



CYPRUS

Hire international talent in **Cyprus**



EMERALDTECHNOLOGY



Employment details in Cyprus

To start growing your team in Cyprus, you must establish a local entity, including an account with a local bank, a local office and an address registered as a subsidiary. This allows you to manage payroll, tax, benefits, and compliance for your employees, but can take several months.

Emerald Technology can hire and payroll your workers, quickly and compliantly with their ready to go entity. So, no more worrying about compliantly managing your international payroll. We handle everything in over 150 countries.

Make growing your team simple with Emerald as a global partner.



Currency
EURO (EUR)



Employer Costs
Estimated 14.9% of
employee's salary



Onboarding
5 days with Emerald
Technology



Payroll Cycle
Monthly



Employer Costs

Cost	Rate
Social Security	8.3%
Redundancy Fund	1.2%
Industrial Training Fund	0.5%
Social Cohesion Fund	2%
GESY (NHIS)	2.90%

Benefits

Mandatory

Employers in Cyprus are required to offer the following benefits to all full-time employees:

- Social Insurance
- Public Health Insurance
- Redundancy Fund

Additional

Some employers like to offer additional benefits to improve employee retention and satisfaction.

- Private Healthcare

Ready to expand your workforce to Cyprus?

Book a free consultation with our experts today, [click here](#).



Employment

Contract

Contracts for employment in Cyprus can be in either English or Greek.

- Name of both employee and employer
- Start Date
- Workplace details
- Length of employment
- Working hours
- PTO
- Job Description
- Salary, other compensation, and benefits
- Termination conditions

Probation Period

A probation period is not mandatory in Cyprus. The maximum period allowed is six months, and can be extended to two months, but must be agreed by employee and employer.

Emerald Technology can create a compliant contract in Cyprus in 72 hours.



Insurance

Healthcare

Employers must provide healthcare insurance for employees. They must contribute to the General Healthcare System on behalf of their employees.

Social Security

Anyone working in Cyprus must register with the social security service. Contributions must be made so an employee has access to benefits such as:

- Sickness Pay
- Healthcare
- Accident at work and occupational diseases
- Pension
- Widows' pension
- Orphans' benefit
- Maternity and Paternity
- Unemployment

Both employers and employees must contribute.

Leave Policy

Maternity Leave

Expectant mothers in Cyprus are entitled to 18 weeks of paid maternity leave for one child, 22 weeks for two and 26 for any subsequently after. The maternity allowance offered is 72% of the weekly wage.

In the case of widows, they are entitled to 23 weeks of parental leave.

Each parent is all offered seven weeks of parental leave to care for young children (below eight).

Paternity Leave

Fathers in Cyprus are given two weeks of paid paternity leave and can be used at any of the maternity leave. The paternity benefit is set by the Social Insurance Law at 72% of the weekly wage.

Sickness Leave

Sick leave/ benefit is offered to employees who are incapable for work and are aged between 16 and 63. The benefit is not payable until 3 days into the sickness leave and cannot exceed 156 days for each period of interruption of employment. The benefit may be extended another 156 working days in the same period, provided that the insured person meets the requirements for invalidity pension, but they are not expected to remain permanently unable to work.

Onboarding

Details

As the legal employer, Emerald Technology requires the following employee documents to ensure complete compliance:

- Passport / ID
- Residence Certificate
- Income Tax Declaration IR59 - 2022

Emerald Technology can onboard employees in Cyprus within 5 days.



Resignation and Dismissal

Details

An employer may end employment once a probation period has ended must have a statutory reason such as collective dismissal, retirement, disciplinary dismissal, incapacity, circumstances that prevent the provision of work, or objective dismissal. Please be aware this list is not exhaustive.

An employer is wishes to terminate an employment contract, after the period of at least 26 weeks, should give a minimum notice, depending on the length of employment.

Period of continuous employment	Minimum notice
From 26 to 51 weeks	1 week
From 52 to 103 weeks	2 weeks
From 104 to 155 weeks	4 weeks
From 156 to 207 weeks	5 weeks
From 208 to 259 weeks	6 weeks
From 260 to 311 weeks	7 weeks
From 312 and over	8 weeks

Severance

Employees are entitled to severance pay if the dismissal was non-voluntary dismissal by an employer for non-disciplinary reasons. It depends on the length of employment.



Length of employment	Severance
Up to 4 years	2 weeks pay
5 - 10 years	2.5 weeks pay
11 - 15 years	3 weeks pay
16 - 20 years	3.5 weeks pay
20+ years	4 weeks pay

Statutory Time Off

Annual Leave

Full-time employees in Cyprus are entitled to 20 working days, whereas employees who work 6 days are entitled to 24 working days.

Public Holidays

There are 15 public holidays:

- New Year's Day
- Epiphany Day
- Greek Monday
- Greek Independence Day
- Cyprus National Day
- Orthodox Good Friday
- Orthodox Easter Monday
- Orthodox Easter Tuesday
- Labour Day
- Orthodox Pentecost Monday
- Dormition of Mary mother of God
- Cyprus Independence Day
- Greek National Day (Ochi)
- Christmas Day
- Boxing Day



Work, Pay and Taxes

Minimum Wage

The minimum wage in Cyprus is currently EUR 885 per month. By law, it must increase to EUR 940 per month after six months of employment.

Working Time and Overtime

The standard working week in Cyprus is 40 hours (8 hours per day).

Overtime is not mandatory in Cyprus.

Salary Payments

Salary payments in Cyprus are usually paid monthly, on the last day of the month.

Bonus

It is not mandatory to offer a bonus in Cyprus. It is down to the employer's discretion.

Income Tax

Salary	Tax Percentage
€0 - €19,500	0%
€19,500 - €28,000	20%
€28,201 - €36,300	25%
€36,301 - €60,000	30%
€60,000+	35%

Discover how Emerald Technology can grow your international workforce risk-free.

Emerald is a global expansion partner, supporting B2B tech companies hire, onboard and payroll remotely across 150 countries. Handling local payroll, taxes, benefits and compliance in every region you want to expand your workforce.

Book a free consultation with our experts today, [click here](#).

