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New Actions for Migrant womEn

National Needs Assessment Report

- Cyprus -



Co-funded by the
Erasmus+ Programme
of the European Union

NEW ACTIONS FOR MIGRANT WOMEN: National Needs Assessment Report - CYPRUS

[TARGET LENGTH FOR REPORT: 15-20 pages, including figures, excluding the appendix]



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1. Introduction: Immigrant women in Cyprus

[Target length: 2 pages]

[Content:

- A brief overview of the recent immigration history in the country
- A very brief overview of the largest immigrant groups in the country (listing the national/ethnic origin of the major groups in text) today
- Overview of the position of immigrant women in the country in general, naming the specific identified groups
- Overview of any significant political or policy issues that influence debates and initiatives to address issues related to immigrants, with a focus on issues related to women and employment]

In Cyprus, there are 24,8 immigrants per 1000 inhabitants in the country¹. The number of migrants to Cyprus was 17,391 in 2016, from 15,183 in 2015.

In the first three months of 2019², a total of **31,016 TCNs** were working in Cyprus in sectors such as agriculture, construction, repairing of cars, hotel industry, and household activities. Most of the TCNs are employed in household activities (13,150 TCNs), of which the **vast majority are women**.

According to Prodromos Panayiotopoulos (2005)³, a significant contextual explanation for the growing role of foreign domestic workers in Cyprus can be found in the direct and indirect effects of rapid economic growth and rising per-capita incomes. Cyprus experienced an 'economic miracle' during the period 1976-1984, which saw the expansion of tourism and the clothing industries.

The growing demand for foreign domestic workers, combined with labour shortages in manufacturing and tourism, created the conditions that have transformed the Cypriot economy from a labour-exporter to one that increasingly relies on immigrant labour. Migrant workers made up 5.3% of the labour force in 1995, and 7.2% in 1998.

Most migrant workers are employed in a narrow range of sectors and in gender-sensitive ways, with over half employed in manufacturing, tourism, or by private households. Most women are employed by private households as maids and carers, or in the tourism sector as cleaners and kitchen staff.

¹ According to the Migration and Migrant population statistics by Eurostat (data extracted in February 2020)

² According to Data from the Statistical Service of Cyprus, Employment by Nationality, Economic Activity and Gender

³ The globalisation of care: Filipina domestic workers and care for the elderly in Cyprus

Moreover, according to a research conducted by Charalambidou-Solomi et. al (2019)⁴, regarding the **demographic situation of migrant women in Cyprus**, the following data were extracted:

- The majority of respondents (93%) ranged from 18-55 years old with 37% being in the category of 26-35 years old.
- In terms of education, 32% of migrant women were secondary school graduates, while 26% were university graduates, and 4% had a post-graduate degree.
- Only 8% had not graduated from elementary school.
- The majority of female migrants in the survey (63%) were either married, divorced, or widowed, and only 36% were single.
- More than half of the women of the sample stated that they had children (58%).
- The majority of the survey participants were Third-Country Nationals (TCNs) coming from Asia (49%), followed by women from the former Soviet Union countries (23%).
- Knowledge of Greek as a foreign language fluctuated at relatively low levels with an average of 2.63.
- The majority of women reported no or basic knowledge of the Greek language.
- The main reason reported for migration by the sample was seeking employment (77%).
- Migrant women were mainly working as domestic workers (54%), followed by women employed in sales (14%), and in nursing (6%).
- Most of the occupations that the migrant women could secure in Cyprus were low-level positions.

As stated above, most migrants in Cyprus are women who are mostly employed as housemaids and/or carers. The findings of the ENAR Shadow Report⁵ show that migrant workers systematically earn less by the hour than local citizens and the report has also exposed their severe exploitation due to the widespread acceptance of viewing and using migrants as **cheap workforce**. Furthermore, the results of the report on Cyprus exposed **institutional weaknesses** highlighting the underreporting of discrimination and racism in employment. Moreover, recent crimes involving migrant women in Cyprus as victims highlight the inadequacy of the legal and social system to treat these individuals as having basic human rights, further emphasizing on the difficult conditions of living and employment of female migrants in Cyprus.

