

Eurostat

Labour market policy statistics

Qualitative report

Cyprus, 2019

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A - Introduction

Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology ¹ for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website ². The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

Classification of interventions by type of action

LMP services

1. Labour market services

LMP measures

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

LMP supports

- 8. Out-of-work income maintenance and support
- 9. Early retirement

¹

http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002

² http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy

B - Inventory of interventions

Category, intervention number and name (English/National language)		
1	Labour market services	
9	[Component] Public Employment Services - Client Services	[Component] ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ -
9	[Component] Public Employment Services - Administration costs of LMP measures	[Component] ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ -
9	[Component] Public Employment Services - Further modernization of PES	[Component] ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ -
2	Training	
18	Vocational training for disabled	Σχέδιο Επαγγελματικής Κατάρτισης Ατόμων με Αναπηρίες
45	Unemployed in multi-company training programmes	Συμμετοχή Ανέργων Σε Πολυεπιχειρησιακά Προγράμματα Κατάρτισης - Συνήθη
50	[Component] Training Programmes for the Unemployed - institutional training	[Component] Προγράμματα Κατάρτισης Ανέργων -
4	Employment and training of young tertiary education graduates (<30)	Σχέδιο Στελέχωσης Επιχειρήσεων με Απόφοιτους Τριτοβάθμιας Εκπαίδευσης
50	[Component] Training Programmes for the Unemployed - workplace training	[Component] Προγράμματα Κατάρτισης Ανέργων -
59	Workplace training for LTU	Σχέδιο Κατάρτισης Μακροχρόνια Ανέργων σε Επιχειρήσεις/Οργανισμούς (Ησσονος Σημασίας)
4	Employment incentives	
12	Continuation of public assistance for employed people	ΔΗΜΟΣΙΟ ΒΟΗΘΗΜΑ (ΣΕ ΛΗΠΤΕΣ ΔΗΜΟΣΙΟΥ ΒΟΗΘΗΜΑΤΟΣ ΠΟΥ ΤΟΠΟΘΕΤΟΥΝΤΑΙ ΣΕ ΘΕΣΕΙΣ ΕΡΓΑΣΙΑΣ)
46	Incentives for the employment of people with disabilities (1st call)	ΣΧΕΔΙΟ ΠΑΡΟΧΗΣ ΚΙΝΗΤΡΩΝ ΓΙΑ ΠΡΟΣΛΗΨΗ ΑΤΟΜΩΝ ΜΕ ΑΝΑΠΗΡΙΑ – 1Η ΠΡΟΣΚΛΗΣΗ
51	Incentives for the employment of people with disabilities (2nd Call)	ΣΧΕΔΙΟ ΠΑΡΟΧΗΣ ΚΙΝΗΤΡΩΝ ΓΙΑ ΠΡΟΣΛΗΨΗ ΑΤΟΜΩΝ ΜΕ ΑΝΑΠΗΡΙΑ – 2Η ΠΡΟΣΚΛΗΣΗ
52	Incentives for the employment of persons with chronic diseases (2nd Call)	ΣΧΕΔΙΟ ΠΑΡΟΧΗΣ ΚΙΝΗΤΡΩΝ ΓΙΑ ΠΡΟΣΛΗΨΗ ΑΤΟΜΩΝ ΜΕ ΧΡΟΝΙΕΣ ΠΑΘΗΣΕΙΣ 2Η ΠΡΟΣΚΛΗΣΗ.
54	Incentives for the employment of unemployed young people (≤ 25) (3rd Call)	ΣΧΕΔΙΟ ΠΑΡΟΧΗΣ ΚΙΝΗΤΡΩΝ ΓΙΑ ΤΗΝ ΑΠΑΣΧΟΛΗΣΗ ΑΝΕΡΓΩΝ ΝΕΩΝ ΗΛΙΚΙΑΣ ΜΕΧΡΙ 25 ΕΤΩΝ 3Η ΠΡΟΣΚΛΗΣΗ
55	Incentives for the employment of unemployed people aged over 50 (3rd Call)	ΣΧΕΔΙΟ ΠΑΡΟΧΗΣ ΚΙΝΗΤΡΩΝ ΓΙΑ ΤΗΝ ΑΠΑΣΧΟΛΗΣΗ ΑΝΕΡΓΩΝ ΑΝΩ ΤΩΝ 50 – 3Η ΠΡΟΣΚΛΗΣΗ
60	Incentives for the employment of persons with chronic diseases	Νέο Σχέδιο παροχής κινήτρων για εργοδότηση ατόμων με χρόνιες παθήσεις

5	Supported employment and rehabilitation		
13	Supported employment scheme for persons with disabilities	ΣΧΕΔΙΟ ΑΠΑΣΧΟΛΗΣΗΣ ΜΕ ΣΤΗΡΙΞΗ	
6	Direct job creation		
7	Start-up incentives		
17	Creation of small business units for self employment	ΣΧΕΔΙΟ ΓΙΑ ΔΗΜΙΟΥΡΓΙΑ ΚΑΙ ΛΕΙΤΟΥΡΓΙΑ ΜΙΚΡΩΝ ΜΟΝΑΔΩΝ ΓΙΑ ΣΚΟΠΟΥΣ ΑΥΤΟΕΡΓΟΔΟΤΗΣΗΣ ΑΤΟΜΩΝ ΜΕ ΑΝΑΠΗΡΙΑ	
8	Out-of-work income maintenance and support		
21	Unemployment benefit	ΕΠΙΔΟΜΑ ΑΝΕΡΓΙΑΣ	
20	Redundancy compensation	ΠΛΗΡΩΜΗ ΛΟΓΩ ΠΛΕΟΝΑΣΜΟΥ	
9	Early retirement		
Mixed	\$\$\$353		
9	Public Employment Services	ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ	
R	9	[Component] Public Employment Services - Individualised approach	[Component] ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ -
	9	[Component] Public Employment Services - Job integration agreement	[Component] ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ -

Number of measures: **50**

C - Qualitative information by intervention

Identification

Country Cyprus 2019 Category 2 - Training
Intervention n°/name 18 Vocational training for disabled
Type of action: 2.1 - Institutional training

Description

Aim:

The aim of this measure is to promote entrance to the labour market and social inclusion for the disabled. This measure provides opportunities for training and education to people with disabilities in order to facilitate their employment or professional development.

