

DR CHRISTIANA CLERIDOU

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EDUCATION

10/2011-11/2017 **PhD in Law**

Thesis title: 'Female voices in hard and soft law: the case of equal pay in Cyprus',
Supervisors Professor Tonia Novitz and Professor Phil Sypris

UNIVERSITY OF BRISTOL, UK

09/2007-
09/2008

MA in European Law (with distinction)

Modules: European Human Rights, Competition Law, Environmental Law, EU External
Relations, Procedural aspects of EU Law

Dissertation title: 'An analysis on how sex discrimination at work is dealt within the EU',
Supervisor Professor Alexander Turk

KING'S COLLEGE LONDON, UK

10/2004-
10/2005

LLM in International Law

Modules: International Labour Law, International Human Rights Law, International
Dispute Resolution, General Principles of International Law

Dissertation title: 'Cultural Relativism and its impact on the human rights movement',
Supervisor Professor Rachel Murray

UNIVERSITY OF BRISTOL, UK

07/2003-
09/2004

BARRISTER

CYPRUS BAR ASSOCIATION

09/2000-
06/2003

BACHELOR in Law (LLB)

UNIVERSITY OF BRISTOL

TEACHING EXPERIENCE

01/2019- 12/2022 **ACADEMIC COLLABORATOR**

UNIVERSITY OF CYPRUS, NICOSIA

- Designing and delivering two new modules:
 - i. Employment Law (in Greek)
 - ii. Gender and the Law (in English)

10/2018- 02/2019 **ASSOCIATED TEACHING STAFF** (part-time)

FREDERICK UNIVERSITY, NICOSIA

- Teaching Business Law

- 10/2012- 10/2014 **TUTOR/ TEACHING ASSISTANT** (part-time)
UNIVERSITY OF BRISTOL, BRISTOL
- Academic teaching (contract law) and mentoring students
- 01/2007- 08/2008 **LECTURER** (part-time)
ACCOUNTING INSTITUTE PANTELIS STYLIANIDES, NICOSIA
- Teaching Business Law, as part of the ACCA qualification course
- 01/2008- 09/2008 **LECTURER** (part-time)
KES COLLEGE, NICOSIA
- Teaching Business Law

PROFESSIONAL EXPERIENCE

- 04/2019-now **LEGAL ADVISOR**
PARLIAMENT OF THE REPUBLIC OF CYRPUS, NICOSIA
- Coordinator and supervisor of the Legal Department of the Cypriot Parliament
 - Advising the President of the Parliament and Members of the Parliament on complicated and sensitive legal issues, including issues on conflict of interest
 - Drafting legislation to be submitted by Parliamentary Committees and/or Members of the Parliament
 - Drafting legal opinions on the compatibility of proposed legislation with the Constitution and European legislation
 - Representing the legal department to seminars nationally and abroad
- 04/2018- 01/2019 **LEGAL COUNSEL (fixed term contract)**
CONSUMER PROTECTION SERVICE, MINISTRY OF ENERGY, COMMERCE,
INDUSTRY AND TOURISM, NICOSIA
- Drafting legislation and representing the Service during Parliamentary discussions
 - Drafting reports and corresponding with European bodies and institutions
 - Handling complicated legal issues in a variety of complains submitted to the Service
 - Preparing and presenting seminars to relevant stakeholders
- 03/2015- 04/2016 **DIPLOMAT (fixed term contract)**
PERMANENT REPRESENTATION OF CYPRUS TO THE EU, BRUSSELS
- Engaging in diplomacy related to EU External Relations
 - Preparing reports and consulting Minister of Foreign Affairs and Head of State
 - Attending High Level Meetings, including Head of States' Summits
 - Handling confidential material at National and European Level

- Cypriot Delegate to the Working Groups of Asia/Pacific and Latin America/Caribbean of the Council of the EU
- Cypriot coordinator of the Visa Working Group of the Council of the EU

07/2010- 09/2011 **PARTNER**

NIKI CLERIDOU & ASSOCIATES LLC, NICOSIA

- Representing clients in Courts and preparing pleadings
- Drafting contracts
- Managing budget

01/2009- 06/2010 **ASSISTANT SOLICITOR**

HILL DICKINSON LLP, LONDON

- Handling high profile cases including death incidents, personal injury claims in cruising and tourist industry and claims related to port authorities
- Representing clients in Courts, including Admiralty Court (UK)
- Drafting pleadings and contracts
- Advising on contract disputes and arbitration
- Specialising in Travel Package Regulations

06/2008- 09/2008 **EQUALITY OFFICER (fixed term contract)**

OMBUDSMAN'S OFFICE, EQUALITY DIVISION, NICOSIA

- Drafting reports and corresponding with European bodies and institutions
- Drafting recommendations to the national Parliament related to transposition of EU law
- Handling complaints on discrimination issues

