

## DISCRIMINATION OF TURKISH CYPRIOT WOMEN IN THE FIELD OF EMPLOYMENT IN CYPRUS

Turkish Cypriot women are subject to discrimination in matters relating to employment, among other areas, in Cyprus, on both sides of the Green Line.

In the North part of the Green Line, official figures of October 2008, indicate a gender discrimination in the field of employment as there is a large gender gap in the figures such as employment rate which is 63.9% for male and 33.6% for female; similarly the unemployment rate for women, that is 14.8% is more than double of the rate for men that is 6.8%. Furthermore there was found to be a high degree of gender segregation in employment: 88.6% of the employed women are in the services sector as opposed to 70% of male and female business ownership is also low 12.9% compared with 19.2% male).

The de facto authority In the North part of the Green Line, self-proclaimed Turkish Cypriot State bound itself to be gender sensitive to the extent of the Convention on the Elimination of All Forms of Discrimination against Women and International Labour Organisation Convention Number 100 relating to Equal Remuneration for men and women by way of ratifying these treaties. However, the implementation of these international conventions were not taken further, and in the absence of a 'national' women's machinery, temporary special measures in order to cease this de facto inequality contrary to its obligation under CEDAW Convention.

When the violations of the Turkish Cypriot authority couples with lack of knowledge and education on the part of the Civil Society and Media, and lack of support and supervision from the organisations in the international arena based on the unrecognition of the 'Turkish Republic of Northern Cyprus'.

On the south of the Green Line, the territories where the internationally recognised 'Republic of Cyprus' has effective control, the Turkish Cypriot Women are discriminated both because of their gender and because of their ethnicity. Many previous reports have stated that Turkish Cypriot employment only as common labourers are tolerated and overwhelming number of this involves high-risk jobs such as construction and harassment abuse on the jobs have been recorded. In light with these facts, and also considering the traditional gender segmentation of work in both Turkish Cypriot and Greek Cypriot Communities, Turkish Cypriot women are deterred from working in the South to a great extent. This is also supported by the statistical evidence that suggests that out of 3252 recorded Turkish Cypriots employed in the South, only 104 of these are women.

We would like to call the international organisations, expert bodies and NGOs to involve the actions of the Turkish Cypriot authorities in their monitoring and reporting activities and to be open to allocate funds to launch 'government' policies for the promotion of gender equality; and Republic of Cyprus authorities to consider the case of Turkish Cypriot women, as well when examining and enforcing equality laws within the Cyprus Republic Government controlled area.