Beneficiaries:

Disabled individuals with problems either in finding employment or in advancing in their career, irrespective of their education level. Priority is given to individuals with severe disabilities, which are unemployed or underemployed.

Action/Instrument:

Under this scheme persons with disabilities are entitled to reimbursement of training costs up to €1708.60 incurred in courses of their own choice or courses suggested in cooperation with the Department of Social Inclusion of Persons with Disabilities.

The training courses should aim at improving employment prospects and may also take the form of apprenticeship.

Priority is given to persons with severe disabilities that are unemployed or under-employed.

The training course must be offered in an appropriate place and provide the appropriate means for use by disabled individuals. It must be designed in such a way and be of such content, so that the individual is able to attend/follow it. The duration of the suggested course must not exceed 6 months or the maximum length defined by the Committee examining the applications.

The allowance is paid directly to the training institutions/enterprises (provided that the courses and building amenities fulfil all the necessary criteria).

The subsidy of €1708.60 is payable to the individuals/training institutions which provide the training course, after the submission of a relevant certificate confirming completion of the training course.

Financing/Support:

The funding of the measure is covered by the Government of Cyprus. The Government Department responsible for the implementation of the measure is the Department for Social Inclusion of Persons with Disabilities (Ministry of Labour and Social Insurance).

Eligibility:

Disabled individuals with problems either in finding employment or in advancing in their career.

Legal basis:

Approved by the Council of Ministers (decision no. 41.503 of 31/08/1994)

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers
Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Not registered (Disabled)
Employed (Disabled)
Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits:	Cash benefits (Source: Other)
Planned duration:	Typical: 6 Months, Maximum: 9 Months
Responsible institution(s):	Central government
Area of application:	National
Implementation:	<i>Year started:</i> 1994 <i>Year Ended:</i> Ongoing

Identification

Country Cyprus 2019 Category 2 - Training
Intervention n°/name 45 Unemployed in multi-company training programmes
Type of action: 2.1 - Institutional training

Description

Aim:

Participation of the unemployed in training programmes implemented by certified vocational training centres.

Beneficiaries:

Unemployed, registered with the PES.

Action/Instrument:

The programmes are designed to satisfy training needs of companies. Since 1/1/2015 the participation of long-term unemployed persons (unemployed for at least 6 months) has been included in the Scheme; and since September 2018 all registered unemployed, irrespective of unemployment duration, can participate in the Scheme.

The HRDA evaluates and approves multi-company training programmes twice a year. The list of programmes is publicised by HRDA and the Vocational Training Centres (VTC). The PES issues a referral to each eligible unemployed person for participating in the multi-company training programmes. The unemployed person is entitled one referral for participating in one multi-company training programme per calendar year.

The holder of the referral after finding a programme that meets his/her needs, completes an application form and comes in contact with the VTC which needs to verify his/her unemployment through ES19 as well as candidate suitability in respect to the specifications of the programme. If the programme suits the unemployed person, he/she is entitled to participate free of charge.

The subsidy (€6/training hour/person) is paid to the VTC after successful completion of the training programme by the unemployed person (75% attendance).

Financing/Support:

The measure is funded by the HRDA based on the Subsidisation Policy of the HRDA for the measure.

The subsidy (€6/training hour/person) is paid to the VTC after successful completion of the training programme by the unemployed person with a minimum of 75% attendance rate.

Eligibility:

Candidates eligible to participate in the measure must be:

1. unemployed
2. registered with the PES
3. eligible for GMI
4. eligible in accordance to the programme specification description

Legal basis:

Legislation underlying the operation of Human Resource Development Authority (HRDA).

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None
Planned duration: Typical: 32.58 <1 day, Maximum: 98 <1 day
Responsible institution(s): Central government
Area of application: National
Implementation: *Year started:* 2015 *Year Ended:* Ongoing

Identification

Country Cyprus 2019 Category 2 - Training

Intervention n°/name 50 Training Programmes for the Unemployed

Type of action: 2.1 - Institutional training
2.2 - Workplace training

Description

Aim:

To provide training opportunities to the unemployed, for the acquisition, enrichment and/or upgrading of their knowledge and skills, according to labour market needs, in order to increase their prospects for the best possible integration in employment, as well as to meet their expectations for a new career.

Beneficiaries:

Unemployed, registered with the PES

Action/Instrument:

The main activity implemented under this measure is:

Training Programmes to acquire/enrich/upgrade knowledge and skills and/or to acquire work experience.

Training programmes are implemented by training providers (chosen through tender procedures).

The programmes include an intervention of institutional training and may also include an intervention of practical workplace training.

The subject (specialisation) of the programmes is decided upon by the HRDA, after conducting studies, considering the results and/or consulting with institutions and social partners involved in the specific industry.

Participation in some training programmes under the Scheme, require the submission of a relevant application form. The selection of participants is based on eligibility and priority criteria. Participants of these programmes are unemployed, registered with the PES.

In other training programmes under the Scheme, participants are sent directly through a participants' list from the PES. The participants in these cases usually are Guaranteed Minimum Income (GMI) recipients.

Financing/Support:

The measure is funded by the HRDA. All expenditure for the training part is covered and in addition, a weekly training allowance of €125 is granted to the participants. If the participants are GMI recipients, they continue to receive their GMI benefit but do not receive any training allowance for participating.

Eligibility:

Criteria for selection/eligibility:

1. Application from the candidates
2. Referral from the PES
3. Specific selection criteria of the scheme
4. Specific criteria for the specialisation.

Priority Criteria:

Priority is given to unemployed persons depending on unemployment duration, education level, vocational training and special interest/aptitude/ability towards the specific specialisation, and to unemployed persons belonging to more vulnerable groups, such as:

1. Individuals with disabilities
2. Individuals who are single parents
3. Individuals who are orphans
4. Individuals who are Guaranteed Minimum Income (GMI) recipients.