02/2006- 01/2008 **LEGAL OFFICER**

LOUIS SHIP MANAGEMENT LTD (now Celestyal Cruises), NICOSIA

- Handling and advising on major cases including total loss of a vessel
- Drafting contracts including shipping, chartering, employment, leasing and purchasing
- Registering Trade Marks (National, European and International registrations)
- Handling claims in cruising and tourist sector, including employment claims

07/2003- 09/2004 **TRAINEE**

NIKI CLERIDOU & ASSOCIATES LLC, NICOSIA

- Drafting contracts, legal research and representing clients

ACADEMIC TRAINING

10/2011- 06/2012 **SOCIO-LEGAL RESEARCH METHODS**

UNIVERSITY OF BRISTOL, UK

04/11/2011	ARCHIVES, RECORDS, AND REPOSITORIES FOR SOCIO-LEGAL RESEARCH INSTITUTE OF ADVANCED LEGAL STUDIES, LONDON, UK
06/11/2012 and 13/11/2012	ACADEMIC TEACHING AND LEARNING PROGRAMME UNIVERSITY OF BRISTOL, UK
17/04/2012	NVIVO- QUALITATIVE DATA ANALYSIS SOFTWARE PACKAGE UNIVERSITY OF BRISTOL, UK
16/03/2013	LITERATURE REVIEWS, QUALITATIVE AND QUANTITATIVE RESEARCH AND COMPARATIVE LEGAL RESEARCH INSTITUTE OF ADVANCED LEGAL STUDIES, LONDON, UK
15/05/2013	LEGAL BIOGRAPHY: A NATIONAL SOCIO-LEGAL TRAINING DAY INSTITUTE OF ADVANCED LEGAL STUDIES, LONDON, UK
22/05/2013	GETTING YOURSELF KNOWN-PRESENTING SKILLS, PUBLISHING YOUR WORK AND NETWORKING INSTITUTE OF ADVANCED LEGAL STUDIES, LONDON, UK

ACHIEVEMENTS

Awards:

- Semi-finalist for the ETUC Brian Bercusson Award 2019 on European labour law for my thesis
- Semi-finalist of the 3 Minute Thesis Competition of the University of Bristol in 2014
- University Association on Contemporary European Studies (UK) Scholarship 2013
- National Scholarship Foundation (Cyprus) (2000-2003)

PUBLICATIONS

- Case comment on Cypriot Supreme Court's decision *Cyprus Broadcasting Cooperation v Philippidou* on unlawful termination of employment, *Cyprus Law Review, Theory and Practice of Cyprus and European Law, Vol. 1 (2022), 71- 74* (in Greek).
- 'COVID-19 and Labour Law: Cyprus', *Italian Labour Law e-Journal, Vol. 13 No. 1S (2020): Special Issue: Covid-19 and Labour Law. A Global Review*.
- 'The Impact of the EU Accession on Promoting Equal Pay and Female Voices in Cyprus': *The Cyprus Review Vol. 32(1) (2020), 227-255*.
- 'Deliberative democracy, women's voices and equal pay: A Theoretical Framework' (manuscript in preparation).
- 'Female voices in hard and soft law: the case of equal pay in Cyprus' (manuscript in the final stages of preparation).
- 'Women's voices and equal pay acquis: lessons learned' (manuscript in preparation).
- 'Anti-discrimination law in Cyprus' (manuscript in preparation).

