



**EUROPEAN RESEARCH OVERVIEW (ERO)**

**NATIONAL RESEARCH REPORT**

**FOR CYPRUS**

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## Acknowledgements

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- Ministries/ Government Departments: Planning Bureau, Ministry of Labour and Social Insurance, Ministry of Education and Culture, Statistical Service, Cyprus Academy of Public Administration, Pedagogical Institute, Cyprus Productivity Centre.
- Social Partners: Cyprus Employers and Industrialists Federation, Cyprus Chamber of Commerce and Industry, Cyprus Workers' Confederation, Pancyprian Federation of Labour, Democratic Labour Federation of Cyprus, Cyprus Union of Bank Employees.
- Other Non-Profit Making Organisations: University of Cyprus, Cyprus Institute of Technology, Research Promotion Foundation.
- National Units for European Programmes: Leonardo da Vinci National Agency, Socrates National Coordination Unit, National Eurydice Unit.

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## 1. LINKS BETWEEN NATIONAL VET/HRD RESEARCH AND DEVELOPMENT INITIATIVES AND VET/HRD POLICIES (IN PARTICULAR RECENT REFORMS/INNOVATIONS).

The **Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού Κύπρου – ΑνΑΔ (Human Resource Development Authority of Cyprus – HRDA)** is the major actor in research in the field of VET/HRD in Cyprus. ΑνΑΔ (HRDA) conducts research studies and surveys, which examine particular human resource development issues at the level of the economy, the level of economic sectors and occupational categories as well as other specialised issues. All the studies of ΑνΑΔ (HRDA) provide a useful and necessary guide for the formulation of the human resource training and development strategy and for planning its activities. Furthermore, these studies are widely circulated and are used by public and private organisations involved in VET/HRD issues. During 2005, the studies of the ΑνΑΔ (HRDA) were a basic input to the National Lisbon Programme of Cyprus and are being used for the preparation of the National Development Plan 2007-2013. The studies conducted in 2005 focused on the following areas: employment forecasts; mobility of human resources; participation in training; ex-post evaluation of activities.

The **Υπουργείο Παιδείας και Πολιτισμού – ΥΠΠ (Ministry of Education and Culture – MoEC)** is involved in VET/HRD research by assigning studies to the private sector and through the **Παιδαγωγικό Ινστιτούτο – ΠΙ (Pedagogical Institute – PI)**, which conducts studies mainly on the evaluation of programmes and teachers alike. Progress has been made on the restructuring and modernisation of the education system in Cyprus based on the report prepared by the Education Reform Committee at the behest of the ΥΠΠ (MoEC). The President of the Republic of Cyprus officially launched the process of a wide dialogue centred on eight priorities covering in a comprehensive way the whole of the education system of Cyprus, including VET related issues. The priorities that were promoted in 2005 are: daylong primary education; integration of ICT in education; unification of secondary education graduation and university entrance examinations; assessment of teachers. Pertinent to the last point is a report, which was prepared and submitted to the ΥΠΠ (MoEC) by a private consortium.

The **Υπουργείο Εργασίας και Κοινωνικών Ασφαλίσεων – ΥΕΚΑ (Ministry of Labour and Social Insurance – MLSI)** is also involved in VET/HRD research mainly through the **Κέντρο Παραγωγικότητας Κύπρου – ΚΕΠΑ (Cyprus Productivity Centre)**. Work is in progress on two studies, which have been assigned by the ΚΕΠΑ (CPC) to external experts on two important themes: flexible forms of employment; impact of education/training and technology on the productivity. These studies will be used towards advancing flexible forms of employment and improving the productivity of Cypriot enterprises, priorities identified in the National Lisbon Programme of Cyprus.

The **Ίδρυμα Προώθησης Έρευνας (Research Promotion Foundation)** promotes the development of research infrastructure and knowledge in Cyprus. During 2005 the approved VET/HRD related projects investigate the following themes: lifelong education and development of educators; development of models for the management of SMEs in the tourism sector. These projects contribute towards the development of national policies and practices in their respective fields.