In Cyprus, there are no recently updated official data⁶ that reveal the specific nationalities of migrant women in Cyprus; however, according to the Asylum Service⁷, in 2018, the top 10 countries of origin of Asylum Seekers in Cyprus were:

- Syrian Arab Republic,
- India,
- Bangladesh,
- Pakistan,
- Cameroon,
- Egypt,
- Vietnam,
- Georgia,
- Iraq,

⁴ Female Immigrants in Cyprus—profile, obstacles, needs, aspirations

⁵ ENAR Shadow Report: Racism & Discrimination in Employment in Europe 2013-2017: https://www.enar-eu.org/IMG/pdf/shadowreport_2016x2017_long_final_lowres.pdf

⁶ A recent report by the Statistical Service of Cyprus reveals the labour force statistics of Cyprus in 2018, separating the labour force into three categories: Cypriots, EU Nationals and Non-EU Nationals.

⁷ http://www.moi.gov.cy/moi/asylum/asylumservice.nsf/asylumservice18_en/asylumservice18_en?OpenDocument

- Sri Lanka,
- Other (not specified).

As far as addressing the situation of female migrants in Cyprus is concerned, this is an issue that is not being addressed in Cyprus. There are **no specific policies** for female migrant workers in Cyprus, although this target group has different needs and priorities than migrant workers in general.

Trimikliniotis and Fulas-Souroulla (2006)⁸ found that “In fact, we can refer to an ‘immigration-integration conundrum’ as a key characteristic of the Cyprus general policy, given that at least so far there is no ‘integration policy’ as such. Moreover, there is such a degree of fragmentation and problematic coordination between the regulation of migration issues, labour/employment and social security/welfare issues, health issues and educational issues [...] (7).

Furthermore, language training is a key issue in relation to the social integration of the target group. Very few, if any, migrants arriving in Cyprus speak the language. Greek language classes for foreigners are made available through programmes within the Adult Education Centres and the State Institutes for Further Education; both institutions belong to the Ministry of Education and Culture of Cyprus. The programmes offered through the two institutions promote general adult education and life-long learning only in Greek with the exception of Greek language classes for foreigners; therefore, immigrants who do not speak Greek are not able to attend other classes for education and lifelong learning. The classes of the programme “Greek for foreigners” within the Adult Education Centres are offered in English and Russian. Therefore, the foreigners who are interested in attending these classes must have a proper knowledge of either English or Russian languages. There are also relevant initiatives by private organization or NGOs, mostly through programs funded by the European Union, but such programs are not offered on a regular basis.

⁸ Mapping of policies affecting female migrants and policy analysis: the Cyprus case

2. The employment status of immigrant women in Cyprus

[Target length: 3 pages]

Content: A summary of the employment rates and status of immigrant women in the country, with a focus on which groups face deficits in comparison with the majority/native population – may include not only non-employment but exploitative employment

Data sources:

- Rambøll's analysis from internationally available data (depending on availability)
- Supplementary analysis by country partners using quantitative and/or qualitative data]

During the 1990's and the beginning of the 21st century, Cyprus became a hosting country for thousands of economic migrants and refugees. This has been the result of the dwindling of the agricultural sector, the country's economy becoming more dependent on tourism, services, and banking, Cyprus becoming an official Member State of the EU in 2004 and joining the euro zone in 2008. This resulted in an increasing number of migrant women joining the Cypriot labour market.

According to Eurostat data⁹ from 2017, Cyprus ranks third in percentage of receiving migrants among EU member states (24.8 per 1000 inhabitants). This is quite a large number for a small country such as Cyprus. In addition, the immigration population in Cyprus (as in other countries) is increasingly becoming feminized.

