GENDER INCLUSION NOW!

Why do we need women in the Cyprus peace process?

Women, Peace and Security Agenda for Cyprus

Gender SCORE Cyprus Policy Brief

Introduction

Gender equality[1] and women's rights are prerequisites for sustainable peace. Research has shown that when women participate in peace processes, the resulting agreement is 35% more likely to last at least 15 years[2], and that women use significantly more diverse strategies to resolve conflicts than men[3]. The issue of gender plays a key role in how women experience conflicts compared to men. In order to understand the gendered root causes of discrimination, economic and social injustice as drivers of conflict, robust and transparent gender data is key.

The Security Dialogue Initiative's (SDI) research conducted between October 2016 and April 2017 with the participation of over 3000 people on the island identified gender and gendered insecurities as crucial elements that require further research to inform negotiations and promote a more inclusive and resilient peace process. In line with other research, SDI revealed that Cypriot women and men also differed in the ways that they talked about the conflict. Women talked at length about the context of the dispute, particularly focusing on the relationship with the other community, they were most concerned about everyday security, and talked about fairness in a way that incorporated both their need for stability and material interests. Men used more linear and legalistic language, and were most concerned about state security.

Adopting a gender analysis to improve the resilience of the peace process and to facilitate a comprehensive and sustainable solution in Cyprus is imperative. **However, since the inauguration of the Republic of Cyprus, only 3 Greek Cypriot women and 1 Turkish Cypriot woman have only so far had any kind of involvement and impact in the peace negotiations**. [4] There is an absence of appropriate regulations and accountability mechanisms that would facilitate identification and appointment of qualified women candidates as mediators and technical experts to both negotiation teams along with adequate training and education in gender issues across the range of subjects.

SDI findings in the table below show Greek Cypriot women experience heightened insecurities and are more sceptical of the peace process than men in general. They experience stronger sense of mistrust compared to men, higher levels of negative

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[1] For the purpose of its research SeeD refers to gender as a social construct and as such gender inequality is often embedded in institutions' values and behaviors that tend to favour a certain kind of masculine (heterosexual, elite) point of view.

[2] UN Women (2012). UN Women Sourcebook on Women, Peace and Security.

[3] Juliana, E. Birkhoff (1998). Gender, Conflict and Conflict Resolution [online]. (http://www.resolv.org/)

[4] See Koukkides-Procopiou, A. (2015). The Cyprus Problem: When we all think alike, we don't think very much, in In Depth Journal, Center of European and International Affairs, University of Nicosia. Available at www.cceia.unic.ac.cy/index.php?option=com_content&task=view&id=470

stereotypes toward the Turkish Cypriot community, and have significantly less meaningful contact with Turkish Cypriots than men. When asked about negative future scenarios, Greek Cypriot women expect the new Federal Cyprus to be fragile, and dominated and disrupted by Greek and Turkish interference in its domestic and foreign affairs. On the other hand, although a strong gender gap cannot be observed, Turkish Cypriot women experience similar insecurities and demonstrate scepticism towards the peace process in general. Turkish Cypriot women expect the new Federal Cyprus to be fragile with continued Greek interference in its domestic and foreign affairs. Moreover, compared to Greek Cypriot women, Turkish Cypriot women express significantly higher levels of intergroup mistrust and negative stereotypes towards Greek Cypriots.

Table 1. Gendered insecurities in Cyprus
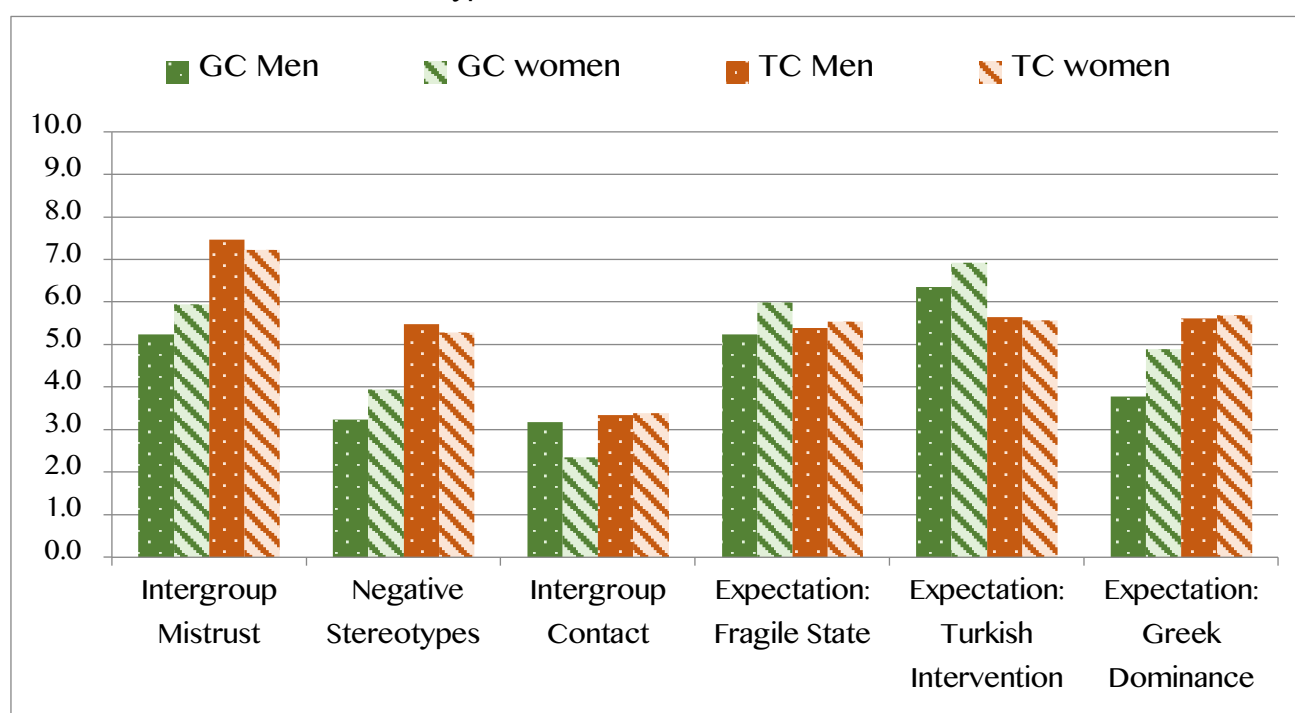
* Based on the SDI public opinion poll conducted with over 3000 respondents island-wide, the above table illustrates some of the differences between men and women across the divide. The findings are based on a 10 point scale, where 0 means the phenomena indicator is measuring is not observed at all, and 10 means it is observed prevalently and strongly. More than 0.5 point difference is considered statistically significant.