The **Πανεπιστήμιο Κύπρου – ΠΚ (University of Cyprus – UCY)** conducts research on various issues, including VET/HRD related research, which mainly fall under the category of applied research projects for Cyprus. The current projects focus on the following themes: economic effects of foreign workers; gender mainstreaming in media; training and development of teachers.

The **Harvard School of Public Health (HSPH)** and the Government of Cyprus have launched in 2005 an international research, education and technology initiative for the environment and public health to address key environmental issues in Cyprus and the Mediterranean region. This initiative is expected to enhance the skills and overall capacity of researchers in Cyprus.

## 2. LINKS BETWEEN EU SPONSORED VET/HRD RESEARCH AND DEVELOPMENT INITIATIVES AND VET/HRD POLICIES ( IN PARTICULAR RECENT REFORMS/INNOVATIONS).

Cyprus participates in the European Union programmes, which promote the European dimension in education and training. The most important of these are the following:

**Leonardo da Vinci:** During 2005, 2 projects have been approved with a total contribution of €719.000. The priorities established for the calls of proposals for 2005 and 2006 are: promoting transparency of qualifications; developing the quality of VET systems and practices; developing relevant and innovative eLearning context; continuous training of teachers and trainers. As these projects have been approved to conform to the established priorities, they are expected to have an impact on national VET/HRD policies and reforms.

**Socrates:** All of the “Socrates actions” Comenius, Erasmus, Grundtving, Lingua and Minerva are popular among learners of all ages and levels who are participating in the various projects and exchange visits. A relevant to VET/HRD Grundtving project, coordinated by a private college, concerns the development of rural areas through the enhancement of existing knowledge. The Eurydice network has prepared a number of studies, such as descriptions and analyses of the education system. The Eurydice reports have helped in the analysis of the existing situation of the education system in Cyprus and contributed to the preparation of the study for the education reform.

The **Ίδρυμα Προώθησης Έρευνας (Research Promotion Foundation)** has the responsibility for the promotion of the Sixth Framework programme for Research and Technological Development of the European Commission. The approved VET/HRD related projects are expected to have an impact on national VET/HRD policies and reforms.

The **Πανεπιστήμιο Κύπρου – ΠΚ (University of Cyprus – UCY)** conducts research on various issues, including VET/HRD related research, which are funded by external sources, primarily the European Union and the Ίδρυμα Προώθησης Έρευνας (Research Promotion Foundation). In February 2005, the ΠΚ (UCY) inaugurated its European Collaboration Office in Brussels, while at the same time it continued to strengthen the Local Support Office for Research and Projects. The ΠΚ (UCY) applied research projects aim to produce research results that directly impact the Cyprus society and labour market.

### 3. OVERVIEW OF IMPORTANT ISSUES AND THEMES ADDRESSED IN CURRENT VET/HRD RESEARCH AND DEVELOPMENT PROJECTS.

The provision of employment forecasts in economic sectors and occupations, including both expansion and replacement demand (1), is a research area in which Cyprus is particularly advanced. In October 2005, a two-day European Workshop attended by 30 experts in skill needs forecasting was co organised in Cyprus by Cedefop, HRDA and the Research Centre for Education and the Labour Market at the Maastricht University (ROA).

Many research projects aim at the analysis of human resources issues in the labour market covering employed, unemployed and economically inactive as well as their participation in education and training, for all persons and for the females separately (14), the mobility of the human resources (2) and the introduction of flexible forms of employment (3).

As the share and contribution of foreign labour in the Cyprus labour market is constantly rising, its effects and future projections feature prominently in VET/HRD research (4&5).

