



EUROPEAN RESEARCH OVERVIEW (ERO)

NATIONAL RESEARCH REPORT

FOR CYPRUS

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Prepared by

Mr. Yiannis Mourouzides, Senior Human Resource Officer, Human Resource Development Authority

Overall responsibility

Dr. George Oxinos, Research and Planning Director, Human Resource Development Authority

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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.
- 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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Human Resource Development Authority:
2 Anavissou Str., Strovolos, P.O. Box 25431, CY-1392 Nicosia, Cyprus
Tel: +357 22515000, Fax: +357 22496949
E-mail: hrda@hrdauth.org.cy, Website: www.hrdauth.org.cy

Refernet Cyprus:
Tel: +357 22390350, Fax: +357 22428522
E-mail: refernet@hrdauth.org.cy, Website: www.refernet.org.cy.

TABLE OF CONTENTS

1.	INFLUENCE OF NATIONAL RESEARCH AND DEVELOPMENT ON VET/HRD POLICIES	1
2.	INFLUENCE OF EU RESEARCH AND DEVELOPMENT ON VET/HRD POLICIES	3
3.	CURRENT VET/HRD RESEARCH & DEVELOPMENT PROJECTS IN THE ERO BASE	4
3.1.	VET/HRD themes/issues in the ERO Base that are most important in Cyprus	4
3.2.	Summary of the themes covered for all projects	5
4.	MAJOR INSTITUTIONS INVOLVED IN VET/HRD RESEARCH AND DEVELOPMENT IN CYPRUS	6
5.	FUNDING FRAMEWORKS AND SUPPORT STRUCTURES	7
6.	PROFESSIONAL RESEARCH ASSOCIATIONS AND NETWORKS	8
7.	REVIEW AND ASSESSMENT OF THE CURRENT RESEARCH AND DEVELOPMENT ACTIVITIES AND INDICATION OF FUTURE ISSUES	9
7.1.	Status, effectiveness and impact of current VET/HRD research and development activities in Cyprus	9
7.2.	Issues to be addressed by research and development in the future.....	9
8.	VET/HRD CONTACT PEOPLE	10
9.	REFERENCES TO VET/HRD RESEARCH RESOURCES	11
10.	ABSTRACT	12

1. INFLUENCE OF NATIONAL RESEARCH AND DEVELOPMENT INITIATIVES, ACTIONS AND/OR PROGRAMMES ON VET/HRD POLICIES, IN PARTICULAR RECENT REFORMS/INNOVATIONS.

Give a brief outline of the **National** VET/HRD policies and reforms/innovations that have been influenced or supported by National Research and Development initiatives or actions, including programmes, studies, evaluations, reports or projects. Please use the box format below and modify the width of the left and right boxes as appropriate.

The ‘two directional arrow’ in the box below is meant to show that there can be two ways of looking at the relationship between research and policy. Sometimes, ‘research’ initiates policy change whereas on other occasions, research is an accompanying action that follows on from or supports a policy innovation/ policy change.

Please keep in mind that some R&D and policy initiatives may be only partly related to VET/HRD matters. They may only deal with VET/HRD in the context of a wider socio-economic or educational policy development. **(2/3 page)**

National VET/HRD Research & Development initiatives	National VET/HRD policies, reforms and innovations
<p>The major actor in research in the field of VET/HRD in Cyprus is the Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού Κύπρου – ΑvΑΔ (Human Resource Development Authority of Cyprus – HRDA). ΑvΑΔ (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. In 2004, ΑvΑΔ (HRDA) completed 11 research studies dealing with foreign labour in Cyprus (2 studies), human resources (4 studies), women (4 studies) and evaluation of its activities (1 study). Also during 2004, a feasibility study has been completed, conducted by a private company on behalf of ΑvΑΔ (HRDA), on the establishment and operation of a System of Vocational Qualifications in Cyprus. For 2005, ΑvΑΔ (HRDA) has invited tenders for a study on the ex-post evaluation of all its training and development activities. Finally, it has initiated studies providing employment forecasts for the period 2005-2015 and a study monitoring the trends of employment and training indicators.</p> <p>The Υπουργείο Παιδείας και Πολιτισμού – ΥΠΠ (Ministry of Education and Culture – MoEC) assigned to the Education Reform Committee the task of preparing a report on the restructuring and the modernisation of the education system in Cyprus. This report has been submitted to and approved by the Υπουργικό Συμβούλιο (Council of Ministers).</p> <p>The ΥΠΠ (MoEC) has assigned to a private company the task to prepare a report concerning the reform of the Performance Appraisal System of primary and secondary education teachers.</p> <p>The Υπουργείο Εργασίας και Κοινωνικών Ασφαλίσεων – ΥΕΚΑ (Ministry of Labour and</p>	<p>The studies of the ΑvΑΔ (HRDA) and in particular studies on the employed, unemployed, inactive and their participation in education and training, were a basic input to the preparation of the Strategic Development Plan 2004-2006 and other national documents such as the Single Programming Document for Objective 3 “Human Resources”, the Single Programming Document for the Community Initiative “Equal” and the National Action Plan for Employment 2004-2006.</p> <p>The Minister of Labour and Social Insurance asked the ΑvΑΔ (HRDA) to prepare a study providing employment forecasts for foreign labour in Cyprus with the intention to be used, along other factors, in the preparation of a national policy for the employment of foreign labour.</p> <p>All the studies of ΑvΑΔ (HRDA) provide a useful and necessary guide for the formulation of the human resource training and development strategy and for planning its activities.</p> <p>In January 2005, the President of the Republic of Cyprus officially launched a dialogue for educational reform, which will be based on the report prepared by the Committee. The dialogue will be centred on eight priorities covering in a comprehensive way the whole of the education system of Cyprus, including VET related issues and it will be coordinated by a newly created body, the Συμβούλιο Παιδείας (Education Council).</p> <p>The study will help towards the development of a</p>