Women's needs and insecurities have been sidelined and their meaningful participation in the decision-making and greater inclusion in political life would positively contribute to the peace process. Considering that women's heightened insecurities translate into scepticism and resistance for the peace process, their inclusion as well as acknowledging their perspectives, perceptions and needs would not only make the process more inclusive but also more resilient. It is crucial to pay attention to women's roles and viewpoints in order to build safer communities, more resilient societies and shape local solutions for peace. Gender affects and indeed permeates, conflict dynamics at the political, societal and

individual level. Understanding the role of gender in conflict is best accomplished through a holistic analysis that is multi-perspective and multi-levelled. The SDI findings that revealed Cypriot women's insecurities and scepticism towards the peace process paved the way for the development of the Gender SCORE research in order to further investigate the nexus between women, peace and security in the context of Cyprus. The findings verify that meaningful inclusion of women in the peace process would improve its resilience, the likelihood of compromise, and the sustainability of a prospective settlement. The evidence-based policy recommendations presented in this policy brief builds on the analysis of the SDI and Gender SCORE Cyprus findings and the multi-stakeholder consultations that underpinned the whole process.

Women, Peace and Security Nexus

It is widely acknowledged that conflict affects women in different ways and gender based and sexual violence (SGBV) is used as a weapon of war.[5] While women are often victims of conflict, they are also agents and participants of conflict, however less so than men. Yet, although women are often very active in civil society initiatives, they are too often neglected during in peace negotiations, demobilisation programmes and post-conflict reconstruction. UNWomen report that, between 1992 and 2011, only 4% of signatories to peace agreements and less than 10% of negotiators at peace negotiations were women[6].

Although, there are numerous studies on the impact of conflict on gender, gender's impact on conflict and conflict resolution is less researched. Emerging research indicate that gender inequality may be part of broader structural inequalities and norms of discrimination and violence that contribute to mobilising groups and legitimizing violence. Some empirical work on gendered early warning indicators look at gender disparity and deterioration in the physical security of women are among the earliest signs of crisis and violence.[7] Although further validation and comparative analysis is needed, numerous qualitative and quantitative cross-country findings suggest that:

- Patriarchal gender relations intersect with economic and ethno-national power relations, fuelling a tendency toward conflict;
- Higher levels of domestic violence and gender inequality positively correlate with greater chance of violent intra- and inter-state conflict;

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[5] Steward, Frances (2010). Women in Conflict and Post Conflict Situations. UN Economic and Social Council. http://www.un.org/en/ecosoc/substantive2013/

[6] UN Women (2012). UN Women Sourcebook on Women, Peace and Security, p. 6, citing Women's Participation in Peace Negotiations: Connections Between Presence and Influence, p. 2.

[7] Anderlini, N. Sanam (2011). World development report gender background paper. Washington DC: World Bank

- The ratio of women in parliament and of female-to-male higher educational attainment are associated with lower levels of intra-state armed conflict.[8]

United Nations Security Council Resolution 1325 (UNSCR1325) mandates that women should participate in the making and keeping of peace in the local, national and international arenas (UNRSID, 2005). Furthermore, UNSCR1325 stresses the pivotal role women and girls play in conflict management, and sustainable peace as well as addressing women as leaders, and active agents. The resolution on 'Women, Peace and Security' is vital in that it is the first time that the Security Council focuses its attention exclusively to women, as agents in their own right in situations of conflict and in transition from conflict. It is also significant for highlighting the undervalued role of women in peacebuilding and post-conflict reconstruction and affirms that women can and should be involved in peacemaking. Women who work for peace at the community level rarely reach national or international negotiating tables[9]. The unanimous adoption of such a document is a testament to the recognition of gender inequities as well as an acknowledgement of women's contributions to preventing and resolving conflicts around the world.

