Overview of national measures regarding employment and social security of displaced persons coming from Ukraine

Country Fiche – Cyprus
February 2023
OVERVIEW OF NATIONAL MEASURES REGARDING DISPLACED PERSONS COMING FROM UKRAINE

© European Labour Authority, 2023

Reproduction is authorised provided the source is acknowledged.

For any use or reproduction of photos or other material that is not under the copyright of the European Labour Authority, permission must be sought directly from the copyright holders.

Neither the European Labour Authority nor any person acting on behalf of the European Labour Authority is responsible for the use which might be made of the following information.

The present document has been produced by Milieu Consulting SRL and EFTHEIA as author(s). This task has been carried out exclusively by the author(s) in the context of a contract between the European Labour Authority and the author(s), awarded following a tender procedure. The document has been prepared for the European Labour Authority, however, it reflects the views of the author(s) only. The information contained in this report does not reflect the views or the official position of the European Labour Authority.

Information provided in this fiche considers legal and policy developments up to 31 January 2023.

Disclaimer: The information in the present document is provided solely for general guidance purposes about the different national measures, including those, where relevant, implementing Council Directive 2001/55/EC activated by Council Implementing Decision (EU) 2022/382, adopted by the Member States as well as EEA countries in the field of access to labour market and social protection applicable/having impact on the situation of displaced persons from Ukraine. The country fiche has no legal value but is of informative nature only. The information is provided without any guarantees, conditions or warranties as to its completeness or accuracy. ELA accepts no responsibility or liability whatsoever with regard to the information contained in the fiche nor can ELA be held responsible for any use which may be made of the information contained therein.

This information is:

a) of a general nature only and is not intended to address the specific circumstances of any particular individual or entity;
b) not necessarily comprehensive, complete, accurate or up to date;
c) sometimes linked to external sites over which ELA has no control and for which ELA assumes no responsibility;
d) not professional or legal advice.

For further information please contact the competent national authorities.
# Contents

1.0 Legal and institutional framework ................................................................. 4

   1.1 Legal framework .......................................................................................... 4
   1.1.1 List of the legal framework ...................................................................... 4
   1.1.2 Beneficiaries (persons covered by temporary protection) ....................... 5

1.2 Institutional framework .................................................................................... 7

2.0 Possibility of changing the status .................................................................... 8

3.0 Access to labour market (Article 12 of the Temporary Protection Directive) ..... 10

4.0 Social security, social welfare and means of subsistence assistance, as well as medical care (Article 13 of the Temporary Protection Directive) .................. 12

5.0 Public support instruments .............................................................................. 13
1.0 Legal and institutional framework

1.1 Legal framework

1.1.1 List of the legal framework

I. Legislation implementing the Temporary Protection Directive (TPD or the Directive)\(^1\) and Council Implementing Decision (EU) 2022/382\(^2\)


According to the Ministry of Interior of Cyprus, persons who were permanently residing in Ukraine, and left the country to escape war from 24 February 2022 onwards, may be entitled to temporary protection according to the Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection. As provided on the relevant website, temporary protection will last for at least one year and it may be extended depending on the situation in Ukraine. Rights under the Temporary Protection Directive include a residence permit, access to the labour market and housing, medical assistance, and access to education for children. On this website, leaflets for both adults and children are available in English. Leaflets for both adults and children are also available in Ukrainian. Lastly, a document on the frequently asked questions of applicants for temporary protection is available in English.

II. Legislation having an impact on the (access to) (self-)employment and social security/welfare for the displaced persons coming from Ukraine

Employment

Refugee Law 2000 N. 6 (I)/2000 (ο περί Προσφύγων Νόμος του 2000), as currently in force, and, in particular, Article 20H(1) section (a) provides for the rights of displaced persons including access to (self-)employment. In particular, Article 20H(1) section (a) provides that persons enjoying temporary protection shall have the right, for a period not exceeding the period for which temporary protection is granted, to (self-)employment.