Legal basis:

Human Resource Development Law of 1999

Source: Eurostat LMP database. Date of extraction: 31 March 2021

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers		
Target groups:	Registered unemployed (All, LTU, Disabled, Re-entrants/lone parents, Public priorities and Other)		
Treatment of unemployment spells:	Continuous/Continuous		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Variable		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2016	<i>Year Ended:</i> Ongoing

Identification

Country Cyprus 2019 Category 2 - Training
Intervention n°/name 4 Employment and training of young tertiary education graduates (<30)
Type of action: 2.2 - Workplace training

Description

Aim:

The aim of the Scheme is to provide the opportunity to young tertiary-education graduates with at least a first degree qualification, to smoothly enter the labour market, by acquiring work experience and specialised additional skills and knowledge, offering at the same time the opportunity to enterprises/organisations to develop through the employment of qualified and capable persons, with the prospects to advance and become an essential part of the business.

Beneficiaries:

Tertiary-Education Graduates (under 30 years of age), who have successfully completed a tertiary education degree (normal duration of 3 or more years), and have less than 8 months of work experience, relevant to the job they will be trained for.

Action/Instrument:

The length of the training period under this measure is 6 months and is decided according to the qualifications of the graduate and the requirements of the job. Training programmes consist of workplace training (implemented by the enterprise employing the graduate).

The implementation procedure of the measure is as follows:

1. Submission of application form to participate in the measure (by employers and graduates)
2. Examination of the application form for approval/denial
3. Implementation of the training programme
4. Evaluation of the training of the graduates
5. Provision of the grant. The HRDA pays the employer the amount corresponding to the whole training period, according to its Subsidization Policy. Payments are made after the completion of the programme and the submission of an application form.

Financing/Support:

The measure is funded by the HRDA and the grant paid to employers is estimated using the Subsidisation Policy of the HRDA for the measure (defining the eligible costs and maximum amount for the grant). A monthly subsidy is paid to the employer, which may reach 80% of training cost, as well as the personnel cost of the graduate. The maximum monthly subsidy is €1.100.

Eligibility:

Criteria for Employers:

1. Employers must submit an application to the measure
2. Employers must be compliant with their compulsory contributions to the Human Resource Development Fund
3. The enterprise has not been prohibited to collaborate with the HRDA as a penalty from previous collaboration with the HRDA
4. The enterprise must have specific needs to recruit new employees in appropriate job positions for tertiary education graduates.
5. The enterprise should not have reduced the number of its employees in the same position to be taken by the graduate, during the period of 8 months before submitting the application for approval and 2 months after the completion of the programme (the cases of employees voluntarily leaving the enterprise, retirement and dismissal due to misconduct are exempted)
6. The enterprise must have a suitable instructor, able to take charge of the guidance/supervision of the workplace training
7. The enterprise/organisation must be structured in such a way so that the necessary conditions for the appropriate training/employment of the graduate are met.

Furthermore, employers must be active in Cyprus. All sectors of the economy are covered, irrespective of the size of the enterprise. Employers can be physical entities or legal entities (private or semi- government) or consortiums of physical and/or legal entities. The employers can be enterprises exercising economic activities or other entities who do not exercise

economic activities. The Government of the Republic of Cyprus is excluded.

Criteria for Graduates:

1. Graduates must apply to participate in the measure
2. Graduates must have successfully completed a tertiary education degree (normal duration of 3 or more years)
3. The graduates must not have work experience of more than 8 months, relevant to the job they will be trained for
4. The graduates have not been employed for more than 2 months in the enterprise that applies for participation in the measure
5. The graduates have not completed before a training programme under this scheme or discontinued their participation after 4 months from its commencement
6. The graduates are under 30 years of age

Legal basis:

1. Human Resource Development Law of 1999
2. Legislation underlying the provision of Public Aid

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to employers (Lump-sum payments)		
Target groups:	Registered unemployed (Youth) Other registered jobseekers (Youth) Not registered (Youth) Employed (Youth)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	None		
Planned duration:	Typical: 6 Months, Maximum: 6 Months		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2003	<i>Year Ended:</i> Ongoing

1. LTUs must apply to participate in the measure
2. Must be under the age of 60
3. Registered to PES for over a 6-month continuous period
4. Have less than 8 months of work experience (relevant to the job they will be trained for) during the last 4 years
5. The LTUs have not been employed for more than 1 month in the enterprise that applies for participation in the measure
6. The LTUs have not completed a training programme under this scheme or similar scheme within the last 5 years.

Legal basis:

1. Human Resource Development Law of 1999
2. Legislation underlying the provision of Public Aid

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to employers (Lump-sum payments)		
Target groups:	Registered unemployed (LTU)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	None		
Planned duration:	Typical: 4 Months, Maximum: 4 Months		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2017	<i>Year Ended:</i> Ongoing

Identification

Country Cyprus 2019 Category 4 - Employment incentives
Intervention n°/name 12 Continuation of public assistance for employed people
Type of action: 4.1 - Recruitment incentives

Description

Aim:

The provision of supplementary assistance to the salary of public assistance recipients who belong to special groups.

Beneficiaries:

Public Assistance Recipients who were placed in employment

Action/Instrument:

Public assistance is adjusted for persons belonging in specific groups who are employed on a case-by-case basis and in relation to the level of income received from work.

1. All groups: up €85,43 (50CYP) are not considered for the calculation of public assistance.
2. Persons with Disabilities: up to €512,585 (300CYP) are not considered for the calculation of public assistance.
3. Over 63 years or persons with mental illness: up €170,86 (100CYP) are not considered for the calculation of public assistance.

Since the adoption of the Guaranteed Minimum Income (GMI), no new public assistance applications can be submitted (the GMI is gradually replacing the existing public assistance).

Financing/Support:

State Budget
Social Welfare Services

Eligibility:

Existing public assistance recipients who are employed or persons who are beneficiaries and their salary is lower than the amounts described in 3.3.

