute). The effective participation of women is particularly important in the traditionally male-dominated security sector, where issues related to the cycle of conflicts are addressed.

Recognizing that this resolution as well as its relevant directives, enhance the full and active participation of women at all levels of decision-making and the role that women can play in maintaining peace, the Republic of Cyprus, at the initiative of the Office of the Commissioner of Gender Equality, proceeded with the development of the first National Action Plan (NAP 1325) for the period 2021 -2025.

It is an action plan that includes and involves almost all the Ministries / Departments of our country. The four pillars of the NAP include measures and activities that will enhance the participation and empowerment of women as well as prevention and protection, at both local and national level and always in close cooperation with civil society.

Peace and security are the collective responsibility of both men and women! Together we must put the issues of equality high on our priority list 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 set standards for human rights and the protection of fundamental freedoms.

As a state governed by the 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 2030 Sustainable Development Goals, which establish a strong link between peace, respect for human rights, economic development, and participatory governance and its institutions and, above all, gender equality.

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

Since 1974, following 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, were forced to leave their homes and have been internally displaced for 45 years.

The most serious obstacle to the implementation of human rights for the people of Cyprus is the continuing illegal occupation of more than one third of its territory since 1974. The United Nations (UN) Human Rights Council examines these human rights violations on an annual basis during the presentation of the UN High Commissioner for Human Rights' Report on the human rights situation in Cyprus.

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

Women have suffered and continue to experience the most devastating effects of these conflicts and have taken on a significant part of the burden of rebuilding the social fabric and the 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 be involved in the creation and maintenance of peace at local, national, and international levels. This is the first time that this largely male-dominated international body recognized the impact of military operations on the female population and the importance of maintaining peace and security for vulnerable social groups. The unanimous adoption of such a document is recognition of gender inequalities and the contribution of women to conflict prevention and resolution around the world. In addition, United Nations Security Council 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 against gender-based violence, in particular rape, and other forms of sexual abuse. It also emphasizes the central role that

women and girls play in conflict, in achieving lasting peace, and the importance of treating women as leaders and active participants/agents.

Resolution 1325 on "Women, Peace and Security" is a milestone, as it is the first time the Security Council has focused exclusively on women as members of society that are directly affected by war.

The Resolution is important not only because it recognizes the disproportionate and specific impact of conflict on the female population regardless of age, conflict prevention and resolution, but also highlights the undervalued role of women in peacebuilding and recovery and reconstruction following communal or military hostilities.

Despite the ongoing occupation by the Turkish army and the enormous challenges it poses, Cyprus remains fully committed to protecting the human rights and fundamental freedoms of all its citizens and persons that enjoy international protection, regardless of race or gender, social background, language, religion or belief, sexual orientation, disability, etc.

Cyprus considers that the proper implementation of UN Security Council Resolution 1325 and 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 particularly important in the traditionally male-dominated security sector, where issues related to the cycle of a conflict are addressed.

The preparation of this National Action Plan was coordinated by the Office of the Commissioner of Gender Equality in cooperation with the Ministry of Foreign Affairs and with the contribution of the National Mechanism for Women's Rights, the Ministry of Justice and Public Order - Police and the Equality Unit of the Ministry - Armed Forces, the Ministry of the Interior - Asylum Service, the Department of Population and Migration Records - Civil Defence, the Office of the Commissioner for Administration and Human Rights Protection, the Office of the Greek Cypriot Negotiator for the Cypriot problem, NGO's and civil society in general. The National Action Plan covers the period 2021-2025.

1.1 Political Situation

Since the invasion in 1974 and continuing military occupation, Turkey occupies militarily 36.2% of the territory of the Republic of Cyprus and the island remains forcibly divided, which led to the separation of the two communities. Due to the continued illegal occupation, the Government of the Republic of Cyprus is not in a position to exercise effective control over all of its territory.

Therefore, as most members of the Turkish Cypriot community live in the occupied territories, the Government of the Republic of Cyprus is not able to ensure that the rights enjoyed de jure by Turkish Cypriots, both men and women, are respected de facto 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 continue to enjoy all the rights and benefits related to Cypriot citizenship (care, free education in private schools, pensions and social security benefits, financial assistance for higher education) and citizenship of the European Union. It is also self-evident that Turkish Cypriots, as citizens of the Republic of Cyprus, have an individual right to lodge an appeal with the courts of the Republic of Cyprus, if their rights are violated.

The two communities in Cyprus (Greek Cypriots 78%, Turkish Cypriots 18%) suffered the consequences of inter-communal unrest in the 1960s, followed by separation, resulting from the Turkish invasion and occupation since 1974.

One of the consequences of the long-standing separation of the two communities is the lack of trust between them. This situation has evolved into a factor that complicates 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 crucial for ensuring a peaceful life after conflicts, as well as the restoration of the social fabric of the community.

Cypriot women suffered violence and degradation during the conflict, especially because of the use of sexual violence and rape as weapons of war. The social stigma associated with sexual violence has meant that this aspect of the conflict has attracted less attention, leaving victims with limited room for justice.

2. Part One

2.1 Actions taken by the Republic of Cyprus following the adoption of UN Security Council Resolution 1325 to ensure compliance with this Resolution and other relevant resolutions on the Cyprus peace process.

