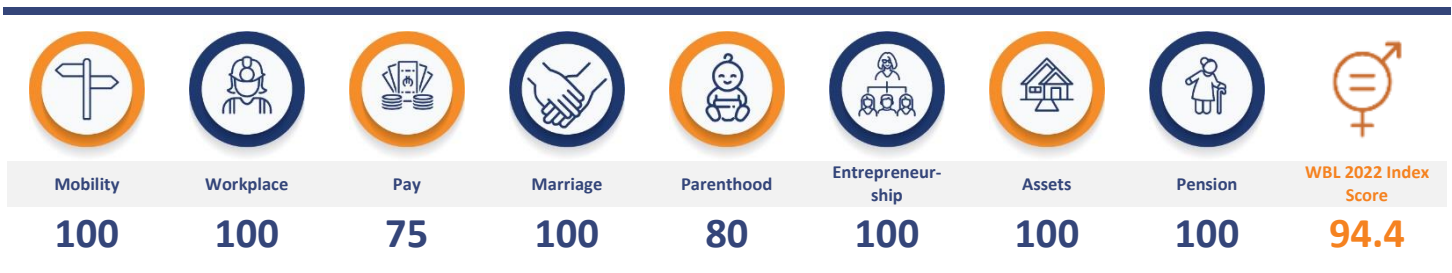


# Cyprus

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 94.4 out of 100**. The overall score for Cyprus is higher than the regional average observed across Europe and Central Asia (84.1). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

## Cyprus - Scores for Women, Business and the Law 2022



## Relative Strengths

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

## Areas for Improvement

However, when it comes to 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 measuring laws affecting women's pay (the WBL2022 Pay indicator). To improve on the Pay indicator, Cyprus may wish to consider allowing women to work in an industrial job in the same way as men.

## Recent Reforms

During the past year (October 2nd, 2020 – October 1st, 2021), Cyprus allowed women to apply for a passport in the same way as men.



Further data details for Cyprus are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/cyprus/2022>



|                  | 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?                             | Yes    | 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, Secs. 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, Sec. 30<br><i>Civil:</i> Equal Treatment of Men and Women in Employment and Vocational Training Law, Secs. 15 and 17 |
| Pay              | Does the law mandate equal remuneration for work of equal value?                       | Yes    | Equal Pay between Men and Women Law, Art. 5   |
|                  | Can a woman work at night in the same way as a man?                                    | Yes    | No restrictions could be located  |
|                  | Can a woman work in a job deemed dangerous in the same way as a man?                   | Yes    | No restrictions could be located  |
|                  | Can a woman work in an industrial job in the same way as a man?                        | No     | Equal Treatment of Men and Women in Employment and Vocational Training Law, Annex (Article 4 (2))   |
| 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) Act of 2000 (119 (I) / 2000); Law on Preventing and Combating Violence Against Women and Domestic Violence   |
|                  | Can a woman obtain a judgment of divorce in the same way as a man?                     | Yes    | Marriage Law, Sec. 27(2)  |
|                  | Does a woman have the same rights to remarry as a man?                                 | Yes    | Marriage Law, Sec. 27(2)  |
| 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 paid leave available to fathers?  | Yes    | Protection of the Paternity Law, Art. 3   |
|                  | Is there paid parental leave?  | No     | No applicable provisions could be located   |
|                  | Is dismissal of pregnant workers prohibited?   | Yes    | Maternity Protection Law, Art. 4  |
| Entrepreneurship | 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, Secs. 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    | Companies Law, Secs. 18 and 21  |
|                  | 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, Sec. 13   |
|                  | Do sons and daughters have equal rights to inherit assets from their parents?          | Yes    | Wills and Successions Law, Sec. 44  |
|                  | Do female and male surviving spouses have equal rights to inherit assets?              | Yes    | Wills and Successions Law, Sec. 44  |
|                  | Does the law grant spouses equal administrative authority over assets during marriage? | Yes    | Law Regulating Property Relations of Spouses, Sec. 13   |
|                  | Does the law provide for the valuation of nonmonetary contributions?                   | Yes    | Law Regulating Property Relations of Spouses, Secs. 13 and 14   |
| Pension          | Is the age at which men and women can retire with full pension benefits the same?      | Yes    | Women: Social Insurance Law, Arts. 2 and 35. Men: Social Insurance Law, Arts. 2 and 35  |
|                  | Is the age at which men and women can retire with partial pension benefits the same?   | Yes    | Women: Social Insurance Law, Arts. 2 and 35. Men: Social Insurance Law, Arts. 2 and 35  |
|                  | Is the mandatory retirement age for men and women the same?                            | Yes    | Women: No applicable provisions could be located. Men: No applicable provisions could be located  |
|                  | Are periods of absence due to childcare accounted for in pension benefits?             | Yes    | Social Insurance Law, Art. 17(1)(g)   |