In Cyprus, the implementation of UNSCR 1325 is of paramount importance and there is need for the implementation of 1325. For the increased practical implementation of UNCR1325, the Security Council adopted a series of more relevant resolution such as 1820, 1888 and 1890. The challenge is to ensure that 1325 and its subsequent resolutions are made relevant to the context of Cyprus and in a format that is accessible to all and to develop an effective and inclusive National Action Plan (NAP) to implement UNSCR1325, which would benefit the whole of the Cypriot society.

What is the Gender SCORE Cyprus?

Without data, transparency and adequate reporting on gender disparities, there can be no progress toward gender equality. The Gender SCORE methodology draws its strength from participatory action research principles, international monitoring and evaluation standards for gender mainstreaming, which include the creation of gender sensitive indicators. The Gender SCORE is a highly tailored assessment instrument based on the Social Cohesion and Reconciliation (SCORE) Index methodology and toolkit, and

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[8] Cockburn, C. (2010). Gender relations as causal in militarization and war. International Feminist Journal of Politics, 12(2), 139-157. Melander, E. (2005). Gender equality and intrastate armed conflict. International Studies Quarterly, 49(4), 695–714. Saferworld & Conciliation Resources. (2014). Gender, violence and peace: a post-2015 development agenda. London: Conciliation Resources.

[9] Cockburn, C. (2007). From where we stand: war, women's activism, and feminist analysis. London: Zed.; Hadjipavlou, M. (2010). Women and change in Cyprus: Feminisms and gender in conflict. London: Tauris Academic Studies.

demonstrates the benefits of quality gender data in terms of boosting peace and development outcomes.

The Gender SCORE Cyprus is based on a mixed methods approach that consolidates inclusive in-depth qualitative approaches with advanced statistical analysis. Between October and November 2017, the research team conducted 55 key stakeholder interviews, 6 mixed focus groups across Cyprus (Limassol, Paphos, Nicosia, Karpasia, Famagusta, and Morphou) and 2 women only focus groups in Nicosia. The consultations and findings from this qualitative phase informed the conceptual model and theory of change as well as the design of the context specific Gender SCORE indicators. The quantitative survey was based on random sampling and was conducted face-to-face with 1600 respondents[10] island-wide between December 2017 – January 2018. The preliminary findings were then shared with the key stakeholders for participatory interpretation and feedback via numerous reflection and consultation meetings, and 4 more focus groups were organised in Nicosia, Iskele and Limassol. The evidence-based recommendations presented in this paper build upon this multi-level participatory dialogue process.

Findings & Analysis

The results of the Gender SCORE Cyprus shows that both communities are equally pessimistic about the peace process yielding a positive outcome. At the same time both communities support a more inclusive peace process[11], which institutionalises a better gender balance, and includes varied stakeholders from different backgrounds and groups, including civil society. Turkish Cypriots report significantly higher levels of hopelessness, feelings of unfulfilled potential and inability to connect with their roots; characterised in the Gender SCORE as "suffering resulting from the unresolved Cyprus Problem[12]" (Turkish Cypriots: 5.7; Greek Cypriots 3.5). Turkish Cypriots also show considerably weaker political independence[13] compared to Greek Cypriots (Turkish Cypriots: 6.9; Greek Cypriots 7.7). What's more, Gender SCORE findings explicitly show a strong positive association between women's political representation and openness to dialogue with the other community for Turkish Cypriot and Greek Cypriot women across the divide.

Table 1. Attitudes towards the peace process

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[10] 800 Greek Cypriot and 800 Turkish Cypriot respondents.

[11] The extent to which someone thinks that the peace process needs to have a better greater gender balance, include civil society and different stakeholders from different backgrounds and groups.

[12] The extent to which someone experiences personal suffering such as hopelessness, not being able to fulfil their potential or unable to connect with their roots.

[13] The extent to which someone feels politically independent and free to support any political party or movement they wish.

	Greek Cypriot Average	Turkish Cypriot Average
Pessimism about the peace process[14]	5.4	5.3
Support for an inclusive peace process[15]	6.3	6.2

	Greek Cypriot men	Greek Cypriot women	Turkish Cypriot men	Turkish Cypriot women
Pessimism about the peace process.	5.1	5.7	5.4	5.3
Support for an inclusive peace process.	6.4	6.2	6.0	6.3

Based on key stakeholder consultations and focus group findings and the opinion poll, Gender SCORE Cyprus identified the following **prevalent concerns and challenges that undermine gender equality and women's participation in the peace process** (See Table 2). The definition of the indicators presented in the table below can be found in the glossary at the end of this document.

