



Legal Alert



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Cyprus:

New Rules for Employing Third-Country Students

Decree published 6 March 2026

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Which students are eligible?

Third-country national students may work in Cyprus if they

1. have completed their first academic semester

2. are enrolled in their second semester

3. hold a valid residence permit

The Decree defines specific sectors and occupations where employment is allowed.

Employer Requirements

Before hiring a student, employers must obtain:

- 1 confirmation of full-time studies from the educational institution
- 2 monthly work schedule prepared by the employer
- 3 copy of the student's valid residence permit
- 4 employment contract certified by the Department of Labour



Permitted Sectors (Part 1)

Students may work in the following sectors:



Trade (Wholesale & Retail)

- loading/unloading labourers
- petrol station or car wash workers



Health & Social Welfare

- caregivers in residential homes
- ward assistants (secondary diploma + basic Greek)



Household Activities

- occasional domestic work

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Permitted Sectors (Part 2)

Students may work in the following sectors:



Manufacturing

- bakery workers
- animal feed production
- waste recycling
- night shift manufacturing workers



Agriculture / Livestock / Fisheries / Animal Care

- agricultural workers
- livestock workers
- fisheries workers
- animal caretakers

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Permitted Sectors (Part 3)

Students may work in the following sectors:



Service Provision

- building cleaners
- sewerage workers
- advertising or mail distributors
- food delivery drivers



Food Service & Hospitality

- kitchen assistants
- cleaners
- waiters / waitresses
- bartenders
- reception staff

Additional Employment Opportunities

The Decree also allows:

Retail Sales Positions

Students may work as **retail salespersons**, subject to labour market monitoring.

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ICT Roles (for ICT students)

- Assistant Application Programmer
- Assistant Systems Analyst
- Assistant Software Designer
- Assistant Web & Multimedia Designer

Research & Training Opportunities

Postgraduate & PhD Students

May work on **research projects** at universities or certified research institutes related to their studies.

Positions must be **publicly advertised**, with priority for **Cypriot and EU citizens**.

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Seasonal Training

Students in hotel or food service programmes may work:

1 June – 15 October

for practical training in hotels or leisure establishments.

Internships & Compliance

Students may undertake mandatory internships if:

- their academic programme requires practical training

- a **written agreement** between the employer and the educational institution is submitted to the Department of Labour



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