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

Peace Process

While the Republic of Cyprus is the subject of international law that assumes obligations pursuant to UN Security Council Resolutions, it does not itself participate in the Cyprus peace process, which is conducted between the two communities of Cyprus. The Cyprus government participates in the talks only when it comes to discussing relevant international treaties to which it is a party, along with other states which are parties to the same treaties. Women are omnipresent in all tracks of the peace process in Cyprus and are in fact responsible for much of the body of work produced towards the resolution of the Cyprus conflict. The participation of women in the Cyprus peace process can be traced back to its early stages and has been continuous ever since.

The peace process comprises of track I and track II activities. Track I concerns the actual negotiation for the settlement of the Cyprus conflict, which takes place between leaders of the two communities, with the facilitation of the UN, in the framework of the UN good offices mission in Cyprus. Track II includes a number of actions that contribute to daily management of the conflict and conflict mitigation, stability, peacemaking, and dialogue between the two largely segregated communities. These include notably a number of confidence-building measures (CBMs), the work of the Technical Committees (established in 2006 in order to enable the resumption of the peace process, covering a wide spectrum of issues, such as health, environment, crime, protection of cultural property, education, crisis management, culture. Their composition is bi-communal and their mandate is to facilitate the daily lives of people while the status quo persists).

It is within this context that a Technical Committee for Gender Equality was also set up in 2015. According to the terms of its mandate, it has submitted recommendations to the formal negotiation process regarding the integration of the gender aspect in the settlement of the Cyprus issue. The Committee continues to monitor the issue, while organizing events and discussions on gender equality, and examining extremely serious gender issues, such as trafficking in human beings.

Civil Society Forums and Initiatives

In addition to the formal negotiation process and the complementary actions and activities outlined above, there are also informal fora and initiatives.

It is important to note here that after the end of hostilities, women's groups were the first to launch bi-communal meetings, discussions and activities aimed at contributing to the efforts to achieve peace, reconciliation and the goal of reunification. They marched along the green line, set up fora to regularly discuss common actions and difficult historical issues, and pushed for an agreement. These initiatives have paved the way and have led to the involvement of a wider group of members of civil society that actively support and contribute to reunification efforts, bring the two communities closer together and help reduce prejudices through people-to-people contacts.

Political Parties

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

- assist in reunification, and
- facilitate the transition to the new reality following a solution of the Cyprus problem.

Humanitarian Aid

The enormous task of dealing with the horrific humanitarian situation after the invasion, took place within the Track I discussions. Two basic humanitarian issues remain: 1) the number of Greek Cypriot citizens living in the occupied area (enclaved), and 2) the missing persons. The

enclaved face complex challenges and, humanitarian aid is delivered to them from the Cypriot Government through UNFICYP regularly.

Regarding the missing whose fate is yet to be determined, a Committee on Missing Persons in Cyprus (CMP) was set up to search for these persons as well as to verify their fate and the circumstances of their disappearance or death. To date, the remains of 681 Greek Cypriot and 252 Turkish Cypriot missing have been found, identified using the DNA method, and buried by their families. The CMP is working to determine the fate of an additional 829 Greek Cypriots and 240 Turkish Cypriots still 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 has helped improve the conditions under its terms of reference as set out in Security Council Resolution 186 of 1964. Recognizing the crucial role of UNFICYP in preventing escalation and in maintaining a calm and stable environment in and around the buffer zone and the necessity to continue its presence, as long as the occupation continues, in order to create conditions conducive to a political settlement, in accordance with UNFICYP's mandate the Cypriot Government covers one third of its annual budget. UNFICYP has become the only peacekeeping operation in the history of the UN, not only led by a female Special Representative of the UN Secretary-General, but now has female leadership in both uniformed units (military and police).

The effects of Accession to the European Union (EU)

Cyprus has been an EU Member State since 2004. The application of the EU Acquis has been suspended in 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 requires, especially in terms of gender equality, 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 with the Acquis Communautaire. Finally, the EU is actively contributing to reunification with two regulations adopted with the consent of the Republic of Cyprus:

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

2.2 Actions and policies taken by the Republic of Cyprus following the adoption of United Nations Security Council Resolution 1325 to ensure compliance with these and other relevant resolutions.

Following the adoption of Resolution 1325 (Women, Peace and Security) of the United Nations Security Council and other relevant Resolutions, the Republic of Cyprus has implemented a variety of activities related to this Resolution. Below is a review of activities of all the relevant Ministries.

Strategic Action Plans for Equality

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

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

The latest SAPE 2019-2023 was prepared in close cooperation with all relevant government departments, women's organizations and other NGOs, academic institutions, the Office of the Commissioner of Gender Equality, the National Machinery for Women's Rights and various human rights bodies. The SAPE 2019-2023 includes the following seven main priority objectives which are directly and indirectly linked 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
3. Modernization / Improvement of the legislative framework
4. Empowerment of women from vulnerable groups.
5. Professional empowerment of women / Reconciliation of professional and family life
6. Elimination of Stereotypes and Social Prejudices
7. Education and Training of Women in Information and Communication Technologies.

It is worth mentioning that the SAPE 2019-2023 was formulated on the basis of international conventions and recommendations, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Final Comments in the Cyprus Report to the CEDAW Commission of 2013, (2010-2015), the European Union Development Strategy "Europe 2020", the European Gender Equality Pact 2011-2015, as well as EU legislation and policies and the European Strategy for Equality between Men and Women (2010-2015) 2020. The last two SAPE's include actions related to Resolution 1325.