<p>Social Insurance – MLSI) and the Κυπριακός Οργανισμός Τουρισμού – ΚΟΤ (Cyprus Tourism Organisation – CTO) have assigned to a private company the task to conduct a study on the labour market needs (quantity and quality) needed in the tourism sector for implementing the Strategic Plan for Tourism 2003-2010.</p> <p>The Κέντρο Παραγωγικότητας Κύπρου – ΚΕΠΑ (Cyprus Productivity Centre) of the YEKA (MLSI) has assigned to a private company the task to conduct a study on the flexible forms of employment.</p> <p>The Ίδρυμα Προώθησης Έρευνας (Research Promotion Foundation) promotes the development of research infrastructure and knowledge in Cyprus. During 2004 4 VET/HRD related projects have been approved which will receive a total subsidy of around €300.000. One of these is a research project on the economic effects of foreign labour in Cyprus conducted by the Μονάδα Οικονομικών Ερευνών (Economics Research Centre) at the Πανεπιστήμιο Κύπρου (University of Cyprus).</p>	<p>comprehensive strategy for human resources in the tourism sector in Cyprus.</p> <p>The study will be used towards the development of a framework for advancing flexible forms of employment in the labour market in Cyprus.</p> <p>Most of the VET/HRD related projects deal with general education issues, such as primary school teachers and multicultural concerns. The project that deals with the economic effects of foreign labour in Cyprus might contribute towards the preparation of a national policy for foreign labour.</p>
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<p>2. INFLUENCE OF <u>EU</u> RESEARCH AND DEVELOPMENT INITIATIVES, ACTIONS AND/OR PROGRAMMES ON VET/HRD POLICIES, IN PARTICULAR RECENT REFORMS/INNOVATIONS.</p>	
<p>Briefly specify the National VET/HRD policy areas and innovations that have been influenced and/or supported by <u>EU research and development programmes/projects</u>, including the Research Framework, ESF and Education & Training (e.g. Leonardo da Vinci) Programmes, etc. (2/3 page)</p>	
<p>EU R&D programmes/projects</p>	<p>National VET/HRD policies, reforms and innovations</p>



Cyprus participates in the European Union programmes Leonardo da Vinci and Socrates, which promote the European dimension in education and training.

Leonardo da Vinci: From 2001 to 2004, 9 projects have been approved with a total contribution of €3.212.000. The priorities established for the calls of proposals for 2003 and 2004 are: valuing training; new forms of learning and teaching basic skills in VET; guidance and counselling. During 2004, 4 projects have been approved which will receive a contribution of €1.567.000.

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. The Eurydice network has prepared a number of studies, such as descriptions and analyses of the education system.

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.

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.

The Eurydice reports have helped in the analysis of the existing situation of the education system in Cyprus and the preparation of the study for the educational reform, which has been described in section 1.

The approved VET/HRD related projects are expected to have an impact on national VET/HRD policies and reforms.