Research is being conducted on the evaluation of the impact of programmes and activities in vocational education and training leading to necessary reforms and adjustments (6). This is complemented by research on the evaluation of teachers and trainers and their lifelong development and on the implementation and evaluation of information technology in education and training, considered necessary steps towards upgrading the quality of education and training provision (7, 8 &9).

The development of training tools for specific sectors, occupations and groups of people such as entrepreneurs (10), medical personnel (11), tourism (12), farmers (13) and household assistants constitutes another research area that features prominently in the research agenda of Cyprus.

#### **ANNEX: SELECTION OF ERO BASE PROJECTS.**

1. Employment Forecasts in Cyprus 2005-2015  
[http://www.trainingvillage.gr/etv/Projects\\_Networks/ERO/prj\\_view.asp?theID=546](http://www.trainingvillage.gr/etv/Projects_Networks/ERO/prj_view.asp?theID=546)
2. Mobility of the Human Resources in the Labour Market of Cyprus 2000 – 2004  
[http://www.trainingvillage.gr/etv/Projects\\_Networks/ERO/prj\\_view.asp?theID=686](http://www.trainingvillage.gr/etv/Projects_Networks/ERO/prj_view.asp?theID=686)
3. Promotion of modern and flexible forms of employment for the promotion of access of women to the labour market [http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=858](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=858)
4. Employment Trends and Forecasts for Foreign Labour in Cyprus  
[http://www.trainingvillage.gr/etv/Projects\\_Networks/ERO/prj\\_view.asp?theID=547](http://www.trainingvillage.gr/etv/Projects_Networks/ERO/prj_view.asp?theID=547)
5. The Economic Effects of Foreign Labour in Cyprus  
[http://www.trainingvillage.gr/etv/Projects\\_Networks/ERO/prj\\_view.asp?theID=574](http://www.trainingvillage.gr/etv/Projects_Networks/ERO/prj_view.asp?theID=574)
6. Ex-Post Evaluation of the Existing Schemes of the Human Resource Development Authority of Cyprus  
[http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=907](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=907)
7. Evaluation of teachers' in-service training programmes offered by the Pedagogical Institute in 2005-2006 [http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=873](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=873)
8. The development of a European digital portfolio for the evaluation of educators  
[http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=885](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=885)
9. Lifelong Education and Teachers' Professional Development  
[http://www.trainingvillage.gr/etv/Projects\\_Networks/ERO/prj\\_view.asp?theID=793](http://www.trainingvillage.gr/etv/Projects_Networks/ERO/prj_view.asp?theID=793)
10. Business incubator management training institute  
[http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=568](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=568)
11. Electronic Continuous Medical Education

[http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=876](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=876)

12. Identification and development of managerial models for small and medium hotel and tourism enterprises. Evaluation of the professional and academic training of employees in Cyprus  
[http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=857](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=857)
13. Development of Rural Areas Through Knowledge  
[http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=846](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=846)
14. Gender mainstreaming in the Mass Media of Cyprus and the relationship with the perceptions of youth. Comparison with the EU policy  
[http://www.trainingvillage.gr/etv/projects\\_networks/ero/prj\\_view.asp?theID=563](http://www.trainingvillage.gr/etv/projects_networks/ero/prj_view.asp?theID=563)

#### 4. MAJOR INSTITUTIONS INVOLVED IN VET/HRD R&D IN YOUR COUNTRY.

**Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού – ΑνΑΔ (Human Resource Development Authority – HRDA – [www.hrdauth.org.cy](http://www.hrdauth.org.cy)):** It conducts research studies and surveys on issues of strategic importance which examine particularly human resource development issues at the level of the economy, the level of economic sectors and occupational categories as well as other specialised issues within its sphere of competence.

**Υπουργείο Παιδείας και Πολιτισμού – ΥΠΠ (Ministry of Education and Culture – MoEC – [www.moec.gov.cy](http://www.moec.gov.cy)):** It assigns VET/HRD related studies to private companies and specially formed committees. Also the **Παιδαγωγικό Ινστιτούτο (Pedagogical Institute – [www.pi.ac.cy](http://www.pi.ac.cy))** of the ΥΠΠ (MoEC) conducts studies mainly on the evaluation of programmes and curricula and the characteristics and performance of teachers and students.