According to data from the Cyprus Statistical Service¹⁰, in 2018, approximately 23,450 men and 21,200 women from EU countries were working in Cyprus. Similarly, approximately 12,400 men and 17,500 women who were non-EU nationals had a job in Cyprus in 2018.

Concerning unemployment rates in 2018, approximately 2300 men and 2,260 women from EU countries were unemployed. For non-EU Nationals, 1335 men and 926 women coming from non-EU countries were unemployed in 2018. The report from the Statistical Service of Cyprus does not specify the nationalities of the two groups (EU nationals / non-EU nationals), which makes it even more difficult to pinpoint which categories specifically face difficulties with regards to their integration in the labour market.

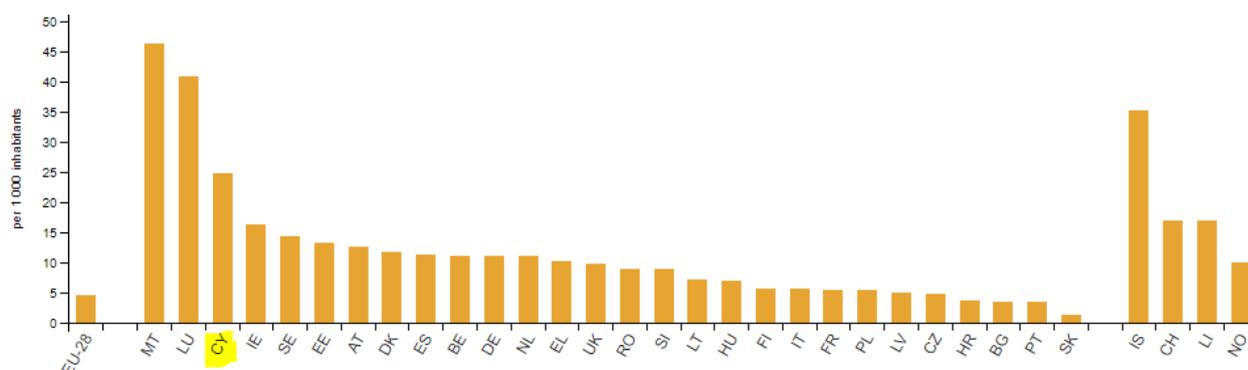
It is important to note that according to the status of each migrant (for TCNs), they are allowed to work in specific fields, defined by the legal framework of Cyprus. In order for a third-country national (TCN) to be employed in Cyprus, they first need to find a job and then arrive in the country. Having this in mind, there are no official data as far as the unemployment of TCN (female) migrants coming from specific countries is concerned. However, having an asylum seeker status, refugee status or student plays a role in the type of work these individuals can find. Unfortunately, there are no official data pinpointing precisely the unemployment rates of the above.

⁹ https://ec.europa.eu/eurostat/statistics-explained/index.php/Migration_and_migrant_population_statistics

¹⁰ Labour Force Survey, 2018

According to the article *Female Immigrants in Cyprus – profile, obstacles, needs, aspirations*¹¹, which draws on the findings of a research project by the Cyprus Research Centre (EKIF) which aimed at, through the views of migrant women living and working in Cyprus, sketching the profile of the economic female migrant, identifying the drawbacks in the social and work environment and highlighting her needs for personal and professional development in order to meet her aspirations. The data was collected through the use of an anonymous questionnaire with 1702 responses.

