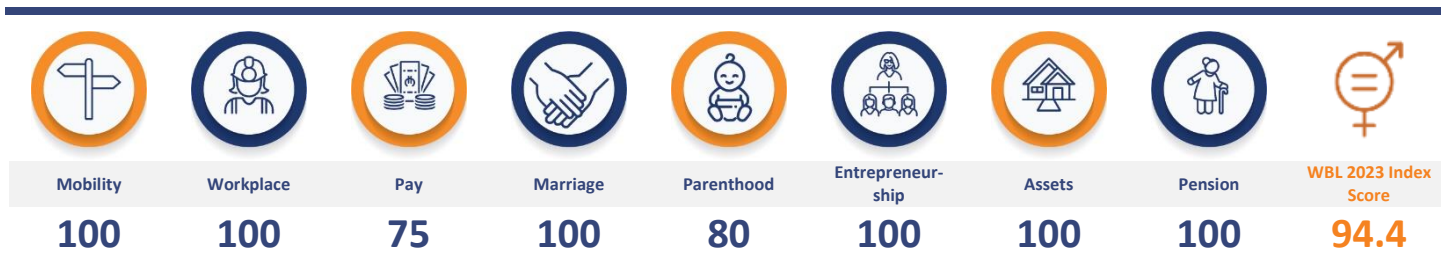


Cyprus

Women, Business and the Law 2023 (WBL2023) 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 (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Cyprus - Scores for Women, Business and the Law 2023



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 WBL2023 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

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Cyprus are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/cyprus/2023>



	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	Law 145 (I)/2020, 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 <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	The Equal Pay for Men and Women for Equal Work or Work of Equal Value Act 2002, 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	The Equal Treatment of men and women in employment and vocational training Law No. 205(I)/2002, Annex (Art. 4 (2))
Marriage	Is the law free of legal provisions that require 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; 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)
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Marriage Law, Sec. 27(2)
	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
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Maternity Protection Law, Art. 4
	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, 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
Assets	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	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
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Law Regulating Property Relations of Spouses, Secs. 13 and 14
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Social Insurance Law of 2010, Arts. 2 and 35
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Social Insurance Law, Arts. 2 and 35
	Is the mandatory retirement age for men and women the same?	Yes	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)	