Equal Treatment in Employment and Labor Act N. 58(I)/2004 (ο περί Ίσης μεταχείρισης στην Απασχόληση και


OVERVIEW OF NATIONAL MEASURES REGARDING DISPLACED PERSONS COMING FROM UKRAINE

In March 2004, the Greek Parliament passed the "Law on Foreigners and Immigration (Capital 105)" (Ο περί Αλλοδαπών και Μεταναστεύσεως Νόμος (ΚΕΦ. 105)) which entered into force on 1 May 2004.

The Social Insurance Law of 2010 Ν. 59(I)/2010 (ο περί Κοινωνικών Ασφαλίσεων Νόμος του 2010) was published on 2 July 2010 and has been amended several times from 2010 to 2022. The latest amendment was made by Law 215(I)/2022 of 16 December 2022.

1.1.2 Beneficiaries (persons covered by temporary protection)

<table>
<thead>
<tr>
<th>Type of beneficiary</th>
<th>National regime of temporary protection for displaced persons coming from Ukraine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ukrainian nationals</td>
<td>Yes</td>
</tr>
<tr>
<td>▶ Residing in Ukraine</td>
<td>See Article 20(1) section (a) of Refugee Law 2000 N. 6 (I)/2000.</td>
</tr>
<tr>
<td>▶ displaced from 24 February 2022</td>
<td></td>
</tr>
<tr>
<td>Family members</td>
<td>Yes</td>
</tr>
<tr>
<td>▶ of a Ukrainian national present or residing in Ukraine before 24 February 2022 and</td>
<td>See Article 20(1) of Refugee Law 2000 N. 6 (I)/2000.</td>
</tr>
<tr>
<td>displaced from Ukraine on or after 24 February 2022</td>
<td></td>
</tr>
<tr>
<td>▶ of third-country nationals and stateless persons, who benefited from international</td>
<td>Pursuant to Article 2(1) of the Refugee Law 2000 N. 6 (I)/2000, a family member</td>
</tr>
<tr>
<td>protection or equivalent national protection in Ukraine before 24 February 2022 and</td>
<td>means, as long as the family already existed in the country of origin, any of the</td>
</tr>
<tr>
<td>were displaced from Ukraine on or after 24 February 2022</td>
<td>following family members of the applicants or beneficiaries of international</td>
</tr>
<tr>
<td></td>
<td>protection who are present in the areas</td>
</tr>
<tr>
<td></td>
<td>controlled by the government in relation to the application:</td>
</tr>
<tr>
<td></td>
<td>▶ the spouses of the applicants or beneficiaries of international protection;</td>
</tr>
<tr>
<td></td>
<td>▶ the partners with whom the applicants or beneficiaries of</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Type of beneficiary</td>
<td>National regime of temporary protection for displaced persons coming from Ukraine</td>
</tr>
<tr>
<td>---------------------</td>
<td>----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Third-country nationals and stateless persons beneficiaries of international or equivalent national protection in Ukraine until 24 February 2022</td>
<td>Yes</td>
</tr>
<tr>
<td>Stateless persons and nationals of third countries, legally residing in Ukraine before 24 February 2022 on the basis of a valid permanent resident permit and unable to return in safe and durable conditions to their country or region of origin</td>
<td>Yes</td>
</tr>
<tr>
<td>Other persons who are displaced for the same reasons and from the same country of region of origin (Article 7(1) of TPD), including&lt;br&gt; ▶ stateless persons and&lt;br&gt; ▶ nationals of third countries other than Ukraine,</td>
<td>No</td>
</tr>
</tbody>
</table>

- international protection enter into a civil partnership, as long as Cypriot law recognises such a partnership and gives it validity and legal effect and subject to the conditions to which Cypriot law gives such recognition, validity and legal effect;
  - the minor and unmarried children of either the applicants or the applicants and their spouses or partners referred to in the paragraph above or the beneficiaries of international protection or the beneficiaries of international protection and their spouses or partners referred to in the paragraph above, whether or not such children were born in or out of wedlock or adopted, as defined in the Adoption Act;
  - where the applicants or beneficiaries of international protection are minors and unmarried, the fathers, mothers or other persons responsible for them under the law or practice of the country.