Immigrants, 2017

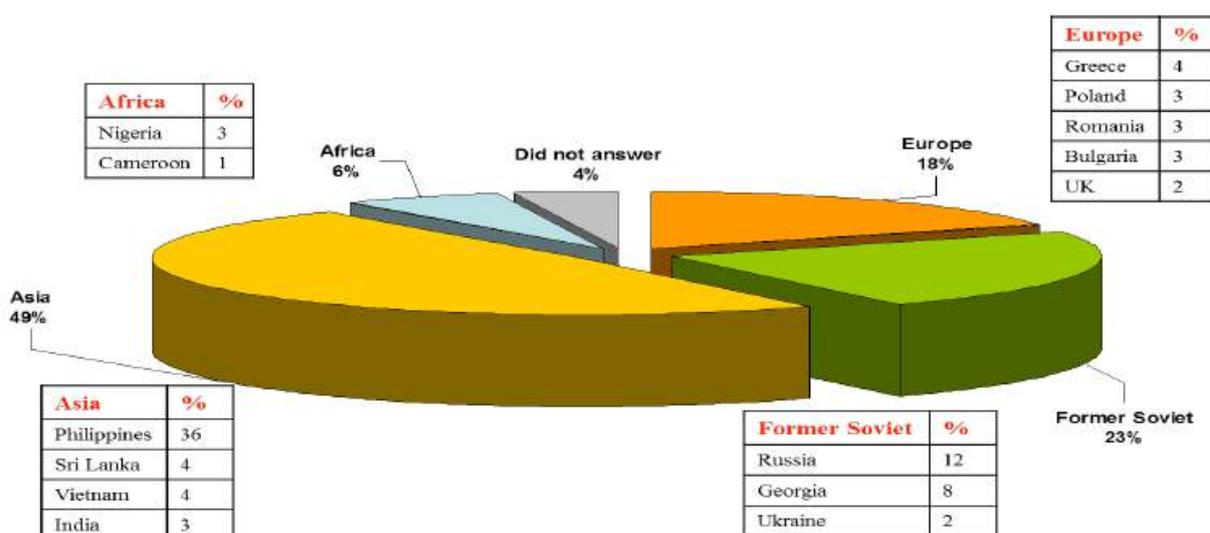


Employment data

According to the research, the main reason for migration is seeking employment (77%). The majority of the female immigrants stated that they are working mostly in full time employment (87%).

Immigrant women are mainly working as domestic workers (54%), followed by women employed in sales (14%) and in nursing (6%). Most of the occupations the immigrant women can secure in Cyprus are low level positions such as waitressing, hairdressing, and cooking. Minor exceptions apply for those who have higher education qualifications.

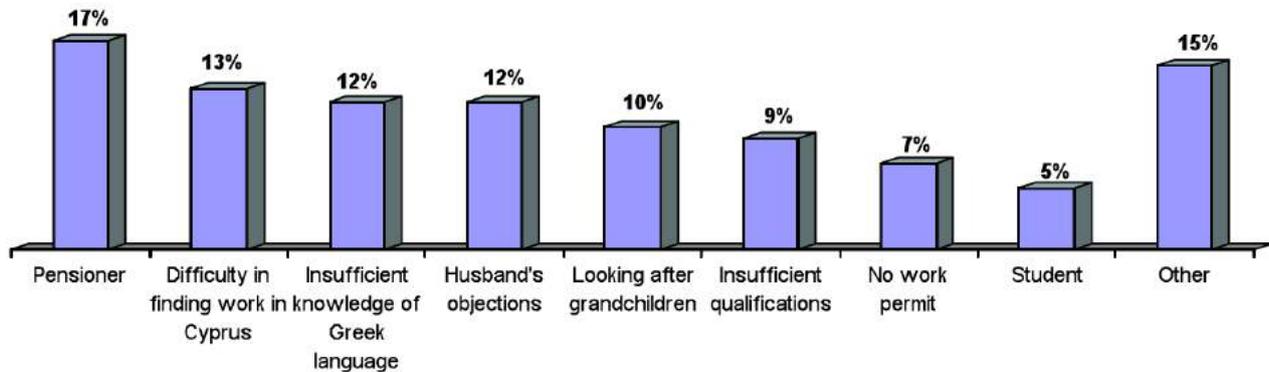
Country of origin of immigrant women in Cyprus



¹¹ Solomi et. al, *Female Immigrants in Cyprus – profile, obstacles, needs, aspirations* (2010).

