

27 January, 2025

# Key Updates: The Transparent and Predictable Terms of Employment

(Essential Terms of Employment for  
Registration in an Electronic System)

Decree of 2024



On December 20, 2024, the Minister of Labour and Social Insurance Services published in the Government Gazette the “Transparent and Predictable Terms of Employment (Essential Terms of Employment for Registration in an Electronic System) Decree of 2024 (ΚΔΠ 455/2024) (“Decree”), which introduces the mandatory registration of essential terms of employment for employees in the “ERGANI” information system.

This information system is designed to collect realtime data on all employees, increasing transparency and ensuring compliance with the Cyprus labor laws and regulations.

The Decree follows recent changes to the Transparent and Predictable Working Conditions Law (No.25(I)/2023), published in the Official Gazette on November 15, 2024. Pursuant to the Decree, employers are required to register their employees’ essential terms of employment in the “ERGANI” information system, and it must be completed between **January 2, 2025, and February 28, 2025.**





## > Essential Terms that need to be registered

The essential terms that need to be registered are outlined in the Table of the Decree, which are also outlined below:

- Employer's Information
- In case of retail business, the type of business
- Employee's Information
- Employer's place of business
- Place of work under the employment contract and place of work at registration
- Employee's job description and specialisation
- Date of commencement of work
- In case of fixed-term contract, the employment end date
- In case of temporary employment agencies, the details of the indirect employer
- Terms and duration of probationary period
- Duration of annual leave and how this is granted
- Remuneration – salary, payment frequency (daily, weekly/monthly/hourly)
- Working hours – normal working day/week hours
- Report if the employees' working hours are unpredictable
- Other benefits/allowances, commissions, indexation allowance, etc.

→ **Please contact us to discuss in further detail, the company's requirements.**

We stand ready to assist, by advising on the preliminary steps that need to be taken by the company prior to the registration process, to the collection of the relevant essential terms, as these are outlined in the Decree, and with the registration process in the ERGANI information system.

## Contact Us

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