CONFERENCE PRESENTATIONS

- *'Pink Tax: Addressing Gender-Based Disparities to ensure the full and equal access of women to economic participation'*, Committee Expert for UN Women at The University of Cyprus Model United Nations, 1 April 2023, University of Cyprus, Nicosia.
- *'Sexual education as a tool to combat discrimination and promote respect for diversity'*, Committee Expert for UN Human Rights Council at The University of Cyprus Model United Nations, 1 April 2023, University of Cyprus, Nicosia.
- *'Gender discrimination and Cypriot law: progressive legal developments'*, at the Gender Discrimination and Law event organised by the Group of Legal Education of the University of Cyprus, 30 November 2022, University of Cyprus, Nicosia.
- *'The role of female voices in shaping and implementing hard and soft law relating to equal pay in the EU and Cyprus'*, research seminar organised by the Department of Law at the University of Cyprus, 3 November 2022, University of Cyprus, Nicosia.
- *'Ending Violence towards women'*, Committee Expert for UN Women at The University of Cyprus Model United Nations, 9 April 2022, University of Cyprus, Nicosia.
- *'The institution of the "Parallel Parliament" as an example of participatory democracy'*, Scientific Conference titled 'The Institution of the House of Representatives (1960-2020)', 23-24 November 2020, Parliament of the Republic of Cyprus and Law School of the University of Nicosia.
- *'The impact of the EU accession on promoting equal pay and female voices in Cyprus'*, Fundamental Rights at Work, International Colloquium in Aarhus, 26-28 November 2018, University of Aarhus, Denmark.
- *'Female voices and equal pay in Cyprus: the impact of the EU accession'*, UACES Graduate Forum, 12-13 July 2018, KU Leuven, Belgium.
- *'Istanbul Convention in Cyprus: my 3 to do things'*, What Is The Istanbul Convention And Why IC Matters, One Woman At A Time Event, 25/6/2018, University of Nicosia, Cyprus.
- *'Deliberative democracy, women's voices and equal pay: A Theoretical Framework'*, alumni seminar for young researchers on European Labour Law and Social law, 12-14 May 2017, University of Amsterdam, The Netherlands.
- *'Female voices within the EES: the missing link in promoting equal pay in Cyprus?'*, Doctoral workshop titled 'Methodological concerns in EU legal research: economic rights, civil rights and the European constitution' and a conference titled 'The EU Charter of Fundamental Rights and the weak social constitution? Theoretical, constitutional, comparative and labour law perspectives', 4- 5 December 2014, Lund University, Sweden.
- *'Female voices within the EES: the missing link in promoting equal pay in Cyprus?'*, Gender, Work and Organisation: 8th Biennial International Conference Interdisciplinary Conference, 24-26 June 2014, Keele University, UK.

- *'The European Employment Strategy through deliberative democracy and reflexive law lenses'*, 7th Seminar for young researchers on European Labour Law and Social law, 8-11 May 2014, Ghent University, Belgium.
- *'Industrial relations in times of crisis: the case of Cyprus'*, Conference on Transnational Social Dialogues and their Social Norm-building Capacity, 3-4 April 2014, University of Bremen, Germany.
- *'Participation of women within the trade unions and its impact on equal pay: the case of Cyprus'*, 6th Seminar for young researchers on European Labour Law and Social law, 16-19 May 2013, Wittenberg, Germany.
- *'Female voices in hard and soft law: the case of equal pay in Cyprus'*, Ph.D Seminar on European Labour Law, organised by the Faculty of law, Uppsala University in collaboration with the Uppsala Center for Labour Studies (UCLS), 13-15 February 2013, Uppsala University, Sweden.
- *'Gender mainstreaming in Cyprus: the impact of international and European developments'*, Legal Research Network Summer School 2012 (Bristol, Budapest (ELTE), Ghent, Göttingen, Groningen, Lille – Nord de France, Turku, Uppsala) with the theme 'The Impact of International Instruments on National and European Law', 17-19 September 2012, Eötvös Loránd University-Budapest, Hungary.
- *'Does the theory of deliberative democracy have the potential of providing a normative framework for combating gender pay gap in the EU?'*, 5th Seminar for young researchers on European Labour Law and Social law, 26-29 April 2012, University of Graz, Austria.

RESEARCH INTERESTS

- Employment law
- Human Rights and Gender Equality at the International and European level
- Democratic and feminist theories
- Legal issues related to the application of Artificial Intelligence

MEMBERSHIP IN PROFESSIONAL AND OTHER ASSOCIATIONS

- Member of the Committee for the Elimination of Stereotypes and Social Prejudices of the National Mechanism for Women's Rights
- Vice- President of the Business and Professional Women (BPW) Kyrenia Board- Cyprus
- Member of the Cyprus Bar Association and the Nicosia Bar Association
- European Registered Lawyer in the Solicitors' Authority (UK) in 2009-2010
- Member of the Association for Prevention and Handling of Violence in the Family, Cyprus
- Member of UACES (University Association on Contemporary European Studies-UK)

LANGUAGES

- Greek: native
- English: fluent
- French: basic
- Italian: basic

OTHER SKILLS

- Good command of office suite (Microsoft Office, PowerPoint, Excel)
- Leadership: 3-day leadership development course (June 2014)
- Excellent communication and organisational skills: through my academic experience and as a board Member of BPW Kyrenia-Cyprus
- Excellent presentation skills: speaker in 12 Conferences in Austria, Hungary, Sweden, Germany, Belgium, Denmark, the UK and Cyprus
- Live radio interview on national radio on employment rights and gender equality at work (May 2022)
- Live radio interview on Istanbul Convention in Cyprus: mycyradio 26/6/2018
- Live radio interview on Cypriot women and peace negotiations: radio astra 20/7/2018
- Live interview on national television in Cyprus (RIK1) as the legal advisor of Young Business and Professional Women in Cyprus in 2010