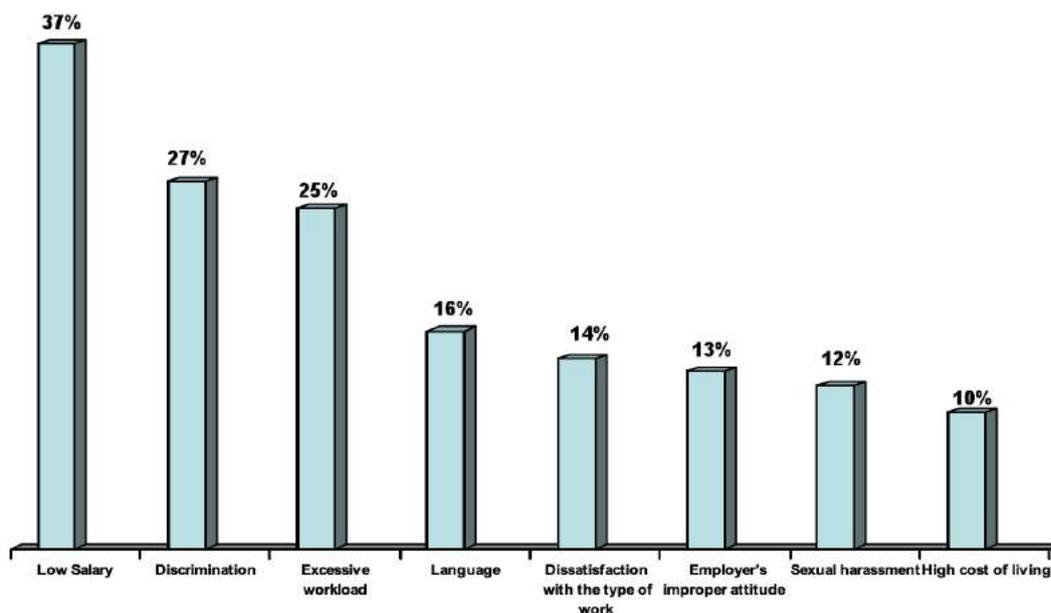
The salaries that immigrant women receive are very low, with an average of 599 euro per month. The majority of the study's participants (51%) received 200-500 euro. Monthly salaries exceeding 1100 euro were secured only by 9% of women. It is interesting to note that 3% of the sample reported compensation less than 200 euro, while only 2% reported salaries over 2000 euro.

Regarding the reasons for a section of migrant women not being employed in Cyprus, the participants of the research stated various reasons, seen below in the diagram.



Employment rights and human rights

After Cyprus became an official EU Member state, in 2004, it adopted several EU directives that were concerned with immigration laws in working and residing in the country. Despite multiple EU directives and national laws, immigrant working women in Cyprus face de facto difficulties. In particular, all women who participated in the aforementioned survey claimed that they are facing severe issues and discrimination in employment, human rights, dignity and acceptance by the community. According to the survey, the main challenges that migrant women face are low salary, discrimination, excessive workload, language barriers, dissatisfaction with the type of work, improper attitude of employer, sexual harassment, and high cost of living.



It is interesting to note that the system encourages the continuation of the problems faced by female migrant workers in Cyprus by deeming them close to invisible. In 2019, a notorious Cyprus serial killer case¹² exposed the abuse and the challenges of migrant women who work and live in Cyprus. According to the BBC article, “The case has exposed an exploitative system that allows tens of thousands of migrant women to work as housemaids in conditions that critics have described as akin to modern slavery”.

¹² <https://www.bbc.com/news/world-europe-48110874>

3. Resources and barriers to employment among key groups of immigrant women

[Target length: 5 pages

Content: Focusing on groups identified as having employment deficit from section 2, what relevant barriers are found in relation to:

- education levels
- language competence
- family roles & situations
- health situation

Data sources: Quantitative and/or qualitative data, including:

- any relevant internationally available data (for example, if found by Rambøll)
- national statistical sources
- existing national reports
- stakeholder interviews.]

