

GENDER EQUALITY PLAN

The Limassol **District Local Government Organisation (EOA Lemesos)** is a legal public Organisation providing water supply and sewerage services, and is also responsible for issuing planning and building permits, as well as managing the Green Points across the Limassol district.

Among its main objectives is the provision of high-quality services that significantly contribute to improving the quality of life of city and district residents, and to the protection of the environment.

Guided by social responsibility, developmental orientation, and the protection of the environment and public health, EOA Lemesos envisions a Local Government Organisation that every resident of the city and District of Limassol can feel proud of.

Its mission is to provide high-quality services that respond to the growing and evolving needs of modern society in the Limassol District. Services that improve the daily lives of citizens and contribute to creating a sustainable future for all.

The **core values** of EOA Lemesos include:

- Transparency and reliability
- Promotion of sustainable development and environmental protection
- Support for vulnerable groups in society
- Ensuring equal opportunities for all
- Encouraging the adoption of new technologies and practices that enhance the efficiency and effectiveness of services

1. Framework

As an Organisation, EOA Lemesos recognizes the importance of achieving **gender equality** in creating a fair society in which all people enjoy equal rights, opportunities, and responsibilities. The Organisation firmly believes that eliminating gender inequalities in all areas of human experience is inextricably linked to **sustainable development**, fully adopting the **17 Sustainable Development Goals (SDGs)** set by the **UN**, to be achieved by **2030**.

In particular, **Goal 5 – Gender Equality** is understood as a cross-cutting goal impacting all aspects of sustainability.

Especially concerning gender equality in the workplace, EOA Lemesos is committed to **ensuring equal opportunities between men and women** and **non-discrimination in employment**. Beyond compliance, it is internationally accepted that reducing the gender gap in the labor market brings **economic benefits** and promotes **economic development**.

However, recent data for Cyprus shows the unequal under-representation of women in STEM (Science, Technology, Engineering, and Mathematics) professions – with only **4% of women** compared to **27% of men**.

EOA Lemesos **breaks this trend**, contributing to the professional development of women. Its workforce consists of **75 women** and **132 men**. Out of a total of **9 managerial positions**, **5 are held by women** and **4 by men**.

In this context, EOA Lemesos recognizes the **importance and benefits** of gender equality in the workplace and is committed to working towards this direction through the **development and implementation** of a **Gender Equality Plan**, tailored to its specific needs. This plan includes both **new and ongoing initiatives**.

Furthermore, EOA Lemesos acknowledges that developing and effectively implementing a Gender Equality Plan has tangible benefits both for the **Organization as an employer** and for its **employees**, as it creates an **inclusive environment** of equal opportunities and **enhances staff productivity**.

Additionally, it:

- Encourages innovation and creativity
- Increases employee trust and commitment
- Reduces unjustified absences and increases flexibility
- Improves the Organization's reputation and image
- Contributes to cultural change

2. Current Situation

The current situation within the Organisation is analyzed based on the following data:

Staff Distribution:

Data regarding the distribution of men and women at various job levels.

- **Percentage of men/women in managerial positions:**
 - Men: 44.4%
 - Women: 55.6%
 - **Percentage of men/women in non-managerial positions:**
 - Men: 64.6%
 - Women: 35.4%
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3. Priority Areas

EOA Lemesos applies **gender equality principles** across all its operations and activities. The **Gender Equality Plan** is a comprehensive tool aimed at creating an **inclusive work environment**, eliminating gender-based discrimination, and promoting equal opportunities for all employees.

The Organisation respects the **Principle of Gender Equality** and the **Principle of Non-Discrimination**, focusing on two key priority areas through this Plan:

(a) **Elimination of discrimination against women** and securing **gender equality** in all areas of work.

(b) **Embedding gender equality and equal opportunities in practice**, which includes:

- Changing mindsets
- Promoting special programs supporting and empowering women in their multiple roles
- Integrating gender equality in all organizational programs and policies

Effective implementation of the Plan requires not only adopting the actions but also ensuring active **involvement of leadership and staff** throughout and beyond the implementation period, to **maximize long-term impact**.

4. Objectives of the Gender Equality Plan

- Promote equal opportunities across all organizational activities
- Achieve gender balance in leadership and decision-making
- Ensure gender equality in recruitment and career advancement
- Eliminate gender-based pay gaps
- Support work-life balance
- Raise staff awareness on gender equality issues

5. Immediate Implementation Actions

i. Training and Awareness

- Organize gender equality seminars, discrimination prevention, and sexual harassment management
- Create training materials and best practices guides for staff

ii. Support for Working Parents

- Introduce flexible working hours to support working parents
- Provide parental leave equally accessible to both men and women

iii. Enhancing Proportional Representation

- Aim for proportional representation (e.g., 40%) of men and women in working groups and committees
- Implement mentoring programs for women aspiring to leadership roles

6. Key Actions

EOA Lemesos has adopted **positive strategies and actions** aimed at promoting **gender equality** and **raising employee awareness**.

Goal: Foster an **inclusive culture** in the workplace, focusing on all aspects of **human resources management**.



Intermediate Goals	Actions	Timeline
Ensure gender-neutral recruitment and promotion procedures	All procedures comply with applicable legislation. Same evaluation processes apply to both genders.	Already implemented
Ensure equal pay for equal work or work of equal value	All staff are paid based on the current pay scales, regardless of gender.	Already implemented
Promote work-life balance	Flexible work hours (7:15-8:00 a.m. start / 2:45-3:30 p.m. finish) Avoiding late afternoon meetings (where applicable) Training during work hours (where applicable) Teleworking allowed in case of child-related issues Leaving the workplace for personal reasons for a limited time	Partially already implemented / Some under discussion
Encourage staff training and skill development	Encourage staff participation in training programs Financial aid and special leave for studies related to their duties Participation in conferences and events where required	Already implemented
Zero tolerance for inappropriate behavior and sexual harassment	Apply code of conduct defining acceptable behavior and response mechanisms Code of Conduct for Prevention and Management of Harassment and Sexual Harassment Establish independent mechanism for recording and handling complaints related to gender	Code already in place / Committee exists / Immediate implementation

Intermediate Goals	Actions	Timeline
	discrimination or harassment Designate responsible person/team Ensure anonymity	
Promote and disseminate the Gender Equality Plan	Publish the plan on the Organisation's website and promote it via social media	Immediate implementation
Raise broader public awareness	Encourage other organizations/businesses to follow the Organisation's example and adopt a Gender Equality Plan	Immediate implementation

7. Monitoring and Evaluation Indicators

Key indicators for evaluating progress include:

- Percentage of women in leadership positions
- Number of participants in training programs by gender
- Number and nature of complaints handled by the Organisation
- Staff satisfaction with gender equality policies

8. Conclusion

EOA Lemesos acknowledges that **gender equality** is not only a **fundamental human right** but also a **vital foundation** for a peaceful, prosperous, and sustainable world. The Organisation is committed to supporting a **systematic effort** and fostering a culture that respects the principles of **non-discrimination** and **equal opportunities**.

The implementation of this **Gender Equality Plan** reflects a commitment to creating a **fair and inclusive workplace**. Through the collaboration and

engagement of all involved parties, the Organization aims to become a **model of equality and sustainable development**.

The Gender Equality Plan was approved by the Council of EOA Lemesos during its 22nd Board Meeting on 04/08/2025, with immediate implementation.