In the context of the implementation of the Strategic Action Plan for Equality between Men and Women 2014-2017, a Committee was set up consisting of representatives from the Office of the Commissioner of Gender Equality, the Ministry of Justice and Public Order, the Committee for Gender Equality in Employment and Vocational Education, the Cyprus Academy of Public Administration and the Office of the Commissioner for Administration and Human Rights. After a series of meetings, the Commission decided to proceed with the publication of a Manual for Gender Mainstreaming in public policies of the State.

The Manual is an innovative training tool for senior management in public administration and is a useful methodological tool that will help consider the impact of gender mainstreaming on men and women in the design, implementation, and evaluation of policies, as well as the special needs of men and women. The objective is to make equal opportunities and equal treatment an important development factor that together with the contribution of the public administration will ensure respect for human rights and social cohesion.

Following the adoption of the Manual by the Council of Ministers in 2017, the implementation of a specific training program has started in which public officials involved in the policy-making process, in budgeting, and in strategic planning, participate.

Establishment of the Office of the Commissioner of Gender Equality

In March 2014, the President of the Republic, Nikos Anastasiades, appointed the first Commissioner of Gender Equality. The establishment of the institution of the Commissioner of Gender Equality or a similar Institution had been repeatedly requested by most 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 list of priorities. At the same time, following a Decision of the Council of Ministers on 23/4/2014, the Commissioner of Gender Equality presides over the National Committee of the NMWR.

The main responsibilities of the Office of the Commissioner of Gender Equality 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 Machinery for Women's Rights, the monitoring of the implementation of policies and measures promoting equality between men and women, the submission of proposals / suggestions for the enactment 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 awareness raising campaigns of the greater public and especially of women in regard to their rights etc.

National Machinery for Women's Rights

The National Machinery for Women's Rights (NMWR) was established by the Council of Ministers as a continuation to the Permanent Central Office for Women's Rights (established in 1988). The NMWR addresses all issues related to women's rights, focusing on eliminating legal discrimination against women and promoting substantive equality between men and women. 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, implements information, education and training programs on relevant issues, supports and grants women's organizations, contributes to the mobilization and awareness of the government sector on issues of equality. It also serves as a bridge of cooperation between the government and NGOs working in this field.

A key action of the NAPE (2007-2013) on the topic "Women, Peace and Security" that was proposed by various Women's Organizations and fully supported by the NMWR, was the establishment of the Multicultural Women's Centre in 2008. The aim of the Multicultural

Women's Centre was to bring together women from all communities in Cyprus to promote gender equality, reconciliation, and peace. Although the centre has since closed, the NMWR is working to reopen it and this activity is also included in this Action Plan.

The NMWR also provides support for bi-communal 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 Adviser for the Integration of the Gender Dimension in Foreign Policy, which advises and actively supports the actions of the Ministry at international, European, and regional level. The Ministry has co-authored and implemented an *Action Framework for the Promotion of Equality between Women and Men: Integrating the Gender Dimension in Foreign Policy 2019-2023*. One of the thematic priorities of the Action Framework specifically concerns the Contribution of the Republic of Cyprus to issues related to UNSCR 1325 on Women, Peace and Security but also to sexual violence and the sexual and reproductive rights of women and girls that is directly connected to the relevant Resolution. It is towards this end that the Ministry has implemented relevant activities. An example is the start of a collaboration with the United Nations Institute for Training and Research (UNITAR) for the implementation of trainings on gender mainstreaming in the Jordanian government. Another example is the financial contribution of the Ministry to the Anna Lindh Foundation for the implementation of programs related to the education and empowerment of girls. The target group is young girls from Egypt, Lebanon and Jordan. At the same time, Cyprus has begun to actively promote the rights of women and girls in multilateral organizations via their involvement in the writing of policy documents and joint statements on sexual and reproductive health and sexual violence in wartime. In addition, another activity that is planned is the implementation of the project "Resolution 1325, Women, Peace and Security". This project will be implemented in cooperation with the Norwegian Ministry of Foreign Affairs 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 trainings in the Ministry related to 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 that will also examine the possible obstacles faced by women in their professional development in the diplomatic service. Regarding the qualitative indicators related to the representation of women in senior management positions, women constitute 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 Cypriot women hold the positions of Head of the European Union Delegations to Jordan and Pakistan. At the same time, in the Central Office 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, Director of the Cyprus problem and

Turkey, Middle East Director, Deputy Secretary-General for European Affairs, Head of the Strategic Planning and Reform Unit and Head of the Internal Audit Unit.

At the same time, an Equality Unit has been set up at the Ministry of Foreign Affairs, through which the duties of the Special Adviser for the Integration of the Gender Dimension in foreign policy are performed on a horizontal basis. All the above, as well as other actions/activities are directly related to the implementation of Resolution 1325.

Finally, the Cypriot Police participates in five diplomatic missions of the Republic abroad. Of the five members of the Police who participate in the missions today, two are women. Also, the Police is represented by Liaison Officers in Greece, in Europol and in Interpol with three members, two of whom are women.