3. OVERVIEW AND BRIEF COMMENTARY ON CURRENT VET/HRD RESEARCH & DEVELOPMENT PROJECTS THAT ARE PRESENTED IN THE ERO BASE.

3.1. Firstly, specify and comment briefly on those VET/HRD themes/issues featuring in the ERO Base that are considered most important in your country. Use the ERO descriptions (see list in annex of this document). (1/3 page)

Most important themes covered	ERO descr's
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. Monitoring the trends of employment and training indicators.	E/LM/SP, VET (I/C), HRD
Employment forecasts in economic sectors and occupations in Cyprus. These are both short-term, covering one or four year periods and long-term, covering ten-year periods.	E/LM/SP, HRD
Analysis of the foreign labour in Cyprus, its effects and the future requirements.	P/S/P, E/LM/SP, HRD
Analysis of characteristics, views and performance of teachers and students in the educational system with emphasis on multicultural and environmental issues.	G/AE, C/L/C&S D, T/T/P
Implementing, utilising and evaluating information technology in education and training.	IT, G/AE, VET (I/C)
Evaluation of the impact of programmes and activities in general education, vocational education and training leading to necessary reforms and adjustments.	G/AE, VET (I/C), C/L/C&S D
Analysis leading to the development of training tools for specific sectors, occupations and groups of people such as tourism, farmers, household assistants and personnel caring for older people.	VET (I/C)
Developing business incubators and facilitating high tech start-ups.	E/LM/SP, HRD

3.2. Secondly, summarise and comment briefly on the themes covered for all projects, classifying them in line with the ERO Descriptors (see list in annex of document).

NB: Information on selected projects should be minimal here. Full details are to be provided in the ERO Base. Only overall summaries & grouping of projects are required here. (1/3 page)

Summary of themes covered for all projects	ERO descr's
<p>A significant part of research is centred on labour market issues, such as the analysis of the characteristics of human resources and monitoring the trends of employment and training indicators. Also the issue of the foreign labour in Cyprus features prominently in research projects. Significant acclaimed research is carried on the provision of employment forecasts in economic sectors and occupations.</p>	<p>E/LM/SP, P/S/P, HRD</p>
<p>Research is carried on the characteristics of teachers and students, the evaluation of teachers and curricula, and on specific issues such as information technology, multicultural and environmental with the objective to adjust programmes and curricula, to develop training tools and to implement necessary changes and reforms.</p>	<p>G/AE, C/L/C&S D, T/T/P</p>
<p>Analysis leading to the development of training tools and techniques with an emphasis on information technology tools is important in Cyprus.</p>	<p>VET (I/C), IT</p>
<p>Finally research on the evaluation of the impact of programmes and activities in education and training is becoming important.</p>	<p>G/A/E, VET(I/C)</p>

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

Give an overview of the **main research centres** (including bodies/departments/units within universities) undertaking VET/HRD research. Give a short description of their research profiles (using ERO Descriptors – see annex of document).

NB: Only the names, acronyms and locations of the institutions without full addresses (etc) are to be given in the text Full data should be provided in VET-Instit. (1/3 page)

Main research centres

ERO
descr's

Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού – ΑνΑΔ (Human Resource Development Authority – HRDA): It conducts research studies and surveys in 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.

E/LM/SP,
VET (IC),
HRD,
C/Q/G

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

IT, G/AE,
VET(I/C),
C/L/C&S
D, C/Q/G,
T/T/P

Πανεπιστήμιο Κύπρου (University of Cyprus): It has established 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.

E/LM/SP,
G/AE

Private tertiary education institutions: These institutions conduct surveys on issues such as the labour market, the economy, society and population and information technology.

P/S/P,
E/LM/SP,
IT

5. FUNDING FRAMEWORKS AND SUPPORT STRUCTURES.

Give an overview of the major national frameworks, foundations and programmes promoting and supporting R&D related to VET/HRD. Give a brief description of the kind of support provided and the financial resources available. **(1/3 page)**

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 eligible employers.

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)**.

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 and the Republic of Cyprus will finance the rest of the amount.

Πανεπιστήμιο Κύπρου (University of Cyprus): Its research is attracting funds from research programmes of the European Union. It is also funded by government funds and local sponsors.

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.

Give an overview of the national associations and/or networks, which facilitate VET/HRD research. Give a brief description of major activities (including annual national/European/international events) organised by these associations. **(1/3 page)**

ReferNet Cyprus Consortium: The Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού – ΑνΑΔ (Human Resource Development Authority – HRDA) is the National Coordinator of the consortium, which includes another 18 members from Ministries / Government Departments (7 members), Social Partners (5 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): It was founded in 1991, its main purpose being the study, research and training in the human resource management and development sector. It accepts members who 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.

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, comments are sought on the status, effectiveness and impact of current VET/HRD R&D activities in your country. (1/3 page)

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.

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

7.2. Secondly, issues that need to be addressed by R&D in the future should be outlined. (1/3 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.

Make a selection of a small number of persons (researchers, administrators or consultants), who are willing to make themselves available for consultation on national VET/HRD research, including the author(s) of this report. Provide alphabetical listing, giving names and e-mail addresses of each person, plus information on their professional function and particular expertise related to VET/HRD research, using the ERO descriptors.