Pursuant to Article 23 of the Adoption Act, in the case of voluntary or judicial recognition, the children acquire from birth the legal status and rights of children born in marriage to both parents and their relatives.

Yes

Yes

No
No relevant provision could be found in the national legislation.
### Overview of National Measures Regarding Displaced Persons Coming from Ukraine

<table>
<thead>
<tr>
<th>Type of beneficiary</th>
<th>National regime of temporary protection for displaced persons coming from Ukraine</th>
</tr>
</thead>
<tbody>
<tr>
<td>who are residing legally in Ukraine and who are unable to return in safe and durable conditions to their country or region of origin (Article 2(3) Council Decision).</td>
<td></td>
</tr>
<tr>
<td>Any additional category of beneficiaries (i.e. persons who arrived from Ukraine before 24 February 2022)</td>
<td>No No relevant provision could be found in the national legislation.</td>
</tr>
</tbody>
</table>

### 1.2 Institutional framework

a) National competent authority(ies) providing assistance to the persons enjoying temporary (or adequate) protection coming from Ukraine.

<table>
<thead>
<tr>
<th>Scope of work</th>
<th>Name of the authority (in EN)</th>
<th>Name of the authority (in national language)</th>
<th>Hyperlink</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Scope of work</strong></td>
<td><strong>Name of the authority (in EN)</strong></td>
<td><strong>Name of the authority (in national language)</strong></td>
<td><strong>Hyperlink</strong></td>
</tr>
<tr>
<td>------------------</td>
<td>----------------------------------</td>
<td>-----------------------------------------------</td>
<td>--------------</td>
</tr>
</tbody>
</table>

**b) Existence of a mechanism in place to coordinate the work of these national authorities with respect to persons enjoying temporary (or adequate) protection coming from Ukraine.**

There is no mechanism to coordinate the work between the Asylum Service and the Department of Labour. The Asylum Service is regarded as the competent authority for the necessary administrative co-operation with the competent local authorities and the competent authorities of other Member States and international organisations in relation to the temporary protection.

### 2.0 Possibility of changing the status

**a) Difference between temporary protection status and other forms of adequate protection** under national law, in respect of third country nationals and stateless persons coming from Ukraine.

---

3 ‘Adequate protection’ under national law is referred to in Article 2(2) of the Council Decision as a possible alternative that may be offered by Member States to temporary protection and therefore does not have to entail benefits identical to those attached to temporary protection as provided for in Directive 2001/55/EC. Nevertheless, when implementing the Council Decision, Member States must respect the Charter of fundamental rights of the European Union and the spirit of Directive 2001/55/EC. The respect for human dignity and therefore a dignified standard of living (such as residency rights, access to means of subsistence and accommodation, emergency care and adequate care for minors) has to be ensured in respect of everyone.
Articles 20 to 20IB of the Refugee Law 2000 N. 6 (I)/2000, as currently in force, provide the rules on temporary protection. Pursuant to Article 20(1) of the Refugee Law 2000 N. 6 (I)/2000, temporary protection (προσωρινή προστασία) means a procedure of an exceptional nature which ensures, in the event of a mass influx or imminent mass influx of displaced aliens who cannot return to their country of nationality, immediate and temporary protection to such persons, in particular if there is also a risk that the asylum procedure may not be able to cope with this influx without negative consequences for its effective functioning in the interest of the persons concerned and other asylum seekers. No other forms of adequate protection exist in Cyprus.