Ministry of Defence - National Guard of Cyprus

The Ministry of Defence (MOD) is responsible for the implementation of the broader Government Policy as regards the security and territorial integrity of Cyprus. Within this context, the MOD promotes a series of measures aimed at strengthening the defence shield of the Republic to prevent any foreign intruders and consequently to strengthen our bargaining power.

As part of the reorganization of the National Guard (NGC), the mandatory term was reduced to 14 months from 24 months and professional soldiers were introduced in the National Guard. In order to integrate the gender dimension in the Armed Forces, women now have the right to claim positions as contracted soldiers with a three-year contract that is renewed accordingly. To date, out of the 2993 currently serving professional soldiers, 506 are women.

The National Guard (NGC) participates in the career guidance process that takes place annually in the schools, where students are given the opportunity to be informed about the possibilities of being recruited as officers in the armed forces.

Ministry of Interior / Asylum Service / Civil Defence

Cyprus continues to receive a disproportionate number of asylum applications in relation to its capabilities because of its geographical location. Cyprus faces even more problems with increasing number of asylum seekers due to the unique situation created by the Turkish invasion that has resulted in the inability of the state to control its entire territory.

Asylum Service

The Asylum Service was established in February 2004, following the amendment of the Refugee Law (2000), thus replacing the Refugee Authority. The responsibilities of this Service are; the primary examination of requests for international protection, the coordination and supervision of the management and operation of reception facilities, the implementation of the Dublin Regulation establishing criteria and mechanisms for determining the examination of asylum applications by the Member State.

To implement the above, the Republic of Cyprus has made legislative changes to fully comply with the provisions and recommendations and guidelines of the EU. The Asylum Service of

the Ministry of Interior has introduced a special form/document for identifying vulnerable groups. In collaboration with the Ministry of Labour, Welfare and Social Insurance, it was recently decided to expand the work sectors available for asylum seekers so that there are also professions/sectors in which women can also be employed.

More specifically, it was decided that access to the labour market 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 in the framework of the Support Plan for Cyprus by EASO (European Asylum Support Office). Officers of various departments, such as the Ministry of Education, Culture, Sports and Youth, Social Welfare Services, Asylum Service, health workers (Doctors, nursing staff) etc. have participated in training workshops on issues related to their responsibilities.

In addition, informative seminars / workshops are organized for frontline officials as part of the procedures in the reception centres on issues such as the timely identification of victims of sexual exploitation and the trafficking in persons.

Civil Defence

Civil Defence, which plays perhaps the most important role in protecting civilians in times of conflict, has translated, and disseminated a White Paper of the European Union on Psychosocial Support of the Population in the event of Disasters. This White Paper focuses specifically on dealing with vulnerable groups in the event of a disaster. Translating the White Paper was deemed necessary because until now no legislative changes have been made focusing on identifying and handling vulnerable groups that are in need of assistance.

The Ministry of Interior that coordinates the National Special Plan 'Naucratis' for the management of mass arrivals of people in need of protection and are primarily from third countries, directed the Civil Defence to implement a series of measures for its optimal implementation. The Civil Defence, in cooperation with the Police, the Medical Services, the Social Welfare Services and the Cyprus Red Cross, focuses on the welcome and relief of persons who may need protection upon their arrival in the territories that fall under the jurisdiction of the Republic of Cyprus. Where required, the persons that are to be accommodated are transferred for a short period of time to the Reception Centre (RC). When hosting people at the RC, they are provided with protection, security, food, bathing facilities, transportation to the place they wish to go to when leaving the RC, provided that the required procedures have been completed.

Several activities have been implemented or are in the process of being implemented by the Department of Civil Defence, such as:

- Special trainings on the approach/attitude used by the first responders involving women and minors.
- trainings on cultural diversity (cultural awareness).
- Providing First Aid to those affected by a disaster or a devastating event and to those who have come from conflicts and need international protection.

- Protection of women and girls residing in the RC and informing the Welfare Office and the Police, in the event there are issues of sexual exploitation, abuse, violence, or other violations of human rights.

Department of Social Welfare Services

Upon arrival in the Republic of Cyprus, unaccompanied children 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.) based on the best interests of the child. Unaccompanied children, depending on their age, gender and particularities, are placed in foster families or child protection institutions.

Finally, the Social Welfare Services in collaboration with the Asylum Service have introduced a special document/form for detecting and reporting potential victims of trafficking.

Office of the Commissioner for Administration and Protection of Human Rights

The Office of the Commissioner for Administration and Protection of Human Rights, along with other bodies, co-organized awareness raising campaigns on combating violence against women, and girls. Specifically, seminars were held for senior officials from public administration, health officials, teachers, police officers within the framework of their duties and these seminars contributed to preventing or curbing the levels of violence against women and girls in Cyprus. This campaign was part of a European funding program. The Office of the Commissioner for Administration and Protection of Human Rights continues and will continue to implement such training programs.

Cyprus Police

The members of the Police are trained in issues of Domestic Violence, Handling of Juvenile Offenders, Receiving Testimonies from Victims of Violence and Victims of Sexual Violence, both during their basic training and later in specialized programs. The Police have also adopted the use of a tool for assessing the risk of incidents of violence against women and domestic violence. It is noted that since January 2017, a special office has been set up at the Police Headquarters that investigates all allegations of sexual abuse / exploitation of minors.