NB: Full data on each contact person should only be made available in the ERO Expert Base. (1/3 page)

Full name	e-mail address	Function	Particular expertise related to VET/HRD research	ERO descr's
Afrodisi Koula	minedu@cytanet.com	Head of the National Eurydice Unit		G/AE, VET (I/C)
Eleftheriou Andreas	a_elef@yahoo.com	Officer, Pedagogical Institute		IT, G/AE, VET (I/C), HRD, C/L/C&SD, C/Q/G, T/T/P
Margadjis Elias	marga@cyearn.pi.ac.cy	Inspector of Secondary Technical and Vocational Education, Ministry of Education and Culture		G/AE, VET (I/C)
Mourouzides Yiannis	y.mourouzides@hrdauth.org.cy	Senior Human Resource Officer, Research and Planning Directorate, Human Resource Development Authority		E/LM/SP, VET (IC), HRD, C/Q/G
Oxinos George	a.toumbouri@hrdauth.org.cy	Director of Research and Planning, Human Resource Development Authority		E/LM/SP, VET (I/C), HRD, C/Q/G
Papanastasiou Androulla	minedu@cytanet.com.cy	Director of Socrates National Agency		S/T/AL, T/T/P
Pieridou Maria	ldvcy@cytanet.com.cy	Senior Productivity Officer, Head of the National Agency for the Leonardo da Vinci		E/LM/SP, C/Q/G, VET (I/C)
Spanos Matthaios	mspanos@research.org.cy	Scientific Officer, Research Promotion Foundation		IT, E/LM/SP, G/AE
Zeniou Emma	emmaz@ucy.ac.cy	Officer of International Relations and European Programmes, Service for Research, International and Public Relations, University of Cyprus		E/LM/SP, G/AE

9. REFERENCES TO VET/HRD RESEARCH RESOURCES.

All sources/resources used in preparing this report should be listed here. Alphabetical listings, with full bibliographical details (according to Cedefop standards), divided into sub-groups of types of resources - a) publications, b) databases and c) web-based resources, should be provided.

NB: The resources in the ERO Base should just be mentioned briefly here.

(1 page)

PUBLICATIONS:

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

Eurydice/CEDEFOP (2004), "Structures of Education, Vocational Training and Adult Education Systems in Cyprus 2003-2004".

Human Resource Development Authority (2004), "Annual Reports".

Ministry of Education and Culture (2004), "Towards the creation of a European Higher Education Area - Bologna Process".

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

WEB-BASED RESOURCES:

Cyprus College, www.cycollege.ac.cy

Cyprus International Institute of Management, www.ciim.ac.cy

Human Resource Development Authority, www.hrdauth.org.cy

Intercollege, www.intercol.edu

Leonardo Da Vinci National Agency, www.kepa.gov.cy/leonardo

Ministry of Education and Culture, www.moec.gov.cy

Ministry of Labour and Social Insurance, www.pio.gov.cy/mlsi

National Eurydice Unit, www.eurydice.org

Pedagogical Institute, athena.pi.ac.cy/pedagogical/index.html

Philips College, www.philips.ac.cy

Planning Bureau, www.planning.gov.cy

Research Promotion Foundation, www.research.org.cy

Socrates National Coordination Unit, www.moec.gov.cy

University of Cyprus, www.ucy.ac.cy

10. ABSTRACT.

Short summary of 1-9 above.

(1/3 page)

Research in VET/HRD issues in Cyprus concentrate on issues that are relevant for the current policy themes and ongoing debates. Thus it 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: analysis of human resources issues in the labour market, including the foreign labour; employment forecasts in economic sectors and occupations; analyses and evaluation of teachers and students; development of training tools with an emphasis on information technology tools; evaluation of the impact of programmes and activities.

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 University of Cyprus, and private tertiary education institutions.

The Human Resource Development Authority funds its own research projects. The Ministry of Education and Culture funds its 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.

ANNEX:

ERO Descriptors :

- IT: (information technology)
- P/S/P: (politics/society/population)
- E/LM/SP: (economy/labour market/social partners)
- A/F: (administration/finance of education & training)
- EI/E: (educational institution/enterprise)
- G/AE: (general/academic education)
- VET (I/C): (vocational education & training [initial/continuing])
- HRD: (human resource development)
- C/L/C&SD: (curriculum/learning/competence & skill development)
- C/Q/G: (certification/qualification/guidance/career/occupation)
- S/T/AL: (student/trainee/adult learner)
- T/T/P: (teacher/trainer/professional)