Legal basis:

Public Assistance and Services Law 75(I) of 2006 and 67(I) of 2012 and 2013.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)
Target groups: Registered unemployed (Public priorities and Other)
Not registered (Public priorities and Other)
Treatment of unemployment spells: Broken
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: Variable
Responsible institution(s): Central government
Area of application: National
Implementation: *Year started:* 2006 *Year Ended:* Ongoing

Identification

Country Cyprus 2019 Category 4 - Employment incentives
Intervention n°/name 46 Incentives for the employment of people with disabilities (1st call)
Type of action: 4.1.2 - Temporary

Description

Aim:

The Scheme provides incentives to private sector employers to employ unemployed people with disabilities. The subsidy is payable to the employers who employ unemployed persons with disabilities.

Beneficiaries:

Unemployed people with disabilities. Employed or underemployed are excluded. Furthermore, candidates must be registered unemployed at the PES and should actively be seeking for a job.

Action/Instrument:

The period of application of this intervention is from 24/10/2016 until 30/03/2019. Applications were submitted from 24/10/2016 -31/3/2017.

Subsidy is provided to employers who employ individuals that belong to the target group as defined by the scheme. It corresponds to financial assistance (75% of the employee cost of wage), with a maximum amount of €20,000 per employee. The subsidy covers the first 24 months of employment of the employee. The subsidy provided will be based on the employee cost of wage for the agreed employment period including compulsory social security funds.

Not more than five employees per enterprise are allowed to participate in the scheme.

The intervention covers only unemployed people with disabilities, who are registered unemployed at the PES and actively seeking for a job. Employed or underemployed are excluded.

Financing/Support:

The Scheme is expected to be co-financed by the European Social Fund and the Republic of Cyprus within the framework of the Operational Programme "Employment, Human Capital and Social Cohesion" 2014-2020".

Eligibility:

The measure covers only unemployed individuals with disabilities. Employed or underemployed are excluded. Furthermore, each beneficiary must be registered as unemployed at the PES and should actively be seeking for a job.

Legal basis:

The Grant Scheme is based on Regulation (EC) No. 651/2014 of June 17, 2014, declaring certain categories of aid compatible with the common market in application of Articles 107 and 88 of the Treaty (General Block Exemption Regulation). Official Journal. L. 187 of 26/06/2014.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Disabled)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Typical: 24 Months, Maximum: 24 Months
Responsible institution(s): Central government
Area of application: National
Implementation: Year started: 2016 Year Ended: 2019

Identification

Country Cyprus 2019 Category 4 - Employment incentives
Intervention n°/name 51 Incentives for the employment of people with disabilities (2nd Call)
Type of action: 4.1.2 - Temporary

Description

Aim:

The scheme provides incentives to private sector employers to employ unemployed people with disabilities.

Beneficiaries:

Unemployed people with disabilities, registered at the PES and actively seeking for a job. Employed or underemployed are excluded.

Action/Instrument:

The period of application of this intervention is from 06/07/2017 until 24 months after the last date of the call. Applications are submitted until the fund is depleted.

The subsidy is payable to the employers who employ unemployed persons with disabilities, and it includes financial assistance of 75% of the employee cost of wage, with a maximum amount of €20.000 per employee. The subsidy covers the first 24 months of employment of the employee. The subsidy provided will be based on the employee cost of wage for the agreed employment period including compulsory social security funds.

Not more than five employees per enterprise are allowed to participate in the scheme.

Financing/Support:

The scheme is expected to be co-financed by the European Social Fund and the Republic of Cyprus within the framework of the Operational Programme "Employment, Human Capital and Social Cohesion" 2014-2020".

Eligibility:

The measure covers only unemployed individuals with disabilities. Employed or underemployed are excluded. Furthermore, each beneficiary must be registered as unemployed at the PES and should actively be seeking for a job.

Legal basis:

The Grant Scheme is based on Regulation (EC) No. 651/2014 of June 17, 2014, declaring certain categories of aid compatible with the common market in application of Articles 107 and 88 of the Treaty (General Block Exemption Regulation). Official Journal. L. 187 of 26/06/2014.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Disabled)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Typical: 24 Months, Maximum: 24 Months
Responsible institution(s): Central government
Area of application: National
Implementation: Year started: 2017 Year Ended: 2019

Identification

Country Cyprus 2019 Category 4 - Employment incentives
Intervention n°/name 52 Incentives for the employment of persons with chronic diseases (2nd Call)
Type of action: 4.1.2 - Temporary

Description

Aim:

The scheme provides incentives to private sector employers to employ unemployed people with chronic diseases.

Beneficiaries:

Unemployed people with chronic diseases, registered at the PES and actively seeking for a job. Employed or underemployed are excluded.

Action/Instrument:

The period of application of this intervention is from 06/07/2017 to 12/02/2019. Applications were submitted from 06/07/2017 -13/2/2018.

The subsidy is payable to the employers who employ unemployed persons with chronic diseases, and it includes financial assistance of 75% of the employee cost of wage, with a maximum amount of €10.000 per employee per year. The subsidy covers the first 12 months of employment of the employee. The subsidy provided will be based on the employee cost of wage for the agreed employment period including compulsory social security funds.

Not more than five employees per enterprise are allowed to participate in the scheme.

Financing/Support:

The scheme is expected to be co-financed by the European Social Fund and the Republic of Cyprus within the framework of the Operational Programme "Employment, Human Capital and Social Cohesion" 2014-2020".

Eligibility:

The measure covers only unemployed individuals with chronic diseases. Employed or underemployed are excluded. Furthermore, each beneficiary must be registered as unemployed at the PES and should actively be seeking for a job.

Legal basis:

The Grant Scheme is based on Regulation (EC) No. 651/2014 of June 17, 2014, declaring certain categories of aid compatible with the common market in application of Articles 107 and 88 of the Treaty (General Block Exemption Regulation). Official Journal. L. 187 of 26/06/2014.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Public priorities and Other)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Typical: 12 Months, Maximum: 12 Months
Responsible institution(s): Central government
Area of application: National
Implementation: Year started: 2017 Year Ended: 2019

Identification

Country Cyprus 2019 Category 4 - Employment incentives
Intervention n°/name 54 Incentives for the employment of unemployed young people (≤ 25) (3rd Call)
Type of action: 4.1.2 - Temporary

Description

Aim:

This scheme provides incentives (subsidy) to private sector employers to employ unemployed young people aged 15-24.