One of the projects implemented by the Police is the Program "Circle of Change, Preventing and Combating violence against women and girls through gender equality awareness". The program is about violence against women and is being implemented by NGOs and the Police. Seminars for professionals have already been planned and the project includes the preparation of a handbook for members of the Police on violence against women with an emphasis on domestic violence.

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

Finally, in the context of the implementation of the obligations arising 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". The "Women's House" will function as an inter-disciplinary centre, friendly to female victims of violence, where trained professionals with various relevant specialisations, will work under the same roof with the intention of providing appropriate support / treatment to victims and their families, in a way that helps the rights and protects the interests of victims and their families.

Part Two

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

Pillars and Measures

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

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 for the successful implementation of the Women, Peace and Security (WPS) agenda.

Efforts are being made to ensure that women are fully involved and participate equally in conflict prevention, in peacebuilding, and in peacekeeping. In addition, the full empowerment of women, economic, political and social, is of equal importance for the development of stable values in society in the territory under the jurisdiction of the Republic of Cyprus.

- Promoting the full participation of women in conflict prevention processes in Cyprus, in peace building and the preservation of peace, as well as in peace negotiations.
- Supporting women candidates in elections with training and management programs in state, semi-governmental and international organizations.
- Empowerment and participation of women so that they can claim positions in decision-making centres, both in Cyprus and abroad, on equal terms with men.

3.3 PILLAR 2:

Protection

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

It specifically calls for the protection of women and girls from sexual and gender-based violence, including in emergencies and humanitarian situations, such as in refugee camps.

- Harmonisation of national law with international standards and mechanisms for women's rights, including the provisions of Resolution 1325, the revocation of articles violating women's rights and the adoption/enactment of relevant legislation.
- A formal system of psychological support procedures for women who have and / or are experiencing violence and / or abuse, related to the ongoing and latent crisis like Cyprus.
- Contribute to achieving greater involvement of men in raising awareness of violence against women and strengthening mechanisms to combat trafficking in human beings and gender-based violence.

3.4 PILLAR 3:

Prevention

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

It calls for the improvement of the planned terms of interventions for the prevention of violence against women as well as the strengthening of women's rights in accordance with national and international law. Action is needed to support local women's peace initiatives and conflict resolution processes.

- Implementation of a more effective policy for the regulation of legally binding regulations on the prevention of sexual exploitation and abuse, human rights, gender, equality, and international humanitarian law.
- Contributing to the promotion of peace, stability, and security in the country.
- Implementation of the agreed regulations for the prevention and treatment of sexual and gender-based violence in the country.

3.5 PILLAR 4:

Promotion and Information on Resolution 1325

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

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

- Promoting the integration and promotion of women at all levels of political, social and economic life.
- Institutionalizing the involvement of women civil society in promoting the NAP.
- Conduct capacity-building programs to effectively promote the NAP and develop skills in writing reports.
- Carrying out educational campaigns, seminars, and workshops throughout the country, with a 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 of Gender Equality and was based on broad collaboration and consultation. The NAP was prepared using the following procedure. It was developed in close cooperation with all relevant government departments, women's organizations and other NGOs, academic institutions and human rights organizations. The comments of the report of CEDAW (2019) and of the UN Secretary General about Cyprus on the agenda "Women, Peace and Security" were also taken into account.

The Commissioner of Gender Equality initially informed all relevant Ministries / Departments, political / trade unions and non-governmental organizations as well as civil society in general that the process of drafting the National Action Plan had begun and called on them to actively participate and contribute to its preparation.

A wide consultation with all the above-mentioned bodies took place before the elaboration of the plan. Following the completion of the first draft using an open process, this document was published, and the Office of the Commissioner of Gender Equality then conducted a public consultation. During the public consultation, all views / suggestions were recorded, processed and incorporated accordingly.

No specific qualitative indicators have been named at this stage. However, it is envisaged that during the interim and final evaluation, qualitative results will be recorded and developed.

5. Monitoring & Evaluation

The Office of the Commissioner of Gender Equality, in cooperation with the Ministry of Foreign Affairs, needs to establish a Monitoring and Evaluation Committee (MEC) of the National Action Plan to implement the activities. The MEC will be appointed by the Commissioner of Gender Equality and will serve the same term as the NAP. The committee will be chaired by the Commissioner of Gender Equality, who will be the general coordinator of the MEC and will have the responsibility of convening meetings.

The Commissioner of Gender Equality, if and when she deems necessary, will be able to support the work of the committee with an external scientific associate.

The role of the MEC will be advisory and will provide input and guidance on the implementation of Resolution 1325 and will meet once every six months. The Commissioner of Gender Equality may also convene extraordinary sessions of the MEC, if and when she deems necessary.

Pillar 1:

Participation and Empowerment

Strategic Objective: Strengthen the active participation of women in political decision-making positions so that women can play a proportionate role in conflict prevention, in peacebuilding and in peacekeeping.

