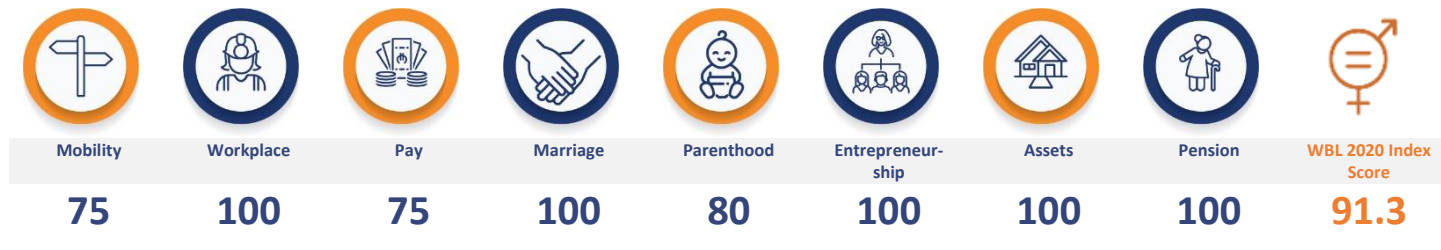


Cyprus

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Nicosia). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Cyprus scores 91.3 out of 100**. The overall score for Cyprus is higher than the regional average observed across Europe & Central Asia (84.2).

Cyprus - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting women's decisions to work, constraints related to marriage, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Cyprus gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's pay, and laws affecting women's work after having children, Cyprus could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Cyprus is on the indicator related to constraints on freedom of movement (the WBL2020 Mobility Indicator). To improve on the Mobility Indicator, Cyprus may wish to consider allowing women to apply for a passport in the same way as men.

Recent Reforms (2018-2019)

Parenthood: Cyprus introduced 10 days of paid paternity leave.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Civil Registry Law 141(I)/2002, Art. 66(4)(b); Passport application form and procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Equal Treatment of Men and Women in Employment and Vocational Training Law, Art. 5
	Is there legislation on sexual harassment in employment?	Yes	Equal Treatment of Men and Women in Employment and Vocational Training Law, Arts. 2 and 12
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Equal Treatment of Men and Women in Employment and Vocational Training Law, Art. 30 <i>Civil:</i> Equal Treatment of Men and Women in Employment and Vocational Training Law, Arts. 15 and 17
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Equal Pay between Men and Women for the Same Work or Work of Equal Value Law, Art. 5
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Equal Treatment of Men and Women in Employment and Vocational Training Law, Art. 4 (2) Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Family Violence (Victim Prevention and Protection) Acts 119 and 212
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Protection Law, Art. 3(2); Social Insurance Law, Art. 29
	Does the government pay 100% of maternity leave benefits?	Yes	Maternity Protection Law, Art. 3(4)
	Is there paid paternity leave?	Yes	Protection of the Paternity Law (Law 117 (I) 2017)
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Maternity Protection Law, Art. 4
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Treatment of Men and Women (Access to Goods and Services) Act of 2008, Arts. 3 and 5
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Law Regulating Property Relations of Spouses, Ch. 3, Sec.13
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Wills and Successions Law, Ch. 195, Sec. 44
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Wills and Successions Law, Ch. 195, Sec. 44
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law Regulating Property Relations of Spouses, Ch. 3, Sec.13
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Law Regulating Property Relations of Spouses, Ch. 3, Sec.13 and 14
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Social Insurance Law, Arts. 2 and 35 Men: Social Insurance Law, Arts. 2 and 35
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Social Insurance Law, Arts. 2 and 35 Men: Social Insurance Law, Arts. 2 and 35
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Social Insurance Law, Art. 17(1)(g)