After advising a number of academic articles and researches, as well as from the personal contact that we had the opportunity to have with migrant workers in Cyprus and with discussion / interviews with relevant stakeholders, we were able to detect the following **barriers** that constrain this target group from finding (regular) employment in the country:

- Mismatch between their qualifications / previous education and the type of employment they can find in Cyprus. Additionally, it is extremely difficult to validate their skills obtained from previous educational experience to be in line with the Cypriot framework.
- Lack of Greek language skills: although there are some Greek language courses offered in Cyprus, there is an overlap between the standard modern Greek language learned in the class and the Cypriot dialect spoken verbally across the whole island. A number of migrant workers, with very good knowledge of English, have expressed their profound difficulties in learning Greek for the aforementioned reason. It is important to stress that most of these women have been in Cyprus for over five years and they have been willing to learn the language, but they also expressed their disappointment with the courses running too fast instead of keeping up with the progress of all learners. According to Solomi et al., the third most popular reason why immigrant women who reside in Cyprus are not working is insufficient knowledge of the Greek language.
- Having children also poses an additional impediment in the employment opportunities of migrant women in Cyprus. The government does not offer childcare opportunities to working parents, and this is especially challenging for migrant women that also includes single mothers. This means that in order to work, they need to find a way to provide childcare to their children, at least before they start school. From our professional experience, when we organize 1-2 hour trainings in the context of our projects, addressing women migrants as participants, we often hear from potential participants that although they would like to, they cannot attend because of obligations related with their children and the lack of a decent childcare alternative, something which constraints their development.

- Lack of knowledge with regards to the human rights they have as migrant workers in Cyprus and additionally, lack of knowledge as to which authority to turn in case they fall victims of abuse and/or any other violation of their human rights (professional exploitation, sexual abuse, violence etc.)
- Tendency to experience racism, discrimination, prejudice from employers and the society as a whole. According to Solomi et al., in the online survey answered by migrant women, the vast majority of them admitted that they fell victim to at least one of the above cases. Furthermore, Trimiklimiotis, in his article¹³, also points out to the profound racism that has existed in Cyprus toward migrant female workers. Trimikliniotis writes about a case published “In one report (O Phileftheros 14.2.97) the case of a Sri Lankan woman is presented, who worked from 7:00 am until 10:00 p.m. every day except Sunday, serving four related families on very low pay. The example illustrates how racism and class and oppression work together and how the position of these individual needs to be seen within particular locations: race, class and gender” (14). It is interesting that even though this case is from 1997, more than twenty years ago, this kind of racism and sexism is still very apparent and rooted in the Cypriot society.

It is crucial to note that the aforementioned barriers are observed in all female migrants, not distinguishing between specific ethnicities or nationalities.

According to Solomi et al., the distribution of the research’s sample, in terms of age, ranged from the under 18-year olds to the over sixty years of age. The majority of the respondents (93%) ranged from the 18-55 years old with 37% being in the category 26-35 years of age. In terms of **education**, 32% of immigrant women were **secondary school graduates** while 26% were **university graduates** and 4% declared **postgraduate studies**. Only 8% have not graduated from elementary school.

The majority of female immigrants in the survey (63%) were either **married** (50%), **divorced** (7%), or **widowed** (6%) and 36% were **single**. It is interesting to note that more than half of the women who took part in the research stated that they have **children** (58%).

Most of the respondents of the survey stated that their worst problem is **low salary**. Further statistical analysis shows that 70% of the respondents, who have a monthly wage less than 500 euro, mainly came from **Asian and African countries** (52% and 27% respectively). Other related problems they face are excessive workload, dissatisfaction with the type of work, and employers’ inappropriate attitude. Adverse discrimination and sexual harassment are also listed in the **challenges** this target group faces, which also play a role in their quest to find a job in Cyprus.

It is interesting to emphasize that the migrant women’s knowledge about their **legal rights** is quite **limited**. One in two respondents answered that they are not aware of them. The research has shown that from further analysis, the percentage of ignorance is particularly high (75%) between the ages of under 18 and over 56. Furthermore, knowing to which authority to turn in case their human rights are violated is also another area that the female migrants are unaware of. However, it is worth mentioning that there were cases where these women have reported abuse and other forms of violation of human rights in their local police station but were met with indifference and ignorance, something which emphasizes the inability of the system to deal with such cases.