While we observe moderate support for gender mainstreaming and women's improved role in high-level decision-making overall, this is significantly lower among men than women. We also observe that Cypriot men express significantly stronger feelings and attitudes that are underpinned by violent tendencies and a restrictive understanding of what it means to be a man and a woman. For instance, there is a strong support for traditional gender norms (e.g. women should have more delicate jobs such as nurses and secretaries) and repressive attitudes towards women among Cypriot men (e.g. A husband, as the head of his family, may discipline his wife to correct her behavior). Also given the higher levels of aggression and normalisation of violence among men, it is not surprising that women express lower levels of personal and economic security. **Improvement in these areas could make the peace process and the subsequent settlement more resilient and sustainable.**

The Table 2. Differences between Cypriot women and men island-wide.

INDICATORS HIGHER FOR WOMEN	WOMEN	MEN	DIFFERENCE
Support for women in executive positions	6.6	5.5	1.1
Support for gender mainstreaming	6.8	6.2	0.6
INDICATORS HIGHER FOR MEN	**WOMEN**	**MEN**	**DIFFERENCE**

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[14] The indicator scores are calculated on a 10 point scale, where 0 indicates that that no one is pessimistic about the peace process, 10 indicates that everyone is pessimistic. Difference bigger than 0.5 is considered a statistically significant difference.

[15] Similarly, where 0 indicates that no one supports an inclusive peace process, 10 indicates that everyone supports an inclusive peace process.

Support for traditional gender norms	2.9	4.2	-1.2
Repressive attitudes towards women (misogyny)	3.2	4.4	-1.2
Economic independence	4.6	5.8	-1.2
Aggression in daily life	1.9	3.1	-1.2
Perception that gender equality has been achieved	5.3	6.4	-1.1
Toxic masculinity	2.8	3.7	-1.0
Normalisation of violence	3.6	4.3	-0.7
Personal security	5.6	6.1	-0.6
Leadership skills	4.4	5.0	-0.6

*The scores are calculated on a 10 point scale, where 0 indicates that the phenomenon the indicator is measuring is not observed at all, and 10 indicates that it is observed strongly and prevalently. Difference bigger than 0.5 is considered a statistically significant difference.

Across the divide, **women express significantly lower levels of aggression, normalisation of violence, economic independence and leadership skills (See Table 1). As such, in addition to leadership skills as the common entry point for improving gender equality across the island, capacity building in entrepreneurial skills, particularly outside of the capital, would be a pragmatic entry point that both empowers women, boosts inclusive economic activity. Such programs could be strengthened by financial incentives (e.g. micro-credits for women entrepreneurs) and neighbourhood/community initiatives in partnership with local authorities to encourage joint social enterprises, which could also be instrumental in fostering community coherence**.

Further analysis illustrated in Figure 1 below shows the strong link between gender mainstreaming, social tolerance and support for a more inclusive peace process[16] in the Greek Cypriot community, which explicitly underlines the central role of gender and importance of inclusivity for a more cohesive and tolerant society. The predictive model can also help identify the drivers for support for a more inclusive peace process, which are different for Greek Cypriots and Turkish Cypriots. The thickness of the arrows in the diagram below indicates the strength of the relationship: the thicker the arrow, the stronger the relationship. The colours of the arrows convey the nature of the relationship: **blue** arrows link indicators that have a significant reinforcing effect, whereas **orange** arrows link indicators that have significant mitigating effect.

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[16] Support for an inclusive peace process is defined here as the extent to which someone thinks that the peace process needs to have a better greater gender balance, include civil society and different stakeholders from different backgrounds and groups.

Figure 1. Predictive model for 'Support for a more inclusive peace process' for the Greek Cypriot community
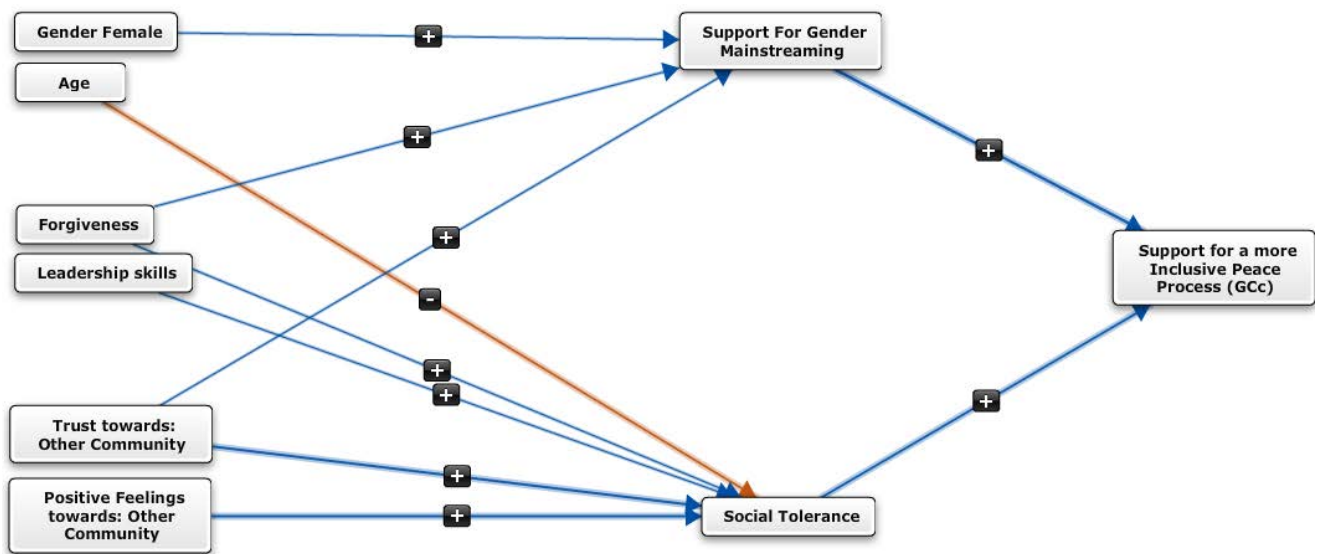