Activities	Implementing Agency Ministry / Department / Service	Completion Time	Costing	Monitoring Indicators
<p>1.1 Promoting gender equality in the negotiations for a solution of 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. Support for the results of the activities of the Technical Committee of Gender Equality (consultations with women's organizations and civil society and submission of relevant suggestions for the strengthening of the gender perspective in the functioning of the state after the solution). 	<p>Coordination by the Office of the Commissioner of Gender Equality</p>	2021-2025	No cost is anticipated	<ul style="list-style-type: none"> •A percentage of women handling issues related to the negotiations for the Cyprus issue and general Cyprus issues, at all levels. •A percentage of women participating in the technical committees, at all levels. •Number of meetings of the Technical Committee for Gender Equality and consultations to enhance the gender perspective.
<p>1.2 Promoting more women to senior, management positions related to peace and security in the Government, in the Ministry of Foreign Affairs and in positions in international and regional organizations.</p>	<p>MFA and other Ministries in cooperation with the Office of the Commissioner of Gender Equality</p> <p>NMWR</p> <p>Gender Unit</p>	2021-2025	No cost is anticipated	<ul style="list-style-type: none"> •Percentage of women in leadership positions on peace and security issues in various Government Services. •Increase in the number of women in leadership positions with duties related to

<ul style="list-style-type: none"> •Creating a list of leadership/management positions on peace issues and security. •The creation of a list of leadership positions within the Ministry of Foreign Affairs and the percentage of men and women in these positions. •The promotion of women candidates for leadership positions in international organizations. 	<p>Police Defence Ministry</p>			<p>peace and security in the MFA.</p> <ul style="list-style-type: none"> •Percentage of women who are promoted to leadership positions in international organizations
<p>1.3 Organize a pilot program for young women who will be trained to acquire leadership skills in executive positions and be given the opportunity to play an important role in the agenda of Resolution 1325 in Cyprus.</p> <ul style="list-style-type: none"> • Workshops and seminars. 	<p>Office of the Commissioner of Gender Equality in cooperation with the MFA and the CAPA Youth Organisations 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 workshops implemented.
<p>1.4 Support for female candidates in elections, with training programs and preparation, including media training.</p>	<p>NGO's Women's Organisations NMWR Office of the Commissioner of Gender Equality Gender Unit of the MJPO</p>	2021-2025	€20.000	<ul style="list-style-type: none"> • Number of female candidates who participated in the training program. •Number of activities implemented
<p>1.5 Increase the participation of women in peacebuilding and post-conflict</p>	<p>MFA in cooperation with the Office of the Commissioner of</p>	2021-2025	€15.000	<ul style="list-style-type: none"> • A percentage of projects of international organizations and

<p>reconstruction from areas affected by conflict.</p> <ul style="list-style-type: none"> • Financial support for projects from international organizations and organizations in the framework of the development and humanitarian policy of Cyprus, which aim at strengthening the participation of women in peace building and post-conflict reconstruction. 	<p>Gender Equality and other Services</p>			<p>associations, from the total number of projects, which were financially supported by the Republic of Cyprus and which aim at strengthening the participation of women in peace building and post-conflict reconstruction.</p>
<p>1.6 Participation and contribution of women in meetings and discussions related to peacebuilding and security issues that specialize in issues of gender and conflict.</p> <ul style="list-style-type: none"> • Establishment of a Permanent Consultation Mechanism with women in leadership positions related to peacebuilding, women experts / academics on gender and / or conflict and with representatives of civil society organizations on gender equality and on peace and security, with the intention of obtaining perspectives on issues related to peace and security, as well as on UNSCR 1325. Hold formal meetings every four months and more regular communication by telephone and e-mail for relevant views, for upcoming meetings, 	<p>MFA in cooperation with the Office of the Commissioner of Gender Equality</p> <p>NMWR</p> <p>NGO's</p> <p>Women's Organisations</p> <p>Academic Institutions</p>	<p>2021-2025</p>	<p>No cost is anticipated</p>	<ul style="list-style-type: none"> • Number of meetings of the Consultation Mechanism. • Number of cases for which the views of the Consultation Mechanism were sought. • Number of recommendations from the Consultation Mechanism that have been taken into consideration in shaping the policies of Cyprus. • Increase in the number of women peace and security experts and / or gender that participated in peace and security meetings.

<p>negotiation of resolutions and discussions.</p> <ul style="list-style-type: none"> • Where possible, efforts to involve women experts in gender and / or conflict issues and representatives of gender equality and peace and security organizations at meetings hosted by international organisations related to peace and security. 				
<p>1.7 The expansion of the POURNARA Reception Centre in Kokkinotrimithia is planned, as is:</p> <p>(a) the replacement of tents with more permanent installations,</p> <p>(b) the creation of a special area for unaccompanied minors; and</p> <p>(c) the full assumption of its operation by the Asylum Service.</p>	Civil Defence	2021-2025	Covered by the European program PAIONAS	<ul style="list-style-type: none"> •Expansion of the Centre. •Replacement of tents. •Creation of a special space. • Asylum Service takes over its operation.