Beneficiaries:

Unemployed young people aged 15-24, registered at the PES and actively seeking for a job. Employed or underemployed are excluded.

Action/Instrument:

The period of application of this intervention is from 07/08/2017 until 12/02/2019. Applications were submitted from 07/08/2017 to 13/02/2018.

Subsidy is provided to employers who employ individuals that belong to the target group as defined by the scheme and it includes financial assistance of 50% of the employee's salary cost and up to a maximum of €5.000 per employee, per year, or 60% of the employee's salary cost and up to a maximum of €6.000 for green and blue jobs per employee, per year. The grant will be provided for ten months of employment with the employer's obligation to maintain the employment of the employee for another two months without subsidy. The subsidy provided will be based on the employee cost of wage for the agreed employment period including compulsory social security funds.

Not more than five employees per enterprise are allowed to participate in the scheme.

Financing/Support:

The scheme is expected to be co-financed by the European Social Fund and the Republic of Cyprus within the framework of the Operational Programme "Employment, Human Capital and Social Cohesion" 2014-2020".

Eligibility:

The measure covers only unemployed young people aged 15-24. Employed or underemployed are excluded. Furthermore, each beneficiary must be registered as unemployed at the PES and should actively be seeking for a job.

Legal basis:

The Grant Scheme is based on Regulation (EC) No. 651/2014 of June 17, 2014, declaring certain categories of aid compatible with the common market in application of Articles 107 and 88 of the Treaty (General Block Exemption Regulation). Official Journal. L. 187 of 26/06/2014.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Youth)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Typical: 12 Months, Maximum: 12 Months
Responsible institution(s): Central government
Area of application: National
Implementation: Year started: 2017 Year Ended: 2019

Identification

Country Cyprus 2019 Category 4 - Employment incentives
Intervention n°/name 55 Incentives for the employment of unemployed people aged over 50 (3rd Call)
Type of action: 4.1.2 - Temporary

Description

Aim:

This scheme provides incentives (subsidy) to private sector employers to employ unemployed people aged over 50.

Beneficiaries:

Unemployed people aged over 50, registered at the PES and actively seeking for a job. Employed or underemployed are excluded.

Action/Instrument:

The period of application of this intervention is from 07/08/2017 until 12/02/2019. Applications were submitted from 07/08/2017 to 13/02/2018.

Subsidy is provided to employers who employ individuals that belong to the target group as defined by the scheme and it includes financial assistance of 70% of the employee's salary cost and up to a maximum of €8.400 per employee per year.

The grant will be provided for ten months of employment with the employer's obligation to maintain the employment of the employee for another two months without subsidy. The subsidy provided will be based on the employee cost of wage for the agreed employment period including compulsory social security funds.

Not more than five employees per enterprise are allowed to participate in the scheme.

Financing/Support:

The scheme is expected to be co-financed by the European Social Fund and the Republic of Cyprus within the framework of the Operational Programme "Employment, Human Capital and Social Cohesion" 2014-2020".

Eligibility:

The measure covers only unemployed people aged over 50. Employed or underemployed are excluded. Furthermore, each beneficiary must be registered as unemployed at the PES and should actively be seeking for a job.

Legal basis:

The Grant Scheme is based on Regulation (EC) No. 651/2014 of June 17, 2014, declaring certain categories of aid compatible with the common market in application of Articles 107 and 88 of the Treaty (General Block Exemption Regulation). Official Journal. L. 187 of 26/06/2014.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Older)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Typical: 12 Months, Maximum: 12 Months
Responsible institution(s): Central government
Area of application: National
Implementation: Year started: 2017 Year Ended: 2019

Identification

Country Cyprus 2019 Category 4 - Employment incentives
Intervention n°/name 60 Incentives for the employment of persons with chronic diseases
Type of action: 4.1.2 - Temporary

Description

Aim:

The Scheme provides incentives to private sector employers to employ unemployed people with chronic diseases.

Beneficiaries:

Unemployed people with chronic diseases, registered at PES and actively seeking for a job. Employed or underemployed are excluded.

Action/Instrument:

The period of application of this intervention is from 20/05/2019 until 30/12/2022. Applications are submitted from 20/05/2019 -31/12/2020.

Subsidy is provided to employers who employ individuals with chronic diseases. Financial assistance of 75% of the employee cost of wage, with a maximum amount of €10.000 per employee, per year. The subsidy covers the first 24 months of employment of the employee. The subsidy provided will be based on the employee cost of wage for the agreed employment period including compulsory social security funds.

Not more than five employees per enterprise are allowed to participate in the scheme.

Financing/Support:

The Scheme is expected to be co-financed by the European Social Fund and the Republic of Cyprus within the framework of the Operational Programme "Employment, Human Capital and Social Cohesion" 2014-2020".

Eligibility:

The measure covers only unemployed individuals with chronic diseases. Employed or underemployed are excluded. Furthermore, each beneficiary must be registered as unemployed at the PES and should actively be seeking for a job.

Legal basis:

The Grant Scheme is based on Regulation (EC) No. 651/2014 of June 17, 2014, declaring certain categories of aid compatible with the common market in application of Articles 107 and 88 of the Treaty (General Block Exemption Regulation). Official Journal. L. 187 of 26/06/2014.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Public priorities and Other)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Typical: 24 Months, Maximum: 24 Months
Responsible institution(s): Central government
Area of application: National
Implementation: Year started: 2019 Year Ended: Ongoing

Identification

Country Cyprus 2019 Category 5 - Supported employment and rehabilitation

Intervention n°/name 13 Supported employment scheme for persons with disabilities

Type of action: 5.1 - Supported employment

Description

Aim:

The measure aims to facilitate the employment of persons with mental or multiple disabilities in the open labour market, by providing support in the form of a job-coach.

Beneficiaries:

Persons with mental or multiple disabilities.

Action/Instrument:

This measure provides a subsidy up to €13500 to organisations willing to implement relevant supported employment programmes, in order to cover expenses and support services. Each one of the programmes must provide for the support of 3-5 persons with severe disabilities or 6-8 persons with non-severe disabilities, through the support of the job-coach. This scheme covers the expenses of job coaches supporting persons with disabilities in the open labour market.