As such, we can see that demographics (age and gender), inter-group relations (trust and feelings) and personal traits and skills (forgiveness and leadership) are pivotal policy entry points to foster social tolerance and improve gender mainstreaming, which would in turn create significant positive impact on the inclusiveness of the peace process. The strongest drivers of social tolerance are age and inter-group relations. In other words, while social tolerance decreases as age increases, tolerance is reinforced by positive inter-group relations. On the left hand side of the diagram, leadership skills and level forgiveness also show themselves as strategic entry points that are pragmatic options for programme and policy design. **Overall, the predictive analysis emphasizes the need and significance of confidence building measures (CBMs) and leadership training that can improve women's participation in socio-economic and political life and foster meaningful inter-group contact. Empirical evidence suggests that CBMs need to be complimented with awareness raising and capacity building on multiculturalism and social tolerance for greater positive impact.**

On the other hand, the predictive analysis for the Turkish Cypriot community shown in Figure 2 below illustrates that aggression in daily life and pessimism about the peace process has a strong direct association with the support for a more inclusive peace process. Similarly, we can see that demographics (age and gender), personal security, political independence and skills (knowledge of English and leadership) are pivotal policy entry points that can help improve women's inclusion and hence the resilience and sustainability of the peace process. **Improving English language skills, complimented with leadership training shows itself as a pragmatic entry point with multiplier effects, which would also help improve opportunities for multicultural experiences**

and diverse interactions, as well as efforts aimed at improving women's meaningful participation in high-level decision making that can help foster gender equality.

Figure 2. Predictive model for 'Support for a more inclusive peace process' for the Turkish Cypriot community
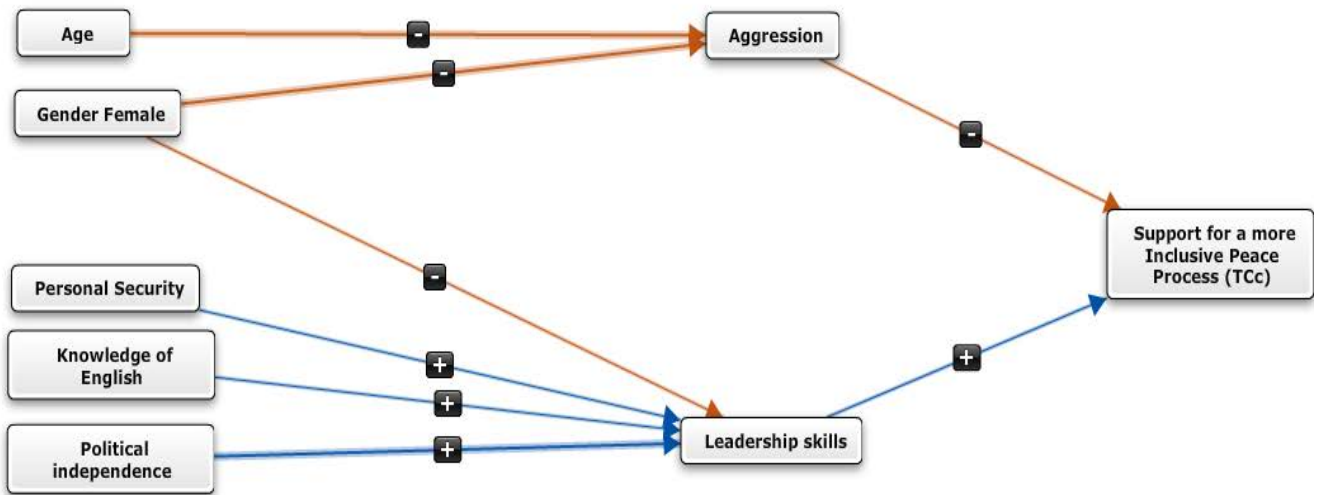
Network analysis of all indicators reveals four clusters that are strongly correlated among themselves: (1) Gender inclusion (purple); (2) Intercommunal relations (orange); (3) Civic Participation (blue); and (4) Psychosocial Functioning (green). Identifying what bridges them can help inform effective programme and policy design with the strongest multiplier effects. Figure 3 below illustrates one such bridge, which is social tolerance to diversity. Building capacity to tolerate diversity would spill over to greater gender inclusion and more positive inter-communal relations, as well as improved support for a more inclusive peace process.

