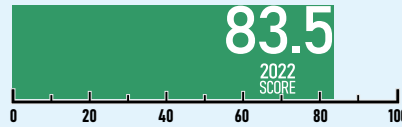


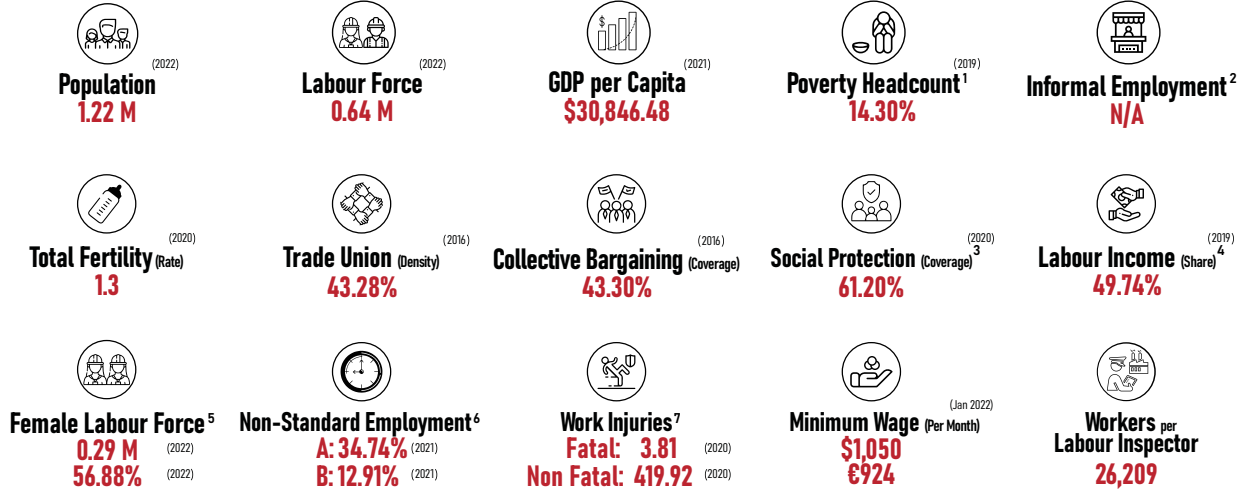


Cyprus



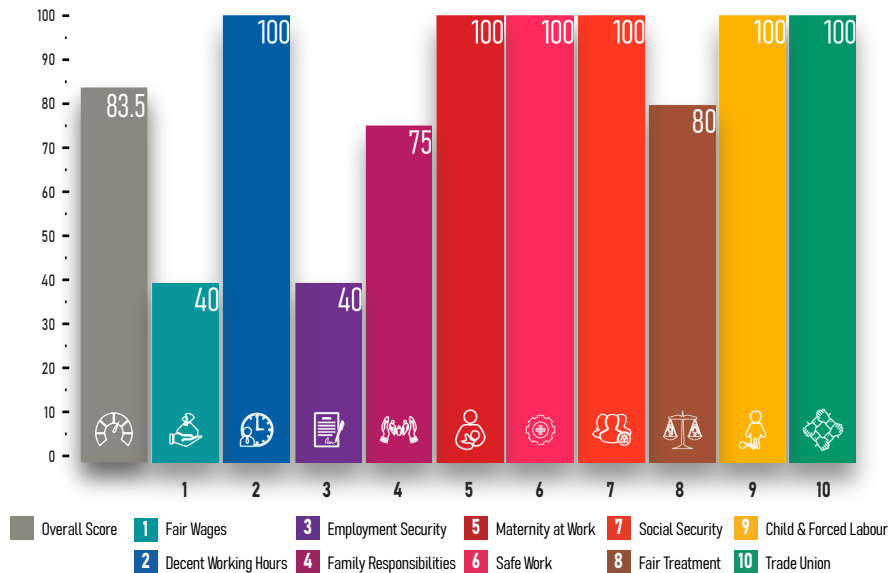
**83.5** 2020 SCORE  
Eastern Europe  
High Income  
Approaching Decent Work  
LRI RATING

## Contextual Indicators



Sources: World Bank  
International Labour Organization  
WageIndicator Minimum Wages and Living Wages Database  
M = Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Cyprus's overall score is 83.5 out of 100. The overall score for Cyprus is lower than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