In addition to this, Article 19 of the Refugee Law 2000 N. 6 (I)/2000 provides for recognition of subsidiary protection status (καθεστώς συμπληρωματικής προστασίας). In particular, pursuant to Article 19(1), the Head, by decision, shall grant subsidiary protection status to applicants who are not recognised as refugees or to applicants whose applications are clearly not based on any of the grounds for persecution provided for in the act, but in respect of whom there are substantial grounds for believing that, if returned to their country of nationality, they would face a real risk of suffering serious harm and are unable or, owing to that risk, unwilling to avail themselves of the protection of that country.

Pursuant to Article 2(1) of Refugee Law 2000 N. 6 (I)/2000, the Head means a competent officer who is the head of the Asylum Service and includes any other competent officer of that Service authorised by the Secretary of State to exercise all or any of the powers or perform all or any of the functions of the Head.

b) Possibility to file status change inside the territory without the requirement for the person to first leave the country or return to Ukraine from temporary protection or other forms of adequate protection to employment-based residence permit during the temporary protection regime and at the end of this regime (e.g. single permit for work, EU Blue Card for highly-qualified workers, seasonal workers, family reunification).

National legislation does not set out rules in case of status change from temporary protection to employment-based residence permit while inside the territory of Cyprus. Provisions on voluntary or forced repatriation are provided in Articles 20D and 20E of the Refugee Law 2000 N. 6 (I)/2000.

As provided on the website of the Civil Registry and Migration Department (Τμήμα Αρχείου, Πληθυσμού και Μετανάστευσης), in order to grant or renew a residence permit to a temporary protection holder and their family members who are also temporary protection holders, an application (MIPA3) and the necessary accompanying documents, which are listed in the list of accompanying documents, must be submitted. Applications for authorisation, together with the required documents, are submitted at the application points without the persons concerned having to make an appointment via the special platform. Upon submission of the application, registration in the Aliens Register is also carried out in cases where there is no previous registration and an Alien Registration Card (ARC) is issued. There is no fee for submitting the application. When submitting the application, it is necessary to take biometric data (photograph and fingerprints) and the signature of the third country national, by presenting the receipt and travel document or the Asylum Service’s certificate of application for international protection. Only a photograph is taken from persons who are under 6 years of age at the time of application. The Department examine and issue the permits on a priority basis.
c) Relevant national legislation on changing the status (including the procedure to be followed).

Article 20 of the Refugee Law 2000 N. 6 (I)/2000 provides general information on the temporary protection. Following this, Articles 20A and 20B regulates the existence, duration and termination of temporary protection, as well as the provision of temporary protection to additional categories of persons. In addition to this, Article 20C regulates the termination of temporary protection granted under Article 20B.

No rules on changing the status could be found.

d) Measures aiming to preclude registration of displaced persons in more than one Member State/EEA-EFTA country (see Article 26 of the Temporary Protection Directive).

Pursuant to Article 201A(6) of the Refugee Law 2000 N. 6 (I)/2000, in case of transfer of a person enjoying temporary protection in Cyprus to another Member State, the residence permit is revoked by the Director of the Asylum Service and any rights arising from the Refugee Law are terminated (e.g. access to employment, social welfare, residence).

3.0 Access to labour market (Article 12 of the Temporary Protection Directive)

a) Overview on how equal treatment on the labour market as regards working conditions is ensured for persons enjoying temporary (or adequate) protection from Ukraine.