Figure 3. Network Analysis: "Social tolerance" bridging gender inclusion and inter-group relations[17]
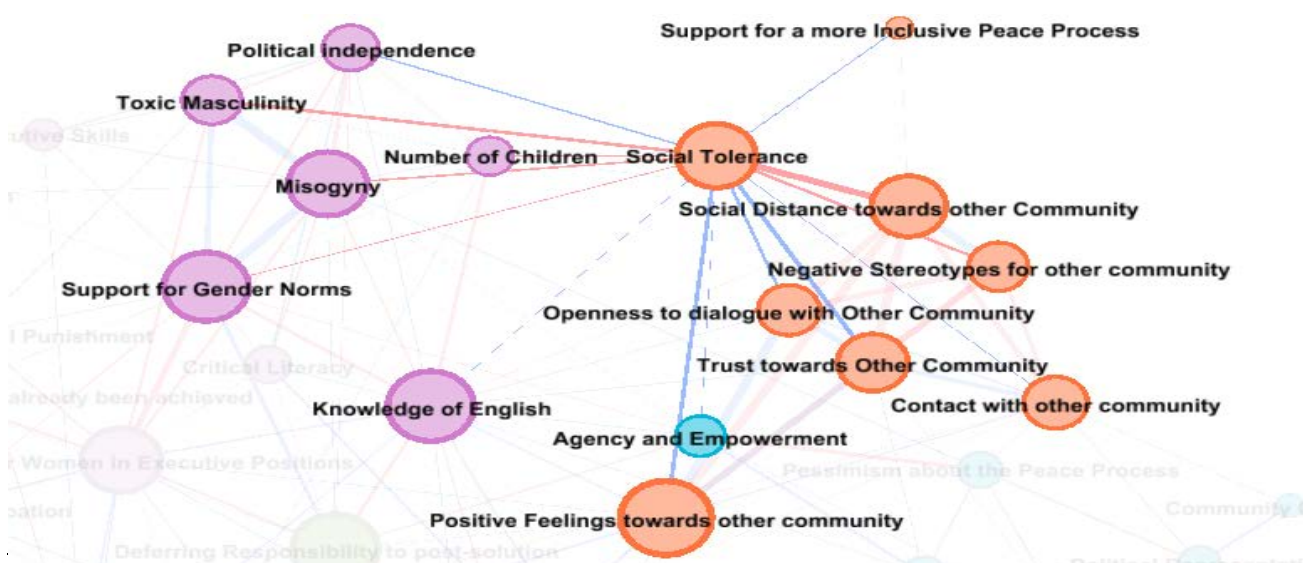
[17] Blue links indicate a positive correlation and red links indicate a negative correlation between the indicators illustrated by the bubbles. The more links/connection an indicator has with others, the bigger the bubble.

In Figure 4 below, "Agency and empowerment" indicator shows itself as another important bridge between the gender inclusion cluster and the civic participation cluster. Nurturing agency and empowerment within the context of gender inclusion (e.g. overcoming gender norms) would spill over to positive civic traits, such as civic engagement, optimism for the peace process and accepting responsibility in the here-and-now. As such, investing in programmes and policies that aim to create a significant improvement with regards to these two identified bridges would be recommended for strategic allocation of resources. Improving social tolerance to diversity (e.g. tolerance to LGBTQI+, Roma, immigrants, people of African origin etc.) would create multiplier effects on peacebuilding and intergroup relations as well as gender equality; and investing in women's agency and empowerment across Cyprus would pave the way for constructive, pro-peace civic participation.

