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Factsheet for case CY-2020-12/296

Special paid leave for the caring of children

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Country	Cyprus, applies nationwide
Time period	Temporary, 16 March 2020 - 30 April 2020
Type	Legislation or other statutory regulation
Category	Change of work arrangements to ensure business continuity – Support for working parents (financial or in kind)
Case created	06 April 2020 (updated 24 April 2020)

Background Information

The measure is implemented within the bundle support programme of the Republic of Cyprus of budgetary nature dealing with Covid-19 crisis and under the sub-category 'support of workers and vulnerable groups' - Degree 127 of the Quarantine Law, chapter 260. The special leave will be implemented for four weeks* excluding public holidays, at this stage, because of the suspension of the operation of private and public schools and child care facilities. The measure provides for financial allowances to the beneficiary parents.

* On Wednesday 8 April, the President of the Republic announced the decision of the Cabinet to extent all the measures taken by the Degrees of the Minister of Health up until 30 April 2020. The Minister of Health undertakes, currently, a legal and technical processing of these measures.

Content of measure

The measure covers parents in the private sector, whose nature of work does not allow teleworking or work from home or flexible working schedules and there is no other support at the household. The leave is attributed to the eligible parents with children up to 15 years of age in agreement with the employer and after the submission of the relevant application to the Ministry of Labour. For parents with disable children, the leave is granted irrespective of the age of their children. The measure covers only one of the parents within a household. It excludes parents receiving unemployment allowances or participate in the government's programme for the suspension of work, unless the other partner has been affected by the virus or is a person with a disability or is in compulsory isolation.

It covers parents with a salary up to 2,500 euros. The eligible parent receives as an allowance the 60% of the first 1,000 euros of his/her salary and a 40% of the other 1,000 euros. The maximum amount of the allowance is 1000 euros per month. For single parents, the analogy is 70% and 50%, respectively, and the maximum amount of the allowance is 1,200 euros.

Use of measure

The budget available for this measure is 20 million euros and the number of potential beneficiaries is 50,000 persons.

Actors, target groups and funding

Actors	Target groups	Funding
National government Social partners jointly Trade unions Employers' organisations Company / Companies	employees parents single parents disabled	National funds

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Bi-or tripartite social dialogue bodies

The government has consulted the social partners - trade unions, employers' organizations and all political parties - and the outcome emerged is on an agreed base.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 06 April 2020: ΕΙΔΙΚΗ ΑΔΕΙΑ ΓΙΑ ΤΗΝ ΦΡΟΝΤΙΔΑ ΠΑΙΔΙΩΝ (e718d27b-8be9-41b8-b3ad-57c7b7f7c4a0.filesusr.com)