Additionally, information regarding the access of displaced persons coming from Ukraine to the labour market in Cyprus is provided on the website of the Cyprus Employers and Industrialists Federation (Ομοσπονδία Εργοδοτών & Βιομηχάνων (ΟΕΒ)). More specifically, as mentioned on the relevant website, all eligible persons have access to the labour market by securing and presenting their permit of residence, without further procedures. This means that, employers will be able to directly hire displaced persons coming from Ukraine and have obtained a residence permit. In case employers wish to hire displaced persons coming from Ukraine, but do not have direct access to these persons, they will be able to declare this intention and the profession/specialty they wish to place them in, either by completing the Vacancy Notification Form (Έντυπο Γνωστοποίησης Κενής Θέσης Εργασίας) and submitting it to the Public Employment Service (Δημόσια Υπηρεσία Απασχόλησης) or by registering the vacancy online on the Public Employment Service’s platform. As for displaced persons coming from Ukraine and wish to be employed, they can either register on the online platform of the Public Employment Service as unemployed or, if this cannot be done online, they can go to the provincial offices of the Public Employment Service and submit an application. The addresses of the provincial offices of the Public Employment Service are available online.
b) Conditions applicable to persons enjoying temporary (or adequate) protection from Ukraine, (including the procedure to be followed):

I. The conditions regulating work permits/work authorisation, if required

According to the Ministry of Interior of Cyprus, persons who were permanently residing in Ukraine, and left the country to escape war from 24 February 2022 onwards, may be entitled to temporary protection according to the Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection. As provided on the relevant website, temporary protection will last for at least one year and it may be extended depending on the situation in Ukraine. Rights under the Temporary Protection Directive include, inter alia, access to the labour market.

The general framework provides that persons enjoying temporary protection are entitled to be employed or self-employed. Such persons are entitled to work without work permits or any type of authorisation.

Article 20H(1) section (a) of the Refugee Law 2000 N. 6 (I)/2000 refers to the Law on Foreigners and Immigration (Capital 105), according to which the displaced persons and thus also persons enjoying temporary protection need to apply for a biometric residence permit in order to be able to apply for a job. Displaced persons are entitled to be employed one month after submitting their application for temporary protection. The employer has an obligation to ask such displaced persons to prove that they have a legal residence permit and to inform the authorities within seven days about the employment of the displaced persons (Articles 18ΡΒ and ΡΓ(1) and (3) of Law on Foreigners and Immigration (Capital 105) (Ο περί Αλλοδαπών και Μεταναστεύσεως Νόμος (ΚΕΦ. 105)).

II. Recognition of qualifications/diplomas

Pursuant to Article 21(1A) of the Refugee Law 2000 N. 6 (I)/2000, the competent authorities shall ensure that displaced persons who cannot provide documentary evidence of their qualifications have full access to appropriate programmes for the assessment, validation and certification of their prior learning. In general, the recognition of foreign diplomas is done by the Cyprus Council for the Recognition of Diplomas (KY.S.A.T.S.), which is responsible for the recognition of the equivalence and correspondence of the diplomas. Persons enjoying temporary protection would need to have their qualifications recognized in the same way as any third country national.

III. Eligibility to receive assistance for job seekers (e.g., career counselling, skills assessment, locating appropriate job openings, etc.)

Pursuant to Article 20H(1) section (b) of the Refugee Law 2000 N. 6 (I)/2000, persons enjoying temporary protection shall have the right, for a period not exceeding the period for which temporary protection is granted, to attend adult education, vocational training and work experience programmes.

In general, assistance for jobseekers is provided by the Cyprus Human Resources Development Authority.

Pursuant to Article 20H(2) of the Refugee Law 2000 N. 6 (I)/2000, persons under temporary protection who are under 18 years of age have access to the public education system under the same conditions as citizens of the country. In addition to this, pursuant to Article 20H(3) of the Refugee Law 2000 N. 6 (I)/2000, adults under temporary protection shall have access to the general education system applicable to adults in the country.
IV. Availability of vocational training/educational opportunities for adults/practical workplace experience.

No measures have been adopted for persons enjoying temporary protection specifically from Ukraine. The general framework provides that persons enjoying temporary protection are entitled to attend adult education programs, vocational training and internship programs. The Cyprus Human Resources Development Authority is the competent authority for the training programs.

V. Any exceptions to the general law in force in the country applicable to remuneration and other conditions of (self-) employment

There are no specific issues or salient points identified for this question.