Figure 4. Network Analysis: "Agency and empowerment" bridging gender inclusion and civic participation.
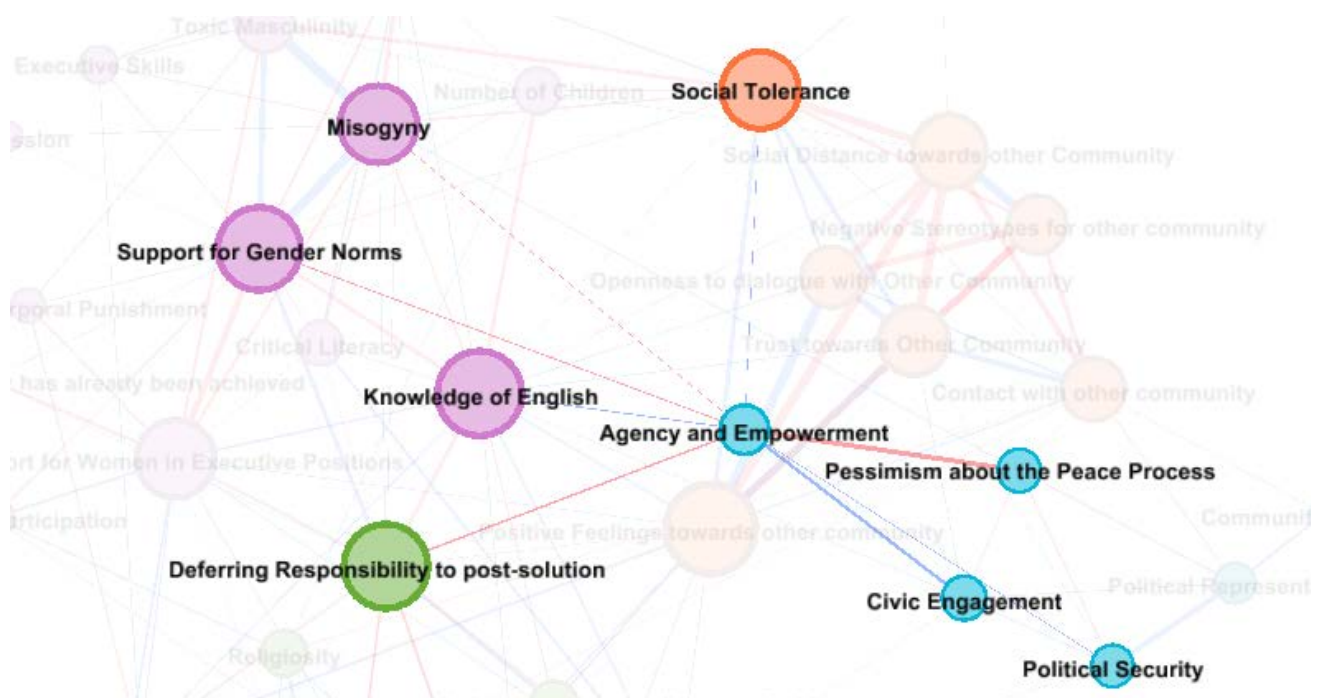
Recommendations

Formal recognition of what is needed in peacemaking and political systems to achieve sustainable peace and gender equality is well advanced with many UN resolutions but recognition and then effective application and enforcement at the national and local level is much needed. Progress towards gender parity in Cyprus can only be achieved through collaborative and cooperative action between all groups and all genders, and women's rights and gender parity should not be siloed and detached from all socio-economic development and political decision making. As such, gender equality calls for a close and

constructive multi-stakeholder and multi-perspective alliance that also include men. A**n inclusive peacemaking process that includes the design of a new Constitution for a unified Cyprus presents an opportunity to deepen and broaden social cohesion across the island while improving gender equality and ensuring the resilience and sustainability of a comprehensive settlement**. As such, negotiation teams are encouraged to consider global best practices and global and contextual empirical evidence. For instance, following the genocide, Rwanda's constitution was revised to require minimum 30% female representation in parliament[18].

Design A National Action Plan (NAP) for the implementation of UNSCR1325 through an inclusive and evidence-driven process:

- Create an Inter-Agency Standing Committee (IASC), led by the Ministry of Justice and Public Order, made up of relevant government organisations (ministries, departments or offices), local bodies, private sector, non-governmental and community-based organisations, academia and research organisations, women, youths, media and professional societies as well as the Gender Technical Committee (GTC). The IASC could act as a bridge to improve the communication and feedback between experts, business people, civil society and public institutions and enrich the NAP document. A broad coalition of civil society organisations island-wide will be integrally involved from the beginning of the process to ensure robust engagement and inclusivity in its design.
- Allocate funds and grants to support research institutes, universities and think-tanks to design and carry out effective and evidence-based research processes to provide a comprehensive situation assessment and to better understand challenges and needs to implement UNSCR 1325; and ensure that public statistics bureaus conduct gender-aware analysis and disaggregation of data.
- Under the leadership of the Gender Technical Committee (GTC), foster dialogue and cooperative relationship particularly outside of the capital and to develop a clear gender equality policy framework with civil society from the Greek Cypriot and Turkish Cypriot communities that with men's effective involvement;
- In close partnership with the local authorities and business people, raise awareness and develop a safe and inclusive space to discuss and exchange information, to hold seminars and training sessions on Women, Peace and Security issues with members from the Greek Cypriot and Turkish Cypriot communities, including civil society, educators, civil servants and political parties.

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[18] In 2017, women accounted for over 61% of seats in Rwandan parliament. See http://www.unwomen.org/en/digital-library/publications/2017/4/women-in-politics-2017-map#view

Improve Women's participation and protection in socio-economic and political life:

- Promote women's full participation in the formal peace negotiations by ensuring strong women representation in negotiation teams and technical committees;
- Introduce affordable childcare options through local authorities and/or introduce childcare subsidies for low income families to support women's participation in economic, social and political life;
- Empower women through language, leadership and entrepreneurship programmes to strengthen their economic independence and role in high-level decision making through local authority and civil society partnerships (e.g. Chambers of Commerce, Teachers Union);
- Introduce gender responsive budgeting to local authority, chamber and union budgeting processes and require gender-sensitive budgeting in donor funded civil society projects in order to support awareness campaigns and consultations on the role and benefits of women's participation;
- Allocate budgets within political parties to support women candidates in elections by facilitating training and coaching programs (including media training and building coalitions with media outlets);
- Support women in decision-making processes by introducing and implementing effective gender quotas in government and public institutions (e.g. parliament, police, hospitals, local authorities, schools, cooperatives and political parties); and promote gender quotas in the private sector.