The department of Social Inclusion of Persons with Disabilities provides technical support and supervises programmes implemented under this scheme cooperating with the Committee for the Protection of the Rights of People with a Mental Handicap.

The main principles of the intervention are:

- the provision of support to the beneficiaries at a personal level by a job coach;
- long-term support (if needed): flexible type with the final goal of social inclusion of the beneficiary;
- the beneficiary's job must be a regular job in the open labour market and not in a protected environment;
- the beneficiary must be working and paid on a regular basis.

The intervention is intended for persons with severe disability or persons encountering adjustment problems (due to their disability) in jobs in the open labour market and there is no other way to ensure their social and professional rehabilitation.

Each organisation can apply for more than one employment programme.

A progress report has to be submitted by the organisation on a quarterly basis, for each programme and each person with disabilities participating in the measure. The amount of the subsidy is then decided and paid (part of it) based on the evaluation of the progress reports. If the programme stops to fulfil the requirements of the Measure, then payment of the subsidy is discontinued.

The programme of each job-coach provides supported employment to at least 5 persons with disabilities, which are employed in the open labour market and paid on a regular basis.

Financing/Support:

The supported employment programmes are funded by the Department for Social Inclusion of Persons with Disabilities - Ministry of Labour and Social Insurance, which is responsible for the management and oversight of programmes, provides technical guidance and monitors the effectiveness and quality of programmes.

Eligibility:

Persons with severe disabilities (mainly mental disabilities).

Legal basis:

The scheme is implemented under decision no. 72.219 (17/06/2011) of the Council of Ministers.

The above mentioned decision is a modification of previous decisions with no 41.503 (31/08/1994), no 64.398(27/09/2006) and no 68.187 (30/12/2008).

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to employers (Periodic cash payments)		
Target groups:	Registered unemployed (Disabled) Other registered jobseekers (Disabled) Not registered (Disabled)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	None		
Planned duration:	Unlimited		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	1994	<i>Year Ended:</i> Ongoing

Identification

Country Cyprus 2019 Category 7 - Start-up incentives
Intervention n°/name 17 Creation of small business units for self employment
Type of action: 7 - Start-up incentives

Description

Aim:

Provision of financial incentives to set up small business units for the self-employment of persons with disabilities and reduced working capacity in the labour market.

Beneficiaries:

Disabled individuals, aged 18-63 years old, citizens of the Republic of Cyprus, or of another EU Member State, with physical, sensory, mental or other disability, which causes reduced working capacity in the labour market and limits the number of occupations the individuals can practice.

Priority is given to disabled individuals with severe movement, sight, hearing or mental disabilities.

Action/Instrument:

Under this measure, disabled individuals unable to obtain financial means to set up their own business, receive a subsidy of € 8543.01 maximum. The amount mainly covers expenses for the purchase of machinery, equipment and raw material, as well as mobility equipment which should not exceed 30% of the total subsidy. Additionally, the interest due for loans made for this purpose is subsidised (€ 341.72 maximum over a period of 7 years at most). Furthermore, the subsidy is increased for group projects, by € 854.30 for each additional (eligible) person participating in the plan.

The examination and evaluation of the applications is conducted by the Administration Committee of the Special Fund for the Centre for the Rehabilitation of the Disabled. The members of this committee are appointed by the Minister of Labour and Social Insurance. The amount of the subsidy may be paid in smaller parts, after receiving the necessary invoices concerning the purchase of equipment, and after an inspection is carried out at the premises by an officer from the Department for Social Inclusion of Persons with Disabilities.

Subsidy is provided after confirmation that the small business unit is viable. For this reason applicants are request to provide a viability study for their business proposal.

Financing/Support:

The funding of the measure is covered by the Special Fund for the Centre for the Vocational Rehabilitation of the Disabled. The Government Department responsible for the implementation of the measure is the Department for Social Inclusion of Persons with Disabilities (Ministry of Labour and Social Insurance).

Eligibility:

The Scheme provides subsidy to individuals with disabilities, who do not have the financial resources to become self-employed.

Disabled individuals aged 18-63 years old, citizens of the Republic of Cyprus, or of another EU Member State (given that they are permanent residents of the Government controlled area of the Republic for at least 12 continuous months), with physical, sensory, mental or other disability, which causes reduced working capacity in the labour market and limits the number of occupations the individuals can practice.

Priority is given to disabled individuals with severe movement, sight, hearing or mental disabilities.

Subsidy is provided after confirmation that the small business unit is viable, particularly for the first two years of operation. For this reason applicants are request to provide a viability study for their business proposal.

Legal basis:

Special fund for the Centre for the Vocational Rehabilitation of the Disabled Law - 103(I)/2000

Recent changes:

Supplementary information

Source: Eurostat LMP database. Date of extraction: 31 March 2021

Breakdown of expenditure:	Transfers to individuals (Reimbursements)		
Target groups:	Registered unemployed (Disabled) Other registered jobseekers (Disabled) Not registered (Disabled)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	Cash benefits (Source: Current intervention, Other)		
Planned duration:	Maximum: 7 Years		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2000	<i>Year Ended:</i> Ongoing

Identification

Country Cyprus 2019 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 21 Unemployment benefit

Type of action: 8.1.1 - Unemployment insurance

Description

Aim:

The aim of the measure is to protect all employees from the danger of unemployment by providing unemployment benefit, i.e. compensating a reasonable percentage of previous earnings/income from work and consequently ensuring a corresponding standard of living.

Beneficiaries:

Unemployment benefit is payable to employed persons and voluntary contributors working abroad in the service of Cypriot employer. Insured persons under the age of 16 or over the age of 63 are not entitled to unemployment benefit. The age of 63 is extended up to the age of 65 if the insured person is not entitled to old age pension. Unemployment benefit is paid also to an unemployed insured person for any period for which he/she attends courses of occupational training.

Action/Instrument:

The insured person should first register as unemployed at the nearest District Labour Office (PES) and then visit the nearest Social Insurance Office and sign the register of unemployed. The claimant should sign the register at regular intervals determined by the Social Insurance Office.

When the application is examined and approved, the unemployment benefit is payable retrospectively with bank transfers to the beneficiaries' accounts.