Pillar 2

Protection

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

Activities	Implementing Agency Ministry / Department / Service	Duration	Cost	Monitoring Indicators
<p>2.1 Organizing seminars and workshops for front-line workers so that they become more gender sensitive, but also in matters of dealing with victims of violence (locating and identifying victims of trafficking and of crime).</p> <ul style="list-style-type: none"> • Armed Forces • Police • Teachers • Civil Defence • Health Ministry • Asylum Service • Social Welfare Services 	<p>MOD Ministry of the Interior MJPO Ministry of Health</p> <p>Office of the Commissioner of Gender Equality MFA</p> <p>Ministry of Education and Culture</p> <p>MLWSI (Department of Social Welfare) in collaboration with the CAPA</p> <p>NGOs/Women's Organisations</p>	2021-2025	Covered by the EASO	<ul style="list-style-type: none"> • Number of women who participated in the seminars / workshops. • Number of seminars / workshops implemented.
<p>2.2 Conduct research on the harmonization of national legislation with international standards and mechanisms in accordance with Resolution 1325.</p>	Office of the Commissioner of Gender Equality in collaboration with external partners and / or Commissioner for Legislation / Legal Services	2021-2025	€5.000	<ul style="list-style-type: none"> • Sections of national legislation in need of harmonization.
<p>2.3 Revoke articles that violate women's rights.</p> <p>Enact legislation to protect women's rights during or after war.</p>	Office of the Commissioner of Gender Equality in collaboration with external partners and / or Commissioner for Legislation / Legal Services	2021-2025	€8.000	<ul style="list-style-type: none"> • Number of articles revoked that violate women's rights during or after the conflict. • Number of new legislations introduced to protect women's rights during or after the conflict.

<p>2.4 Strengthening the existing psychological support, provision of medical care and treatment to victims and perpetrators.</p>	<p>Health Ministry</p>	<p>2021-2025</p>	<p>There is no additional cost because it is included in another Strategic Plan</p>	<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.
<p>2.5 Protecting women and girls in areas affected by conflict, by gender-based violence, sexual exploitation and abuse and other violations of women's human rights and international human law for provision of relief and reconstruction.</p> <ul style="list-style-type: none"> • Financial support for projects of international organizations working to protect women and girls in areas affected by conflict, gender-based violence, sexual exploitation and abuse, and other violations. 	<p>MFA</p>	<p>2021-2025</p>	<p>€20.000</p>	<ul style="list-style-type: none"> • Number of projects by international organizations, out of the total number of projects financially supported by Cyprus, which aim to protect women and girls in areas affected by conflict, gender-based violence and / or sexual exploitation and abuse and / or and other violations of women's human rights and / or humanitarian law and / or the provision of relief and reconstruction to women and girls, which fall into the above categories.
<p>2.6 Support women's initiatives that promote peace in Cyprus Support – without excluding the possibility of financial support.</p>	<p>MFA in coordination with other competent Services</p>	<p>2021-2025</p>	<p>€15.000</p>	<ul style="list-style-type: none"> • Number of Women's Organizations that received support.

				<ul style="list-style-type: none"> • Increase in the number of initiatives by women's organizations for peace, which the Republic of Cyprus supported and encouraged.
<p>2.7 Creation of shelters / safe houses to provide protection for civilians, for a short period of time in the event of hostilities.</p>	Civil Defence	2021-2025	It has its own budget (Covered by the shelter program, which started in 1999 and continues)	<ul style="list-style-type: none"> • Number of shelters created

Pillar 3: Protection

Strategic Target: The prevention of conflict, including gender-based violence as well as the sexual exploitation and abuse of women / girls during hostilities is extremely important.

Activities	Implementing Agency Ministry / Department / Service	Duration	Cost	Monitoring Indicators
3.1 Establishment of a military gender advisory council that includes human security and the provisions of 1325.	MOD in cooperation with the MFA and the Office of the Commissioner of Gender Equality	2021-2025		<ul style="list-style-type: none"> • Number of meetings of members of the military council. • Number of women participating in the military council.
3.2 Develop a behavioural manual for personnel serving in military and civilian missions about their obligation to respect the human rights of women and girls, including women serving in the military, during conflicts, peace processes and periods of building and maintaining peace.	Office of the Commissioner of Gender Equality (coordination of all departments involved) Commissioner for Administration and Human Rights Equality Unit/ MJPO MOD Asylum Service	2021-2025	€8.000	<ul style="list-style-type: none"> • Completion of the Manual.
3.3 Introduction of a special document/form to identify vulnerable groups such as women who have been 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 document/ form for identifying vulnerable groups.

3.4 Reopening of the Women's Cultural Centre	Office of the Commissioner of Gender Equality	2021-2025	€20,000	<ul style="list-style-type: none"> • Successful reopening of the cultural centre.
3.5 Organizing various events at the Women's Cultural Centre to promote peace, cooperation, mutual understanding and friendship between the women of Cyprus from every community, as well as to promote equality between men and women in Cypriot society. <ul style="list-style-type: none"> • Organization of bi-communal / multicultural events • Art Exhibition • Organization of a poetry evening 	NGOs Women's Organizations Office of the Equality Commissioner of Gender Equality NMWR Equality Unit of MJPO Academic Institutions All relevant Ministries / departments/ Commissioners	2021-2025	€10.000	<ul style="list-style-type: none"> • Number of events organized at the cultural centre. • Number of women participating from each community.
3.6 Establishment of a Committee for the Coordination, Monitoring and Evaluation of the National Action Plan for the implementation of Resolution 1325.		2021	No cost is anticipated	<ul style="list-style-type: none"> • Recommendations of the NAP Coordination, Monitoring and Evaluation Committee by means of report writing (reporting)
3.7 Organizing special seminars for frontline personnel, during the hospitality procedures for people in need of protection, in terms of gender awareness and understanding and incidents of dealing with victims of violence	Civil Defence in collaboration with the Asylum Service. Office of the Commissioner of Gender Equality and CAPA	2021-2025	€4.000	<ul style="list-style-type: none"> • Number of special seminars organized for frontline people. • Number of female - front line officers who participated in the special seminars.