¹³ Trimikliniotis, Nicos. “Racism and New Migration to Cyprus: The Racialisation of Migrant Workers.” *Into the Margins: Exclusion and Migration in Southern Europe*, 1999, Avebury,

4. What is working? Best practice examples from Cyprus

[Target length: 5 pages]

Content: Description of 3-5 best practice examples of programs/projects addressing the employment deficit or related barriers for the identified groups, or groups with similar characteristics, in each country.

Data sources: Existing reports and evaluations, interviews with relevant stakeholders]

a) Help Refugees Work

This web platform is an initiative of the UNHCR Country Office in Cyprus, in collaboration with Cyprus Refugee Council, to support refugee integration through work. It is meant for refugees, employers, institutions running vocational education and training (VET) programmes, and individuals and organizations committed to promoting social participation, inclusion and diversity.

While the primary responsibility for facilitating the integration of refugees rests with the government, employers have a crucial role to play in helping refugees gain access to the labour market so that their skills, talents and competences are not wasted. When refugees are effectively integrated into the labour market, they can help meet the country's growing needs for skilled labour and contribute to the flourishing of the national economy.

Work is essential to helping refugees rebuild their lives and integrate into the economic and social fabric of the host society. Yet the unemployment and underemployment of refugees is unacceptably high in Cyprus. Despite high levels of qualifications and extensive work experience in their home countries, many refugees in Cyprus encounter enormous difficulties finding jobs that match their skills. They often can only find informal, short-term, low-paid, menial jobs. This has further exacerbated their sense of alienation, marginalization and hopelessness. And it has left the refugees less able to meaningfully contribute to Cyprus. For refugees to be able to effectively exercise their legal right to work as enshrined in the Cyprus Refugee Law, they need to be given adequate support to access jobs. Many need to be provided with specific, technical language and skills training that allows them to re-gain confidence and self-esteem.

b) EmployMe - Empowerment Skills for Employment of Migrant Women Through E-Literacy!

E-employ-Me! is an innovative project funded under the Erasmus+ KA2 programme, whose main objective is to promote the socio-labour integration of unemployed immigrant women through empowerment and digital skills. As starting point it takes the absence of specific transnational initiatives in Europe that promote the integration of unemployed immigrant women through such innovative methodologies. Its fundamental target group are socio-labour counselors and immigrant women, as E-employ-Me! provides them with the necessary resources specifically designed to promote access to employment for the target group. As a result,

the expected impact of the project is to boost access to employment for unemployed immigrant women. E-employ-Me! aims to contribute, in accordance with the Europe 2020 Strategy, to building an inclusive Europe in which access to employment is part of European growth and any collective has the same opportunities to access it.

The project started in September 2018 and will be completed in September 2020.

The main target groups are:

- Unemployed immigrant women who are at risk of social exclusion,
- Social and labour integration professionals working with unemployed immigrant women; tutors and vocational training counsellors.

Specific objectives

- To promote gender equality and the empowerment of immigrant women through access to new technologies.
- To increase the employability of immigrant women and the possibilities of professional diversification by offering them new tools and promoting their skills.
- To bring immigrant women closer to the resources that new technologies can offer them.
- To promote the socio-labour inclusion of immigrant women in the participating countries.

Project website: <http://e-mploy-me.eu/>

c) MiHub - Migrant Information Center

About the Organization: The Migrant Information Centre (MIC) has developed services based on the core values of listening, empathy, understanding and supporting individual vulnerable migrants. They help vulnerable migrants across Cyprus feel protected, safe, informed, and supported so that they are able to move forward with their lives. Their experienced teams offer advice on a wide range of issues, while respecting the privacy and confidentiality of any information provided. It aims to assist: Asylum Seekers, Refugees, International Protection Beneficiaries, Third Country Nationals, Domestic Workers, Students, Resettled Refugees.