**Υπουργείο Εργασίας και Κοινωνικών Ασφαλίσεων – ΥΕΚΑ (Ministry of Labour and Social Insurance – MLSI - [www.mlsi.gov.cy/mlsi](http://www.mlsi.gov.cy/mlsi)):** Through mainly the **Κέντρο Παραγωγικότητας Κύπρου – ΚΕΠΙΑ (Cyprus Productivity Centre – CPC – [www.kepa.gov.cy](http://www.kepa.gov.cy))** it promotes research activities in areas within its sphere of competence, such as the functioning of the labour market, flexible forms of employment and productivity issues.

**Πανεπιστήμιο Κύπρου - ΠΚ (University of Cyprus – UCY – [www.ucy.ac.cy](http://www.ucy.ac.cy)):** It conducts several VET/HRD related research projects mainly through the **Μονάδα Οικονομικών Ερευνών (Economics Research Centre)** and the **Ερευνητική Μονάδα Τραπεζικών και Χρηματοοικονομικών Μελετών (Centre for Banking and Financial Research)**, which carry out research in the fields of finance, economics and their applications.

**Private tertiary education institutions:** There are several institutions which carry research on VET/HRD related themes and conduct surveys on issues such as the labour market, the economy, society and population and information technology. Currently active institutions worth mentioning are **Intercollege ([www.intercol.edu](http://www.intercol.edu))**, which through its Research and Development Centre conducts research mainly in the fields of developing knowledge and training tools for specific sectors, evaluation of educators and gender issues and **Cyprus College ([www.cycollege.ac.cy](http://www.cycollege.ac.cy))**, which through its Research Centre ([www.rsunit.com](http://www.rsunit.com)) conducts socio-economic research with emphasis on the tourism sector and information technology.

## 5. FUNDING FRAMEWORKS AND SUPPORT STRUCTURES.

**Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού (Human Resource Development Authority):** It is a semi-government organisation and it funds its own research projects. Its activities are financed by a levy amounting to 0.5% of the payroll of private enterprises and semi-government organisations.

**Υπουργείο Παιδείας και Πολιτισμού (Ministry of Education and Culture):** Government funds are devoted to research projects including the research carried out by the **Παιδαγωγικό Ινστιτούτο (Pedagogical Institute)**.

**Υπουργείο Εργασίας και Κοινωνικών Ασφαλίσεων – ΥΕΚΑ (Ministry of Labour and Social Insurance):** Government funds are devoted to research projects including those promoted and coordinated by the **Κέντρο Παραγωγικότητας Κύπρου – ΚΕΠΑ (Cyprus Productivity Centre)**

**Ίδρυμα Προώθησης Έρευνας (Research Promotion Foundation):** It is funded by government funds and is also attracting funds from research programmes of the European Union.

**Leonardo da Vinci programmes:** Co-financed by the European Commission and the project contractor. Specifically, the European Commission funding for the Pilot Programmes is 75%, while for the Mobility Programmes it varies between 40%-90%.

**Socrates programme:** Co-financed by the European Commission and the Cyprus government. Particularly for the Eurydice network, the European Commission will contribute around 65% of the estimated total eligible costs of the program while the Republic of Cyprus will finance the rest of the expenses incurred.

**Πανεπιστήμιο Κύπρου (University of Cyprus):** Its research is attracting funds from research programmes of the European Union and from the Ίδρυμα Προώθησης Έρευνας (Research Promotion Foundation). Government and local sponsors also provide funding.

**Private tertiary education institutions:** They are attracting funds from research programmes of the European Union, from the Ίδρυμα Προώθησης Έρευνας (Research Promotion Foundation) as well as from companies or organisations that request certain research studies.

