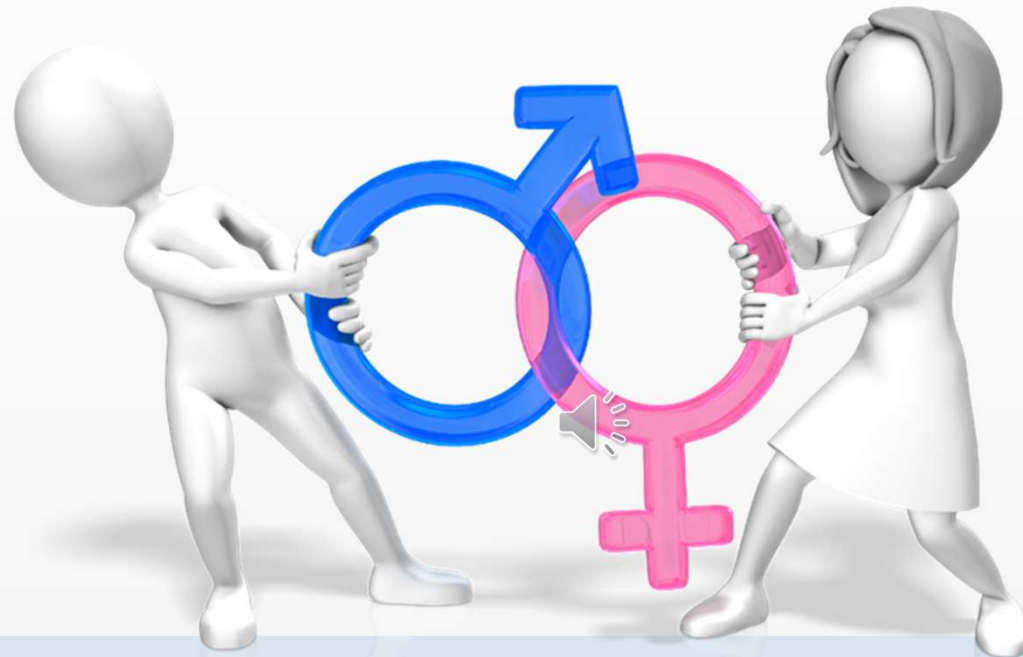


Cyprus Organisation for Standardisation (CYS)



International Women's Day 8.3.2022

#ISOgenderaction #IWD2022

How can Standardisation assist gender equality?

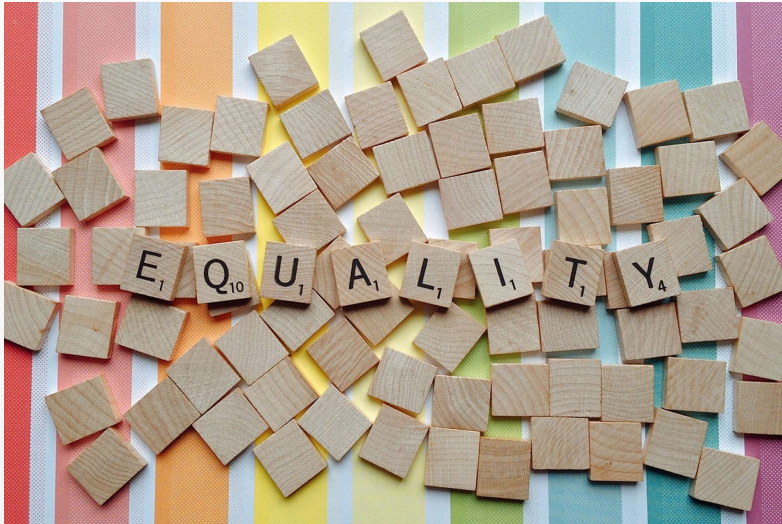


Standardisation makes no discrimination on any level since it is based on values like openness, inclusiveness, balanced representation and transparency. Therefore, it is a place for all stakeholders irrespective of their gender, to be represented or to actively participate through their National Standardisation Bodies.

Based on experience throughout these years, the participation on all levels is not gender balanced. Nevertheless, there has been some improvement since efforts are made globally. There's still a long way to go in order to further increase participation of women in standardisation not only on technical but also in managerial bodies.



How does your organisation support gender equality?



“At CYS we have always been a place of equal and fair opportunity when it comes to both recruiting and a developing career path. More than 50% of our staff are women, in all levels of the organization including standardization officers in various fields of science and engineering and also top management. We implement a number of policies that safeguard matters such as pregnancy, birth, maternity and paternity leave, as well as on matters related to eliminating gender discrimination at all levels”.

Athina Panayiotou
CYS Director General

Cyprus Organisation for Standardisation (CYS)



“Gender equality today for
a sustainable tomorrow”



What is the contribution of CYS to increase the awareness of gender equality through standards?

Gender equality awareness is an ongoing process and thus in CYS, we consider gender equality issues an integral part of our Strategic Plan. CYS aims to raise awareness and knowledge through the use of standards. It is important to note that the Director General of CYS has signed the UNECE Declaration on Gender Responsive Standards and Standards Development. CYS is currently an active Participant Member of ISO/PC 337 which contributes to the work of the Committee with 2 National Representatives.



“In CYC, from day one, it was never about men or women. Working together with colleagues is only about respect and joining forces. Gender, was, is and will be irrelevant at any formal or informal level. People at CYC collaborate and get evaluated based exclusively on their performance and competencies.”

Marios Mavroyiannos





“Working with women at CYS makes no difference than working with men since any possible gender gap is minimised if not eliminated. Even in numbers the employment rate between genders is in total work balance (very close to 50%) at all structural levels. Moreover, there is no discrimination as regards equal remuneration for equal work done, neither any regarding any decision making which affects employees of both genders. For me it’s a pleasure to have a female colleague in the management team as well as female co-employees with increased responsibilities like BT representatives and QAM.”

Pambos Kammass

CYS Director of Standardisation



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How does the organisation encourage the professional development of its employees irrespective of gender?

*CYS provides **equal opportunities** to all its staff in relation to professional development, involvement in new projects and active participation in national, European and International Standardisation both on technical and management level.*



Gender equality in workplace is not only a “women’s issue”, but it is definitely an “everyone’s issue”. Through the previous decades, the issue has been misunderstood and linked to the female gender. However, considering that people’s culture could be changed through effective education and techniques, then it will thankfully become a “nobody’s issue”.

Christos Papageorgiou



From your point of view, what do you understand by the term gender equality in the workplace?

Women to have equal rights, responsibilities and opportunities with men.

Women not to be treated less favourably and systematically paid lesser than the male employees in similar position.

Women to have equal chances with men to participate on the highest levels of leadership and decision making.



Yiannis Vassiades

A WOMAN'S PLACE IS IN STANDARDIZATION

#ISOGENERATION





Marilena



Chrystalla



Stefania



Anna



Natali

Happy Women's Day



Athina



Elena



Despo



Angeliki



Maria



Stella