

**The Protection of Maternity Law No. 100(I)/97**

Maternity rights are secured through the “Maternity Protection Law” 1997 last amendment 2002 (64(I)/2002).

**Who is entitled to Maternity Leave?**

An employed woman who presents a certificate of a registered medical practitioner stating the expected week of her confinement is entitled to maternity leave. Maternity leave is provided for 16 weeks of which 9 weeks must compulsorily be taken at the beginning of the second week before the expected date of confinement and 6 weeks of compulsory leave to be taken after confinement (Section 3(2)).

An employed woman, who adopts or takes in to her care a child less than 12 years of age for the purpose of adoption, is allowed maternity leave for 14 weeks (Section 3(3)).

**Maternity Rights**

- During maternity leave the employed woman is allowed a grant (Art 3(4)).
- The employed woman is protected against termination or notice of termination of employment during the period in which the employed person notifies the employer and for the period ending 3 months after maternity leave. This does not apply in cases where the employed woman is found guilty of a misdemeanor, or the business at which she is employed closes down or the contract period has expired (Section 4).
- Women who gave birth and are breast-feeding or have increased responsibilities for the care/raising of the child, can, for a six-month period, commencing on the date of birth or maternity leave, interrupt their employment for one hour or go to work one hour later or leave work one hour earlier. The one-hour excuse period is considered working time (Section 5(1)).

**Sanctions**

In the case where an employer is found guilty of a violation of the provisions regarding maternity rights, the employer shall be liable to a fine of maximum of CY£1,000 (Section 9).