Pursuant to Article 20H(1A) of the Refugee Law 2000 N. 6 (I)/2000, where persons enjoying temporary protection are engaged in (self-)employment, their ability to contribute to their needs shall be taken into account when determining the level of assistance provided.

4.0 Social security, social welfare and means of subsistence assistance, as well as medical care (Article 13 of the Temporary Protection Directive)

I. Types of benefits with description and coverage

Social security

No measures have been adopted for persons enjoying temporary protection specifically from Ukraine. The general framework provides that persons enjoying temporary protection are entitled to receive the necessary social security. The general framework of social security is regulated by the Social Insurance Law of 2010 (ο περί Κοινωνικών Ασφαλίσεων Νόμος του 2010) 59(I)/2010. According to Article 21 of the Social Insurance Law of 2010 59(I)/2010, the beneficiaries of social security are entitled to receive maternity allowance, sickness benefit, unemployment benefit, pension, disability pension, widow's pension, orphan's allowance, missing person's allowance, maternity allowance, parental leave allowance, marriage aid, childbirth aid and funeral aid.

Social welfare

Refugee Law 2000 N. 6 (I)/2000 provides that persons enjoying temporary protection are entitled to receive the necessary living support and medical care, as well as access to education for children, same as citizens of Cyprus.

According to the Ministry of Interior of Cyprus, persons who were permanently residing in Ukraine, and left the country to escape war from 24 February 2022 onwards, may be entitled to temporary protection according to the Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection. As provided on the relevant website, temporary protection will last for at least
one year and it may be extended depending on the situation in Ukraine. Rights under the Temporary Protection Directive include, inter alia, access to medical assistance.

Moreover, displaced persons from Ukraine are entitled to receive a temporary financial assistance in the amount of EUR 340 from the State. The rules on financial aid refer to citizens of Ukraine who arrived in Cyprus for tourism during the three months before the war in Ukraine (before 24 February 2022) and those who arrived in Cyprus after the start of the war in Ukraine (on 24 February 2022 or after). Such persons must provide information to confirm the time of arrival in the Republic of Cyprus, in particular a copy of the passport marked on arrival at the airport or port, or, if received, a copy of the temporary residence permit in Cyprus. After submitting the application to the SWS (Social Protection Service) office, the beneficiaries can receive the first part of the assistance in cash on the same day. To receive the second part of the assistance, the beneficiaries need to apply within 15 days to the same office and provide a document confirming receipt of the first payment.

The Ministry of Health of Cyprus provides to the displaced persons coming from Ukraine who have been granted temporary protection with health care in public hospitals.

The Ministry of Tourism has reserved 3 000 beds in hotels in various parts of Cyprus, to accommodate displaced persons from Ukraine.

Social Welfare Services is the competent authority that provides to the displaced persons coming from Ukraine with housing and living allowance.

II. Eligibility conditions

National legislation provides for certain conditions which need to be fulfilled in order to benefit from various social insurance benefits (benefits, allowances etc.). The legal framework regarding persons enjoying temporary protection does not include any special conditions that differentiate the conditions between Cypriot citizens and persons enjoying temporary protection from Ukraine.

III. Any exceptions to the general law in force in the country to access to social security systems or social welfare system relating to employed or self-employed activities

There are no specific issues or salient points identified for this question.

5.0 Public support instruments

Overview of other public support instruments facilitating labour market participation, information about and enforcement of rights and entitlements for displaced persons.

The Asylum Service provides the necessary information and assistance related to the procedure that persons can follow in order to receive temporary protection for themselves (namely information to apply for temporary protection on-line and receive the decision either on-line or in person), as well as to get information about their rights after the approval of the application.

Displaced persons from Ukraine have a possibility to apply for temporary protection online and also receive a decision online, whereby the application process already indicates some possible sectors of economic activities
in which displaced persons would like to work.