Invest in preventative actions to foster a society built on gender parity, tolerance and cohesion:

- Provide comprehensive and effective training on women's rights, gender equality, humanitarian law and UNSCR 1325 to island-wide (e.g. incorporate gender equality training in annual targets and deliverables across public institutions). These trainings should be supported by multi-stakeholder efforts and collaboration to encompass local authorities, schools, public institutions and civil society;
- Strengthen capacity of partners and civil society organizations to act as watchdogs for gender-based discrimination (e.g. sexist media portrayal of women) and effectively prevent and respond to violence against women;
- Promote civil society and private sector partnerships on awareness raising about gender equality and gender mainstreaming (e.g. Corporate Social Responsibility media spots)
- Work towards addressing, responding and preventing sexual and gender-based violence (SGBV) in both the Greek Cypriot and Turkish Cypriot communities through trainings for the security and health sector professionals (e.g. police, nurses); establishment of a free help and counselling call centre to act as the first point of contact that deals with

incidents of violence and discrimination; provision of subsidised legal counsel for victims; and a formal system of psychological support process to help women who have and/or are experiencing violence and/or abuse;

- The formation of an independent Gender Advisory Board within the government to work in close liaison with GTC, Ombudsperson and relevant civil society organisations to monitor, evaluate and advise government public institutions on gender equality and investigates complaints about institutional gender-based discrimination;

- Design and introduction of a gender-aware curricula at schools and training of teachers on gender-sensitive teaching in order to deconstruct traditional gender norms and effectively depict strong female role models to young people, and in order to empower them to become agents of change. A gender equal curriculum shows the diversity of society with examples that highlight successful female characters in texts as well as in the examples used during classes. Learning materials, including textbooks, handouts, games and exercises, should be reviewed to determine whether they are gender biased or gender-sensitive. As such, curricula should be revised to include elements that recognise gender equality-related issues in learning materials, and how those issues can be faced and addressed by teachers.

Gender SCORE Cyprus Indicator Glossary

- <u>Support for women in executive positions:</u> Refers to gender norms that undermine support for women in business and politics, as well as their participation high-level decision-making and executive positions.

- <u>Support for gender mainstreaming:</u> 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 such as gender quotas and gender aware curricula.

- <u>Repressive attitudes towards women (misogyny):</u> Refers to the extent of which someone expresses oppressive attitudes towards women such as supporting that a husband cay discipline his wife to correct her behaviour or believing that the only thing women are good at is motherhood.

- <u>Support for traditional gender norms:</u> Refers to the extent to which someone supports socially constructed traditional roles and responsibilities assigned to women and men, girls and boys such as believing that women should give up work to focus on their family and if the men can provide for the family or that women should have more delicate jobs (e.g. nurse, teacher, secretary).

- Economic independence: The extent to which one has a reliable income, equal access to employment opportunities and financial stability.

- Aggression in daily life: Refers to the extent to which someone feels aggression in daily life, such as frequently getting into fights and confrontations in their social relationships.

- Perception that gender equality has been achieved: Refers to the degree one believes that gender equality has been achieved, and discrimination against women has been eradicated.

- Toxic masculinity: Refers to the extent to which someone feels societal pressure to adhere to traditional male norms related and to a specific masculine role such as only men who have served in the army are real men or men should not cry.

- Normalisation of violence: Refers to the degree to which violence is accepted part of everyday life such as corporal punishment, getting into fights or arguments turning physical.

- Political security: Refers to the degree to which people feel free to associate and express their political views both collectively and individually.

- Leadership skills: Refers to the ability to motivate a group of people to act towards achieving a common goal and to motivate people to follow a certain direction through personal skills such as having clear communication, being creative, trustworthy, responsible, innovative and capable of decision-making.

About Security Dialogue Initiative and SCORE

The Security Dialogue Initiative (SDI) is implemented by the Centre for Sustainable Peace and Democratic Development (SeeD), together with its international project partners, the Berghof Foundation and Interpeace. As an independent, scientific and participatory research project, SDI aims to support the Cyprus Peace Process by researching, understanding and formulating solutions for the security needs of the two main communities in Cyprus and the potential risks that may arise during a post-transition period. The project, which was launched in October 2016 had been funded by the U.S. Department of State, the Federal Foreign Office of Germany and the Netherlands Ministry of Foreign Affairs.

SDI research is underpinned by the Social Cohesion and Reconciliation (SCORE) index, which is an evidence-based assessment instrument with diagnostic and predictive qualities that aims to inform strategic decision-making and policy and programme design. It draws inspiration from multiple scientific disciplines while being flexible enough to incorporate new research findings, global policy guidelines and the realities of each local and regional context. Developed by SeeD in partnership between UNDP, and funded by USAID, SCORE has been implemented in multiple contexts beyond Cyprus, including Bosnia-Herzegovina, Nepal, Ukraine, Liberia, Moldova and Iraq.