The benefit is payable for a maximum of 156 days in each period of interruption of employment.

In order to be considered unemployed, the unemployed person must sign the unemployed register at regular time intervals (the days are defined by the District Social Insurance Services Office).

In the case of an employed person the payment of the benefit starts from the 4th day of unemployment and in the case of a voluntarily insured person, working at the service of a Cypriot employer abroad, the payment starts after the first 30 days of unemployment.

In the case an insured person is entitled to unemployment benefit and to another periodical benefit out of the Social Insurance Fund at the same time, he/she receives only the benefit at the higher rate. This does not apply in the case where there is entitlement at the same time to unemployment benefit and widow's/widower's pension or missing person's allowance. In this case the insured person receives both benefits for the same period and the increase for dependants is payable only on the benefit for which the increase for dependants is at a higher rate.

The rate of unemployment benefit is determined according to the average weekly amount of earnings on which contributions were paid or credited for the insured person in the previous contribution year.

Unemployment benefit is composed of the basic and the supplementary benefit. The weekly rate of the basic benefit is equal to 60% of the weekly average of the basic insurable earnings of the beneficiary in the previous year, increased by 1/3 for a dependent spouse and by 1/6 for dependent children or other dependants (maximum three dependants). The increase for the dependant spouse is payable only if his/her earnings from his/her employment or the rate of the benefit he/she may receive from the Social Insurance Fund, are not higher than the amount of increase for dependants. In the case where both spouses are entitled to a benefit for the same period, the increase for dependants is payable only to the spouse who is entitled to increase of benefit at a higher rate. The weekly rate of supplementary benefit is equal to 50% of the weekly average of insurable earnings of the beneficiary in excess of the basic insurable earnings but in no case the supplementary benefit is higher than the weekly amount of the basic insurable earnings.

Financing/Support:

The fund covering payments for the unemployment benefit is one of the funds managed by the Social Insurance Services and it is financed by transferring 5.7% of the total contributions paid for insured employees to the Social Insurance Fund (contributions from employers/employees and the consolidated fund of the Republic).

Eligibility:

An insured person is eligible to receive unemployment benefit if the following conditions apply:

- the insured person has been insured for at least 26 weeks and has paid, up to the date of unemployment, contributions on insurable earnings not lower than 26 times the weekly amount of the basic insurable earnings (0.5 insurance points); and
- the insured person has paid or been credited with contributions in the previous contribution year on insurable earnings not lower than 20 times the weekly amount of the basic insurable earnings (0.39 insurance points).

It is noted that for the purposes of the above conditions the contributions of a self-employed person are not taken into account, whilst the contributions of a voluntarily insured person are taken into account only in the case of working abroad in the service of Cypriot employer.

The claimant may be disqualified from receiving unemployment benefit up to six weeks if:

- she/ he has lost his employment through his own fault or has voluntarily left his/her employment without good cause,
- she/ he has without good cause refused or failed to apply for or accept a suitable employment offered to him/her,
- she/ he has neglected to avail himself of a reasonable opportunity for suitable employment,
- she/ he has without good cause failed or neglected to undergo occupational training as required of him/her by the Director of Social Insurance.

An insured person is also disqualified from receiving unemployment benefit for the days he is not working by reason of stoppage of work due to a trade dispute.

Legal basis:

The Social Insurance Law N59(I)2010-2012

The Social Insurance Regulations (Benefits) of 2010-2013

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to individuals (Periodic cash payments)		
Target groups:	Registered unemployed (All) Other registered jobseekers (All)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Maximum: 156 Days		
Responsible institution(s):	Social security funds		
Area of application:	National		
Implementation:	<i>Year started:</i>	1957	<i>Year Ended:</i> Ongoing

Identification

Country Cyprus 2019 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 20 Redundancy compensation

Type of action: 8.4 - Redundancy compensation

Description

Aim:

To protect persons employed and to eliminate the consequences of redundancy, through the redundancy payment.

Beneficiaries:

All employees of the public and private sectors, including apprentices and shareholders of private companies who are employed by their companies. Employees of the Government of the United Kingdom and the Navy Army and the Air Force Institutions (N.A.A.F.I.) in Cyprus are not covered.

Action/Instrument:

In case of payment from the Redundancy Fund the employee should submit a claim on a specific application form he/she can obtain from any Social Insurance Office or Civil Service Centre.

The application form should be submitted to the nearest Social Insurance Office or Civil Service Centre within 3 months from the day of the dismissal of the employee. However, in cases where the claimant proves that there was a good cause for the delay of submission of the application form, the payment can be made if the application form is submitted within 12 months from the day of his dismissal.

Redundancy payment is made as a lump-sum payment.

An employer who intends to terminate the employment of his employees due to redundancy, is obliged to give an advance notice of at least one month, to the Minister of Labour and Social Insurance and give number of employees likely to become redundant, the branch or branches of the business to be affected by the redundancy, the names, the occupations and the family responsibilities of the affected employees and the reasons for redundancy.

Where an employer, who has declared employees redundant, wishes, within 8 months of the redundancy, to increase his workforce he should give priority to redundant employees subject to the operational needs of the business.

The amount of redundancy payment is calculated on the basis of the employee's service and his last wages as follows:

- up to 4 years of employment '2 weeks wages for each continuous period of employment of 52 weeks
- above 4 years and up to 10 years of employment' 2 ½ weeks wages for each continuous period of employment of 52 weeks
- above 10 years and up to 15 years of employment'3 weeks wages for each continuous period of employment of 52 weeks
- above 15 years and up to 20 years of employment'3 ½ weeks wages for each continuous period of employment of 52 weeks
- above 20 years and up to 25 years of employment'4 weeks wages for each continuous period of employment of 52 weeks

In the case of a claimant who is a shareholder of a private company and who is employed in his company but not on the basis of a contract of service or under circumstances an employer and employee relationship may be inferred, the payment is equal to 1% of his weekly wage, multiplied by 52 and by the years of service.

It is noted that if the total period of continuous employment is not an integer number of years, the rest period of employment of 26 or more weeks is considered as a whole year of employment.