## 6. PROFESSIONAL RESEARCH ASSOCIATIONS AND NETWORKS.

**ReferNet Cyprus Consortium:** The Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού – ΑνΑΔ (Human Resource Development Authority – HRDA) is the National Coordinator of the consortium, which includes another 19 members from Ministries / Government Departments (7 members), Social Partners (6 members), Other Non-Profit Making Organisations (3 members) and National Units for European Programmes (3 members). Their involvement in the activities of ReferNet provides a forum for discussing VET/HRD issues, which may lead to relevant research.

**Κυπριακός Σύνδεσμος Διεύθυνσης Ανθρώπινου Δυναμικού (Cyprus Human Resource Management Association):** Its main purpose is the study, research and training in the human resource management and development sector. Its members have expertise in human resource management, training and development as well as in labour relations. Major activities include organisation of lectures, seminars and other events, training programmes, research and other studies and networking with national and international organisations.

**Κυπριακός Σύνδεσμος Συμβούλων Επιχειρήσεων (Cyprus Association of Business Consultants):** Its objectives are the improvement and development of professional consultancy in Cyprus and the advancement of the collective aims and interests of its members. Included amongst its fields of expertise are: research on HRD, on the economy and on specific company functions such as marketing, finance, production, IT and quality.

**7. BRIEF REVIEW/ASSESSMENT OF THE CURRENT R&D ACTIVITIES AND INDICATION OF FUTURE ISSUES THAT NEED TO BE ADDRESSED. THIS SECTION SHOULD BE COMPLETED BY A RESEARCH EXPERT.**

**7.1**

**Firstly, comment briefly on the status, effectiveness and impact of current VET/HRD R&D activities in your country.**

**(One third of a page)**

Research activities are mainly centred around these themes: employment forecasts in economic sectors and occupations; analysis of human resources issues in the labour market, including the foreign labour; flexible forms of employment; evaluation of the impact of programmes and activities; analyses and evaluation of teachers and students; development of training tools with an emphasis on information technology tools for specific sectors, occupations and groups of people.

Research and development activities in VET/HRD issues in Cyprus concentrate on issues that are relevant for the current policy themes and ongoing debates. Research is mainly conducted for developing and supporting policies and reforms. Proposals for projects have to adhere to specific national priorities in order to be eligible for funding either from national funds or from European Union programmes and research initiatives. Thus the research on VET/HRD issues that takes place in Cyprus has a considerable impact on the formulation of policies and the instigation of reforms.

**7.2**

**Secondly, briefly outline and comment on those issues that need to be addressed by R&D in the future.**

**(One third of a page)**

The direct linking between research activities and the development of policies is bound to be present in the future as well. The issues described above are expected to continue into the future as well. It is expected that more emphasis will be placed on issues that are becoming more relevant since Cyprus joined the European Union, such as the evaluation of programmes, activities and initiatives, the needs of particular groups in society and the labour market and finally on research projects to support European Union policies in the fields of education and training.