	Question <sup>9</sup>	Answer	Legal Basis	Trend <sup>12</sup>
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	No	Minimum Wages Act, 1941; Minimum Wages Order, 2012	●
	Does the law require regular payment of wages?	Yes	Protection of Wages Act, 2007	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	Organization of Working Time Law, 2002	●
	Does the law require additional compensation for working on a weekly rest day?	No	No applicable legal provisions could be located	●
	Does the law require additional compensation for night work?	No	§2 & 9 of the Organisation of Working Time Law, 2002	●
2. Decent Working hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	Organisation of Working Time Law, 2002	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§7 Organisation of Working Time Law, 2002	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§6 & 16(2) of the Organisation of Working Time Law, 2002	●
	Does the law require paid public holidays?	Yes	Public holidays list provided by the Government	●
	Does the law require at least three working weeks of paid annual leave?	Yes	Annual Leave with Pay Law, 1967; Organisation of Working Time Law, 2002	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	Law requiring employers to inform employees of contract conditions (Law 100(1)/2000)	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§9 of the Fixed-Term Work Employees (Prohibition of Discriminatory Treatment) Law, 2003	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	3 & 9 of the Termination of Employment Law, 1967	●
	Does the law require a 30-day notice before contract termination?	No	§4- 11 of the Termination of Employment Law, 1967	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§16-18 & table 4 of the Termination of Employment Law, 1967; Collective Redundancies Law (28 (1)/2001)	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	Parental Leave and Leave on Grounds of Force Majeure Law, 2012	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	Protection of Paternity Law in 2017 (Law 117(0)/2017); §29-A of the Social Security Act of 2010	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	●
	Does the law require paid nursing breaks?	Yes	§5 of the Maternity Protection Act of 1997; §2 & 6 of the Breastfeeding Promotion and Protection Law of 2018	●
	Does the law prohibits inquiring about pregnancy during recruitment?	Yes	§2 & 5 of the Law on Equal Treatment of Men and Women in Employment and Vocational Training, 2002	●
5. Maternity at Work	Does the law require paid maternity leave of at least 14 weeks?	Yes	§3 & 5A of the Maternity Protection Act, 1997	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§21, 26-30, Fourth Table (Part I & III) of the Social Security Act, 2010	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§21, 26-30, Fourth Table (Part I & III) of the Social Security Act, 2010	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§4 and 4A of the Maternity Protection Act of 1997	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	Safety and Health at Work Law 1996; Regulations on minimum OSH Standards (PPE), 2001	●
6. Safe Work	Does the law require the employer to train workers on health and safety issues?	Yes	Regulation 173/ 2002 (Management of Safety and Health at Work Issues)	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§6 of the Maternity Protection Act, 1997; Maternity Protection (Safety and Health at Work) Regulations, 2002	●
	Does the law provide for employment injury benefit?	Yes	Social Security Act of 2010	●
	Does the law provide for an old age pension?	Yes	§35-39 of the Social Security Act of 2010	●
	Does the law provide for a dependants/survivors' pension?	Yes	Social Security Act of 2010	●
7. Social Security	Does the law provide for unemployment benefit?	Yes	Social Security Act of 2010	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§21, 31-33 & Fourth Table of the Social Security Act of 2010	●
	Does the law provide for invalidity benefit?	Yes	Social Security Act of 2010	●
	Does the law require equal remuneration for work of equal value?	Yes	§5 & 24 of the Act on Equal Pay 2002	●
	Does the law prohibit sexual harassment in employment?	Yes	§7-12 & 30 of the Act on Equal Treatment 2002	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? <sup>10</sup>	Yes	§28 of the Constitution of Cyprus, 1960; Act on Equal Treatment 2002; Act on Equal Treatment in Employment 2004	●
	Does the law allow women to do the same jobs as men?	No	§25 of the Constitution of Cyprus, 1960; Act on Equal Treatment 2002; Act on Equal Treatment in Employment 2004	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Social Security Act of 2010; MISSOC Comp. Table for Cyprus	●
	Does the law prohibit employment of children?	Yes	Protection of Young Persons at Work (48(0)/2001)	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	Protection of Young Persons at Work (48(0)/2001); Compulsory Education Law 24(1)/1993	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	Protection of Young Persons at Work (48(0)/2001)	●
	Does the law prohibit forced labour?	Yes	§10 of the Constitution of Cyprus, 1960; §254 of the Criminal Code (CAP 154), 1962	●
	Does the law allow workers to form and join unions of their own choice?	Yes	Law on Recognition of Trade Union Organization 2012; The Trade Union Act 1965	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§21 & 26 of the Constitution of Cyprus, 1960; Industrial Relations Code 1977	●
	Does the law provide for the right to strike?	Yes	§27, Constitution 1960; Industrial Relations Code 1977; §64 & 65 Cypriot Criminal Code (CAP 154), 1962	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§27, Constitution 1960; §18, 40 & 51 Trade Union Laws (71/1965)	●

## Covid 19 and Labour Market in Cyprus\*

Total Covid Cases	0.55 Million
Total Covid Deaths	1,086
Partial Vaccinated	56.0%
Fully Vaccinated	54.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✗
Training (activation measures)	✓

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Cyprus on SDG 8.8.2 is 10 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change