When the redundant employee completes the age of 64, the redundancy payment is reduced by 1/12 for every completed month above the age of 64.

Financing/Support:

All redundancy payments are paid out of the Redundancy Fund.

The Fund is financed entirely by employers' contributions. The rate of contribution is 1.2% on employees earnings up to a maximum amount which is fixed every year.

Source: Eurostat LMP database. Date of extraction: 31 March 2021

The Redundancy Fund is managed by the Social Insurance Services (Ministry of Labour and Social Insurance).

Eligibility:

In the case where the employment of an employee who has been continuously employed for 104 weeks by the same employer, is terminated because of redundancy, he/she is entitled to redundancy payment from the Redundancy Fund (one week of employment counts as a full week of employment in terms of the Redundancy Payment, only if the employment is 18 or more hours per week).

It is noted that the employment of a port worker by more than one employer is considered as employment by the same employer.

Moreover, it is noted that the employment of a seasonal worker who is employed every year by the same employer and his yearly average of employment in the same employer is at least 15 weeks, is considered continuous.

An employee is redundant when his employment has been terminated because:

- (a) the employer has ceased or intends to cease to carry on the business in which the employee was employed,
- (b) the employer has ceased or intends to cease to carry on business in the place in which the employee was employed,
- (c) because of the following other reasons concerned with the operation of the business:
 - modernisation, mechanization or any other change in methods of production or of organization which reduces the number of employees necessary,
 - change in the products or in production methods or in the skills needed on the part of employees,
 - closing of departments,
 - marketing or credit difficulties,
 - lack of orders or raw materials,
 - scarcity of means of production,
 - contraction of the volume of work or business.

An employee is not entitled to redundancy payment even if the dismissal is due to redundancy:

- (a) if before terminating the employment of the employee, the employer makes an offer of suitable alternative employment and the employee unreasonably refuses this offer,
- (b) when the dismissal was effected because of the transfer of the business as a going concern to a new employer who renewed the employment agreement,
- (c) when the employer is a company registered in accordance with the provisions of the Companies Act and he transfers the employee to a suitable employment in another company which is connected/related with the company in which he is employed. Two companies are considered as connected, if the one is subsidiary of the other, or if both companies are subsidiaries of a third company. The term subsidiary company is given the same meaning as that in article 148 of the Companies Act (Cap.113 and Amendment Laws), and
- (d) before the termination of the employment, another employer who is a company in which the previous employer is a major shareholder or exercises effective control, offers the employee suitable employment.

Legal basis:

The Termination of Employment Law (Law 24 of 1967-2003) and Regulations issued thereunder, the Termination of Employment (Redundancy Fund) Regulations 129/77 (basic) and 254/79,285/79,286/80,78/83,282/90 and 32/96 (amendment regulations).

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to individuals (Lump-sum payments)
Target groups:	Registered unemployed (Public priorities and Other)
Treatment of unemployment spells:	Not relevant

Receipt of benefits:	Cash benefits (Source: Current intervention)			
Planned duration:	One-off			
Responsible institution(s):	Social security funds			
Area of application:	National			
Implementation:	<i>Year started:</i>	1968	<i>Year Ended:</i>	Ongoing

Identification

Country Cyprus 2019 Category Mixed

Intervention n°/name 9 Public Employment Services

Type of action: 1.1 - Client services
1.2.1 - Administration of LMP measures
1.2.3 - Others services / activities
R.2 - Individual Action Plans
R.3 - Job integration agreement

Description

Aim:

1. To monitor the operation of the labour market (by collecting data relevant to unemployment and employment opportunities and analysing and evaluating possible consequences of developmental policies in the labour market).
2. To take part in the development and evaluation of employment and labour market policies.
3. To contribute to the smooth operation of the labour market, through the provision of free services to employees and employers in order to find jobs and cover job vacancies.
4. To provide information relevant to employment and training.
5. To manage employment programmes for specific groups of the labour force such as foreigners, women and young people.

Beneficiaries:

1. Unemployed people.
2. Employed people seeking a better job.
3. Special groups of the population facing difficulties in finding and keeping a job (women, young people, public assistance recipients, disabled, elderly people).

Action/Instrument:

1. Monitoring of the labour market (by collecting unemployment data and job vacancies and analysing and evaluating possible consequences of developmental policies in the labour market).
2. Participation in the development and evaluation in the labour market and employment policy.

Financing/Support:

Regular activities of the PES are covered by the Government Budget. However, the project for "Further Enhancement and Modernisation of the PES" is co-funded by the Government (30%) and the ESF (70%). The department responsible for this intervention (operation of the PES), including the undertaken projects is the Department of Labour of the Ministry of Labour, Welfare and Social Insurance.

Eligibility:

1. Cypriot citizens.
2. Cypriots living permanently abroad.
3. EU citizens.
3. Foreign nationals with at least one parent of Cypriot origin.
4. Foreign nationals who reside legally in Cyprus.

Legal basis:

The implementation of the projects for the "Enhancement and Modernisation of PES" and for the "Further Enhancement and Modernisation of PES" is governed by the laws and regulations of the Republic of Cyprus and the European Social Fund.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All, LTU)
Other registered jobseekers (All)

Treatment of unemployment spells:	Continuous/Continuous		
Receipt of benefits:	None		
Planned duration:	Continuously available		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i>	1941	<i>Year Ended:</i> Ongoing

D - Reference data

Job seekers can register with the District Labour Offices if they are at least 15 years old and they satisfy one of the conditions:

- They are Cypriot citizens living permanently in Cyprus.
- They are of Cypriot nationality residing permanently abroad.
- They are foreign nationals of Cypriot origin (Cypriot mother or father) as long as upon registration they present the appropriate documentation provided by the Ministry of Interior.
- They are citizens of a member state of the European Union and have appropriate documentation i.e. identity card or passport of country of origin
- They have been declared as political refugees by the UN High Commissioner for Refugees
- They are foreign nationals married to Cypriot citizens.

Job seekers at District Labour Offices:

- Unemployed persons
- Persons seeking a part time job,
- Persons seeking a better job,
- Persons seeking employment with a specific employer or at a specific location

Abbreviations

Abbreviation, Description