**8. VET/HRD CONTACT PEOPLE.**

| <b>Full name</b>        | <b>E-mail address</b>  | <b>Function</b>  | <b>Particular expertise related to VET/HRD research</b> |
|-------------------------|--|--|---|
| Afrodisi Koula          | <a href="mailto:minedu@cytanet.com">minedu@cytanet.com</a>                     | Head of the National Eurydice Unit   |   |
| Margadjis Elias         | <a href="mailto:marga@cyearn.pi.ac.cy">marga@cyearn.pi.ac.cy</a>               | Inspector of Secondary Technical and Vocational Education, Ministry of Education and Culture   |   |
| Michaelidou Athena      | <a href="mailto:athens@cyearn.pi.ac.cy">athens@cyearn.pi.ac.cy</a>             | Head of Research and Evaluation, Pedagogical Institute   |   |
| Mourouzides Yiannis     | <a href="mailto:y.mourouzides@hrdauth.org.cy">y.mourouzides@hrdauth.org.cy</a> | Senior Human Resource Officer, Research and Planning Directorate, Human Resource Development Authority                                     |   |
| Oxinos George           | <a href="mailto:g.oxinos@hrdauth.org.cy">g.oxinos@hrdauth.org.cy</a>           | Director of Research and Planning, Human Resource Development Authority  |   |
| Papanastasiou Androulla | <a href="mailto:minedu@cytanet.com.cy">minedu@cytanet.com.cy</a>               | Director of Socrates National Agency   |   |
| Pieridou Maria          | <a href="mailto:ldvcy@cytanet.com.cy">ldvcy@cytanet.com.cy</a>                 | Senior Productivity Officer, Head of the National Agency for the Leonardo da Vinci   |   |
| Spanos Matthaios        | <a href="mailto:mspanos@research.org.cy">mspanos@research.org.cy</a>           | Scientific Officer, Research Promotion Foundation  |   |
| Zeniou Emma             | <a href="mailto:emmaz@ucy.ac.cy">emmaz@ucy.ac.cy</a>                           | Officer of International Relations and European Programmes, Service for Research, International and Public Relations, University of Cyprus |   |

## 9. REFERENCES TO VET/HRD RESEARCH RESOURCES.

### **PUBLICATIONS:**

Education Reform Committee (2004), "Education Reform".

European Commission (2005), "Implementing the Education and Training 2010 Work Programme: Cyprus 2005 Progress Report".

Human Resource Development Authority (2005), "The Vocational Education and Training System of Cyprus: A Thematic Overview".

Ministry of Finance (2005), "National Lisbon Programme of the Republic of Cyprus".

Ministry of Labour and Social Insurance (2004), "National Action Plan for Employment 2004-2006".

University of Cyprus (2005), "Research at the University of Cyprus 2002-2004".

### **WEB-BASED RESOURCES:**

Harvard School of Public Health / Cyprus International Initiative, [www.hsph.harvard.edu/cyprus/](http://www.hsph.harvard.edu/cyprus/)

Leonardo Da Vinci National Agency, [www.kepa.gov.cy/leonardo](http://www.kepa.gov.cy/leonardo)

Research Promotion Foundation, [www.research.org.cy](http://www.research.org.cy)

## 10. ABSTRACT.

Research in VET/HRD issues in Cyprus concentrate on issues that are relevant for the current policy themes and ongoing debates. Thus research is very relevant and has a considerable impact on the substantiation of discussions and agendas, the formulation of policies and the instigation of reforms.

Research activities are mainly centred around these themes: employment forecasts in economic sectors and occupations; analysis of human resources issues in the labour market, including the foreign labour; flexible forms of employment; evaluation of the impact of programmes and activities; analyses and evaluation of teachers and students; development of training tools with an emphasis on information technology tools for specific sectors, occupations and groups of people.

The major actor in VET/HRD research is the Human Resource Development Authority, which conducts numerous relevant research projects. Other actors in research are the Ministry of Education and Culture, directly or through the Pedagogical Institute, the Ministry of Labour and Social Insurance, mainly through the Cyprus Productivity Centre, the University of Cyprus, and private tertiary education institutions.

The Human Resource Development Authority funds its own research projects. The Ministry of Education and Culture and the Ministry of Labour and Social Insurance fund their research activities. Funding for VET/HRD research is provided by the Research Promotion Foundation from national and European Union funds as well as through the participation in European Union programmes. Some funding is also provided from private companies or organisations.

The direct linking between research activities and the development of policies is expected to continue into the future. It is expected that more emphasis will be placed on issues that are becoming more relevant since Cyprus joined the European Union, such as the evaluation of programmes, activities and initiatives, the needs of particular groups in society and the labour market and finally on research projects to support European Union policies in the fields of education and training.