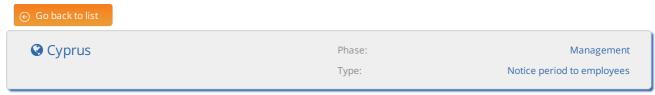


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Cyprus: Notice period to employees



🛗 Last modified: 06 June, 2019

Native name: Ν. 28(I)/2001 - Ο περί Ομαδικών Απολύσεων Νόμος του 2001; Ν. 24/1967 - Ο

περί Τερματισμού Απασχολήσεως Νόμος του 1967, όπως τροποποιήθηκε

English name: 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 goverment only

Thresholds

No, applicable in all circumstances

Sources

Ius Laboris (2011), Individual Dismissals Across Europe, Brussels
 EMCC legal framework of restructuring
 Ο περί Ομαδικών Απολύσεων Νόμος του 2001 (N. 28(I)/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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