

# Who is eligible for parental leave in Cyprus?

Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in Cyprus it is called **Γονική άδεια**. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

## Parental leave in Cyprus is:



Unpaid



8 months



Part of the leave is transferable between parents and part is an individual right

## 21 % of women and 24 % of men in employment are not eligible for parental leave

This factsheet is based on an eligibility study of how many women and men (aged 20-49) would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility. (1)

## Who is eligible for parental leave in Cyprus?

✓ **Employees**  
(with conditions)

× **Self-employed**

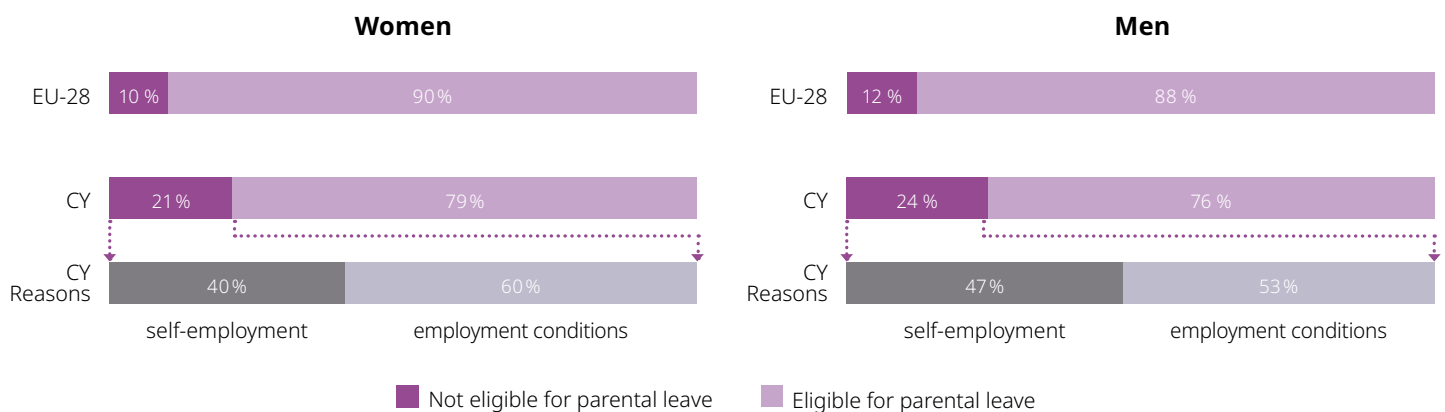
× **Same-sex parents**

? **Non-citizens (2)**  
(information not available)

In the EU-28 (3):

- 15 countries restrict access to employees with short working duration before birth (including Cyprus)
- The self-employed are not eligible in 10 countries (including Cyprus)
- 11 countries do not allow access for same-sex parents (including Cyprus)
- 19 limit access to refugees or asylum seekers (information for non-citizens not available for Cyprus)

**In Cyprus, self-employment and duration conditions for the employees restrict the access to parental leave.**

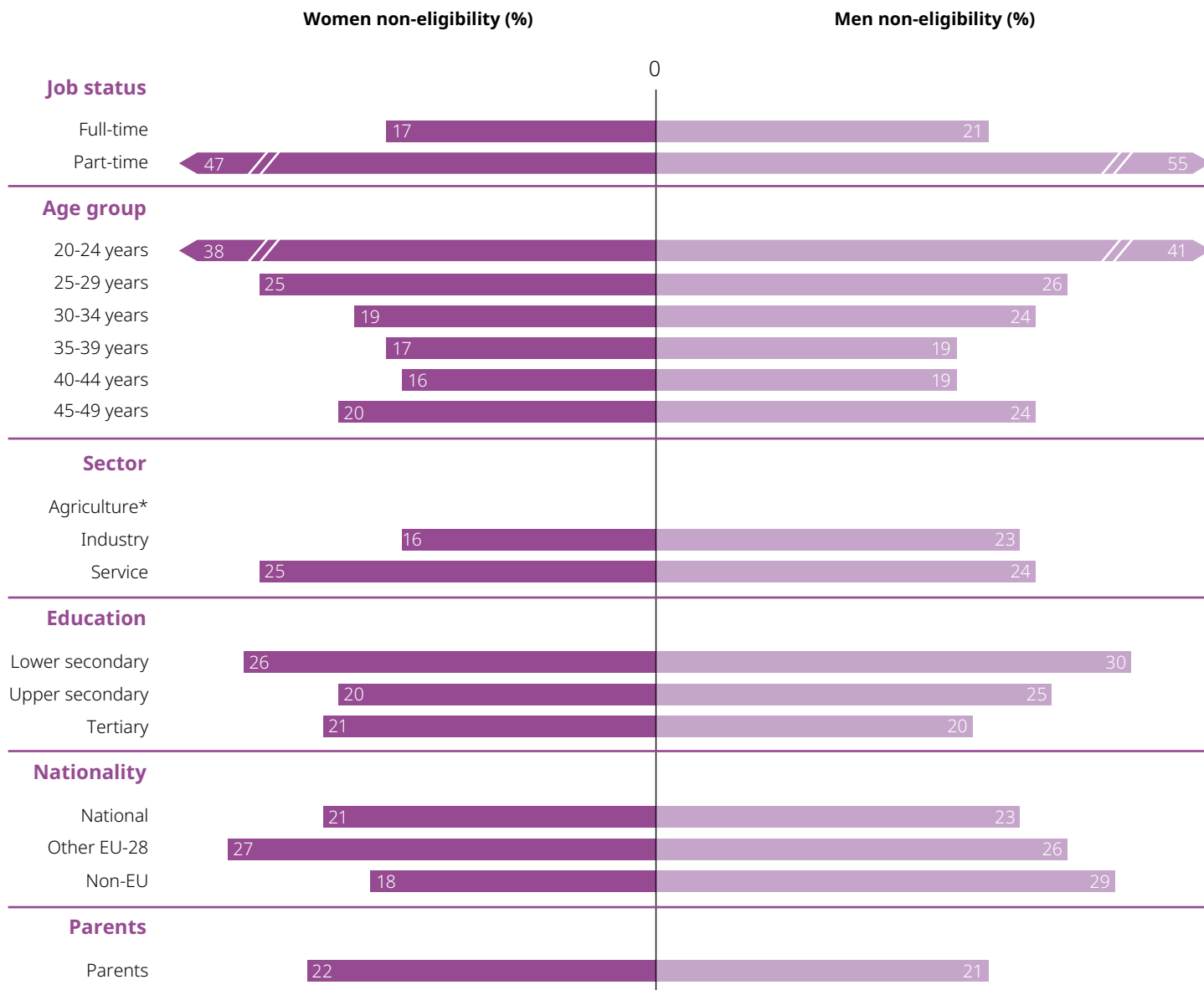


(1) Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

(2) The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.

(3) The data was collected before the UK left the European Union.

## Who is not eligible for parental leave in Cyprus?



\* Insufficient sample size for reporting

In Cyprus, **22 %** of mothers and **21 %** of fathers with a co-resident child aged less than 3 years are not eligible for leave, there is a gender gap of 1 percentage points. The gender gap for parents with young children is smaller than the national average (3 percentage points).

Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE's calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research.

Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa\_pganws)).

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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