



European Monitoring Centre on Change

## Cyprus: Notice period to employees

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Cyprus

Phase:

Type:

Management

Notice period to employees

Last modified: 06 June, 2019

Native name:

English name:

N. 28(I)/2001 - Ο περί Ομαδικών Απολύσεων Νόμος του 2001; N. 24/1967 - Ο περί Τερματισμού Απασχολήσεως Νόμος του 1967, όπως τροποποιήθηκε

Collective Dismissals Law of 2001 (Law 28(I)/2001); Termination of Employment Law, 1967 (Law 24/1967) as amended

### Article

Article 4 and 8 of Collective Dismissals Law of 2001 Law 28(I)/2001); Article 9 of the Termination of Employment Law 24/1967

### Description

The Law 28(I)/2001, which applies to collective dismissals (within 30 days, dismissals of at least 10 workers in companies with 21-99 employees, at least 10% in firms with 100-299 workers or at least 30 workers in firms with 300 or more staff), does not provide for a specific notice period to employees. Article 4 requires for the employer who intends to resort to collective dismissals to consult with the employees' representatives in good time with the aim to conclude an agreement. However, Article 8 provides for a 30 days notification period to the relevant authority before the dismissals can enter into force.

Article 9 of the Termination of Employment Law 24/1967, which applies to all dismissals, provides for a minimum period of written notice for employee(s) to be dismissed on the basis of the length of service:

- one week of notice period for 26 to less than 52 weeks of service;
- two weeks of notice period for 52 to less than 104 weeks of service;
- four weeks of notice period for 104 to less than 156 weeks of service;
- five weeks of notice period for 156 to less than 208 weeks of service;
- six weeks of notice period for 208 to less than 259 weeks of service;
- seven weeks of notice period for 260 to less than 311 weeks of service;
- eight weeks of notice period for more than 312 weeks of service.

### Comments

Trade unions consider this provision of the legislation as useful, as it provides space for redundant employees to make necessary preparations for their job transition.

#### Cost covered by

Not applicable

#### Involved actors other than national government

National government only

#### Thresholds

No, applicable in all circumstances

#### Sources

Ius Laboris (2016), Individual Dismissals Across Europe, Brussels

- 📖 Ius Laboris (2011), Individual Dismissals Across Europe, Brussels
- 📖 EMCC legal framework of restructuring
- 📖 Ο περί Ομαδικών Απολύσεων Νόμος του 2001 (Ν. 28(Ι)/2001)
- 📖 Ministry of Labour, Welfare and Social Insurance / Department of Labour Relations
- 📖 Ο περί Τερματισμού Απασχολήσεως Νόμος του 1967 (24/1967)
- 📖 Ministry of Labour, Welfare and Social Insurance / Social Insurance Services

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