<p>3.8 Inclusion of a course on gender equality and protection of women, in the courses for volunteers and required members.</p>	Civil Defence	2021-2025	€ 500	<ul style="list-style-type: none"> • Number of courses taught to volunteers and required members. • Number of women who participated.
<p>3.9 Preparation of information material in printed and electronic format, in Greek, English and Arabic for the people hosted in camps. The document will record:</p> <ul style="list-style-type: none"> • what constitutes harassment and what does not • the procedure for a fair grievance redress (where and how they will be addressed) 	Civil Defence	2021-2025	€2.000	<ul style="list-style-type: none"> • Amount of printed materials distributed. • Amount of electronic materials distributed. • Number of women who received information.
<p>3.10 Preparation of a procedure for complaints of psychological and / or sexual harassment by employees, volunteers, those required to be there and persons in need of protection.</p>	Civil Defence	2021-2025	€500	<ul style="list-style-type: none"> • Completion of the process.
<p>3.11 Preparation of an action protocol for members of the Civil Defence in charge of protecting the population and vulnerable groups in cases of complaints of harassment and / or violence (internal regulations for immediate, fair, confidential and</p>	Civil Defence in collaboration with the Office of the Commissioner for Administration and Human Rights	2021-2025	€500	<ul style="list-style-type: none"> • Amount of printed material distributed. • Amount of electronic material distributed. • Number of women who received information.

**effective investigation of
complaints of
harassment and / or
violence).**

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Pillar 4:

Promotion and Information on United Nations Resolution 1325

Strategic target: Informing and sensitizing civil society about Resolution 1325 in our country with special emphasis on the rural areas.

Activities	Implementing Agency Ministry / Department / Service	Duration	Cost	Monitoring Indicators
<p>4.1 Awareness raising campaigns throughout the territory controlled by the Republic of Cyprus, with special emphasis on rural areas and schools.</p> <ul style="list-style-type: none"> • Educational campaigns • Seminars • Workshops. 	<p>NMWR MFA</p> <p>Ministry of Education and Culture</p> <p>Office of the Commissioner of Gender Equality</p> <p>Commissioner for Administration and Human Rights</p> <p>Equality Unit/MJPO NGOs/Women Organisations</p>	2021-2025	€10.000	<ul style="list-style-type: none"> • Number of women that took part in the awareness raising campaigns. • Number of women that received information. • Number of awareness raising campaigns implemented.
<p>4.2 Organizing seminars on information and promotion of Resolution 1325 in all communities living in Cyprus.</p> <ul style="list-style-type: none"> • Turkish Cypriot Community • Armenian Community • Latin Community • Maronite community • Domestic helpers and immigrants 	<p>NGOs</p> <p>Women Organisation</p> <p>NMWR</p> <p>Office of the Commissioner of Gender Equality</p> <p>Equality Unit of the MJPO</p>	2021-2025	€10.000	<ul style="list-style-type: none"> • Number of activities implemented. • Number of women from each community that participated
<p>4.3 Seminars for Civil Servants on the implementation of Resolution 1325.</p>	Office of the Commissioner of Gender Equality in	2021-2025	€5.000	<ul style="list-style-type: none"> • Number of seminars implemented.

	cooperation with the MFA and CAPA			<ul style="list-style-type: none"> • Number of women who participated in the seminars.
4.4 Issuance of an informative newsletter about the provisions, the purpose and the objectives of Resolution 1325	Office of the Equality Commissioner In cooperation with the MFA	2021-2025	€5.000	<ul style="list-style-type: none"> • Amount of informative material printed.
4.5 Dissemination of the informative newsletter and awareness raising material to civil society.	Office of the Commissioner of Gender Equality MFA Ministry of Education and Culture NMWR NGO's Women's Organizations	2021-2025	€5.000	<ul style="list-style-type: none"> •Amount of information material distributed. •Amount of information material distributed in rural areas.
4.6 Informing and enlightening individuals, especially those from vulnerable groups that may need protection and are hosted at the Reception Centre, on issues related to their personal protection and safety.	Civil Defence	2021-2025	It will be implemented in cooperation with other governmental departments within the context of their usual daily tasks. No cost is anticipated.	<ul style="list-style-type: none"> • Number of awareness raising / information activities implemented. •The vulnerable groups that were informed.

Abbreviations

1. UN United Nations
2. EU European Union
3. UN SC Security Council United Nations
4. CEDAW Convention on the Elimination of All Forms of Discrimination Against Women
5. NAPE National Action Plan for Equality
6. NMWR National Machinery for Women's Rights
7. EASO European Asylum Support Office
8. RC Reception Centre
9. UNHCR United Nations High Commissioner for Refugees
10. CBM Confidence Building Measures
11. UNFICYP United Nations Peacekeeping Force in Cyprus
12. CMP Committee on Missing Persons in Cyprus
13. WPS Women Peace and Security
14. NGO's Non-Governmental Organisations
15. NAP National Action Plan
16. SAPE Strategic Action Plan for Equality
17. MEC Monitoring and Evaluation Committee
18. MFA Ministry of Foreign Affairs
19. CAPA Cyprus Academy of Public Administration
20. MJPO Ministry of Justice and Public Order
21. MLWSI Ministry of Labour, Welfare and Social Insurance