










# Cyprus

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>82.5</b>	<b>55.8</b>	<b>82.5</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Cyprus, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Nicosia). The scores for Cyprus are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	75.0	75.0	100.0	100.0	50.0	50.0	100.0	100.0
Supportive frameworks score	25.0	66.7	66.7	100.0	100.0	33.3	50.0	33.3	33.3	50.0
Expert opinions score	75.0	100.0	75.0	75.0	87.5	87.5	75.0	75.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Cyprus (82.5 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women’s work after having children, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Cyprus obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cyprus is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Cyprus may wish to consider putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Cyprus (55.8 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting women’s pay and supportive frameworks related to marriage, Cyprus obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cyprus is on the indicator measuring supportive frameworks affecting women’s safety. To

improve on the Safety indicator, Cyprus may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for Cyprus (82.5 out of 100.0) is higher than the global average (65.7) and higher than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement and expert opinions on women's property and inheritance, Cyprus obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cyprus is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Family Violence (Victim Prevention and Protection) Act of 2000 (119 (I) / 2000), Sec. 3(1), 3(4), 4 and Part VI; Law on Preventing and Combating Violence Against Women and Domestic Violence, Arts. 2, 5-6, 8 and 30; Domestic Violence (Prevention and Protection of Victims) Law of 2000, Sec. 5
Is there legislation on femicide?	Yes	Law On Preventing and Combating Violence Against Women and Domestic Violence, Arts. 5 and 10A
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	Yes	The Marriage (Amendment) Act of 2022, Art. 6 (Art. 17(2) (new)); Marriage Law of 2003, Secs. 21(2), 22(2) and 33
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Law 145 (I)/2020; Civil Registry Law 141(I)/2002, Art. 66(4)(b)
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Civil Registry Law 141(I)/2002, Arts. 109 and 110(2)
<b>Workplace</b>		
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. 8
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Equal Treatment of Men and Women in Employment and Vocational Training Law, Art. 5; The Equal Treatment in Employment and Occupation Law , Art. 3
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
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 and 18
Can a woman work at night 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 (Article 4 (2))
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
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 obtain a judgment of divorce in the same way as a man?	Yes	Marriage Law, Sec. 27
Does a woman have the same rights to remarry as a man?	Yes	Marriage Law, Sec. 27

<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Protection Law, Art. 3(2); Law No. 216(I)/2022, Secs. 8, 10, 9 and 37; Social Insurance Law, Art. 29B
Are leave benefits for mothers paid solely by the government?	Yes	Maternity Protection Law, Art. 3(4); Social Insurance Law, Art. 29
Is there paid leave available to fathers?	Yes	Law No. 216(I)/2022, Art. 5(1); Law No. 216(I)/2022, Secs. 8, 10, 9 and 37; Social Insurance Law, Art. 29B
Is dismissal of pregnant workers prohibited?	Yes	Maternity Protection Law, Art. 4
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Children Law of 1956, Chap. 352, Art. 28
Does the law establish any form of support to families for childcare services?	Yes	Official Website of the Government of Cyprus
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Companies Law, Secs. 18 and 21
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
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	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 male and female surviving spouses have equal rights to inherit assets?	Yes	Wills and Successions Law, Sec. 44
Does the law provide for the valuation of nonmonetary contributions?	Yes	Law Regulating Property Relations of Spouses, Secs. 13 and 14
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Social Insurance Law of 2010, Arts. 2 and 35
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Social Insurance Law, Arts. 2 and 35
Is the mandatory retirement age for men and women equal?	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)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministry of Justice and Public Order

Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Committee for Gender Equality in Employment and Vocational Education – EIF
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Equal Treatment of Men and Women in Employment and Vocational Training Law, Art.23c
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	Yes	The Equal Pay for Men and Women for Equal Work or Work of Equal Value Act 2002, Art. 24
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Cyprus Statistical Service: Labor Force Survey, 4th Quarter 2021
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Courts Procedural Regulation (No. 2/1990), Art. 3-5
Are there specialized family courts?	Yes	Family Courts Law, Arts. 3 and 4
Is legal aid available for family law disputes?	Yes	Judicial Service Application for Legal Aid
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Social Insurance Law, Art. 29 (6) and 64
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Republic of Cyprus
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Government of Cyprus
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Cyprus New Business Activity Scheme (2021-2027)
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Constitution of Cyprus, Art. 23(1)



Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
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Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
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### **Pension**

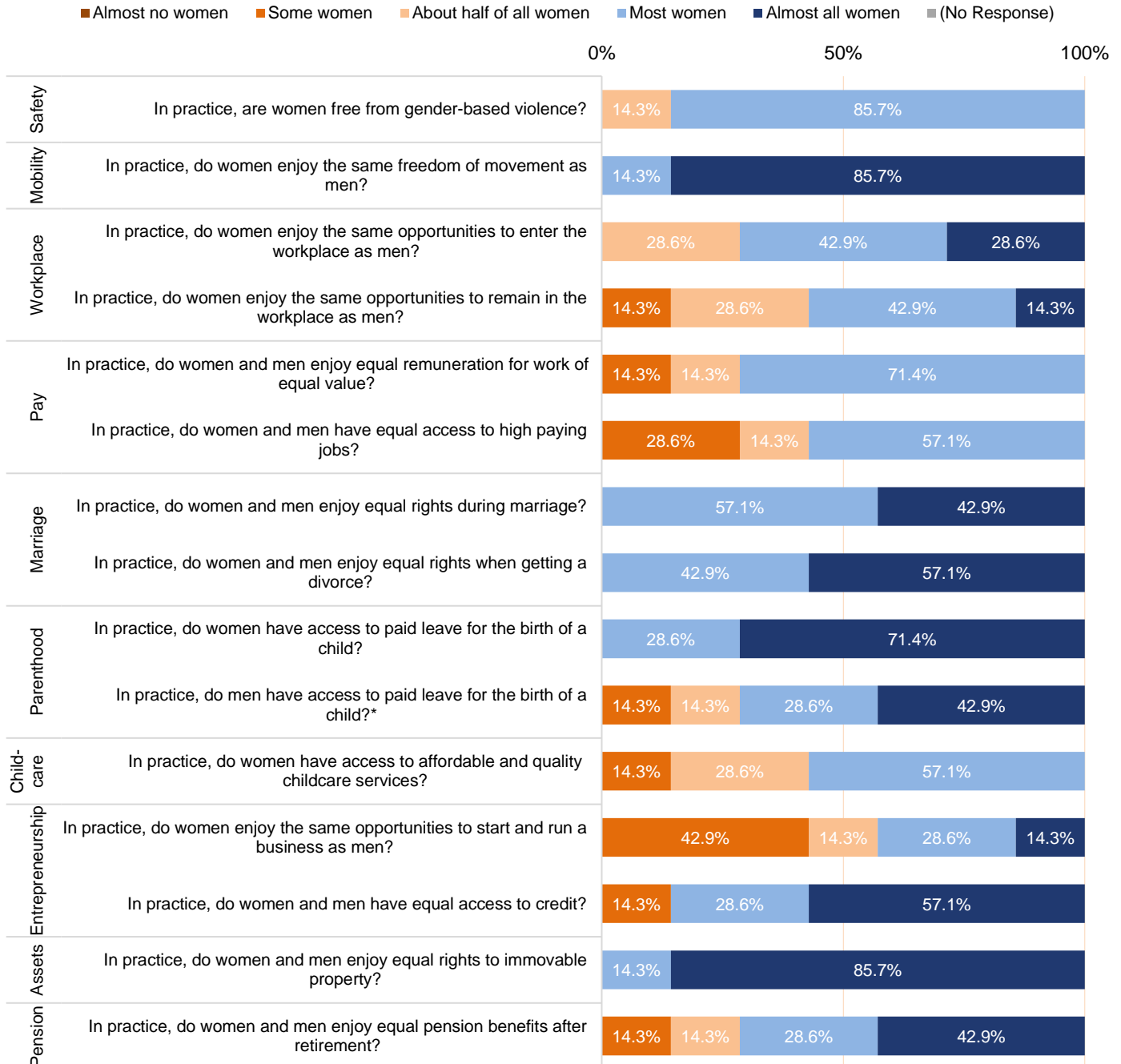
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
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Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Insurance Law, Art. 83
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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.