Values of the Organization :

- ✓ Protection: Everyone deserves to feel safe and have their human rights protected.
- ✓ Collaborations: Committed to working in relevant stakeholders
- ✓ Diversity: Respect and celebrate everyone's individual experience.
- ✓ Innovation: Committed to embracing new ways of working.
- ✓ Equality: Believe in fairness and equality of opportunity.
- ✓ Excellence: Dedicated to providing the best quality services.

The Migrant Information Center offers a variety of services aimed at refugees, asylum seekers, TCNs. These services include:

- ✓ Social support: The center provides information regarding procedures, support in completing necessary forms and key information to increase the access and speed up procedures.
- ✓ Job finding assistance: The center empowers their service users to become able to register to the responsible authorities to look for a job, to prepare them for an employment interview, to inform them about procedures to certify Academic Professional Qualifications, to advise them about preparing Presentation Skills, to assist them to prepare their Curriculum Vitae and to enhance communication skills for being employed.
- ✓ Advocacy: The MIC makes an effort to ensure that all individuals have equal access to resources and opportunities offered.
- ✓ Mobile psycho-social support: The mobile unit is equipped to provide psychosocial support and informational services, at an individual and/or family level, to reduce as well as to eliminate social problems resulting from the transition to a new country and from the need for active inclusion in the local community.
- ✓ Psychological support: MIC provides assistance to vulnerable service users through psychological assessment and design an intervention plan which will be adapted solely for each individual assisting their transition in the local community.

Project website: <https://www.mihub.eu/>

d) Integration of Female Migrant Domestic Workers: Strategies for Employment and Civic Participation (final results of a programme undertaken in five European countries)

This resource book¹⁴ is the result of an 18-month project entitled ‘Female Migrant Domestic Workers: Strategies for Employment and Civic Participation’ funded under the INTI Preparatory Actions 2005. The project coordinators are the Mediterranean Institute of Gender Studies and the University of Nicosia [Intercollege], Cyprus. The partners of the project are ANTIGONE [Greece], CREA [Spain], ISIS [Germany], LAI MOMO [Italy] and the Filipino National Workers Association [Cyprus].

The main aim of the project is to stimulate transnational cooperation involving a wide range of actors at the local, regional and EU level, and consisting of the transfer of information, lessons learned, and best practices in order to develop recommendations for an integration model responding to the specific needs of female migrant domestic workers and their host countries, and adaptable to different contexts. The activities of the project involved among others a mapping survey by the five partners using a questionnaire to collect information on existing integration services and policies, best practices and strategies adopted by all partner countries in relation to the target group, particularly in the areas of employment and civic participation.

Throughout the project, the partners had an opportunity to visit a number of governmental, intergovernmental, NGOs and, most importantly, migrant organisations in each of the member countries. The study visits proved to be one of the most important activities of the project as it helped members of the team to gain an insight into the migration model followed in each partner country. More precisely, the fact

¹⁴ <https://medinstgenderstudies.org/wp-content/uploads/integration-of-female-migrant-domestic-workers.pdf>

that an opportunity was provided to female migrant domestic workers to attend the meetings, either as participants or as hosts has, according to the team, been very innovative for the project. Crucially, through their participation, the team has been better equipped to understand the situation of female migrant domestic workers in-depth, in each country. Such meetings also gave female migrant domestic workers the opportunity to voice their experiences, share their concerns and contribute to the EU integration debate. Furthermore, the study visits enabled the team to meet with stakeholders and share experiences and knowledge, discuss and analyse the situation of female migrant domestic workers in each country and identify commonalities and differences. The reports of each activity are available at [www.medinstgenderstudies.org]; the website of the leading institute.

Among others, this resource book contains policy recommendations for Cyprus, Strategies for Employment and Civic Participation.

e) SIMRA - Supporting the Integration of Migrant Women, Refugees and Asylum Seekers

The EU project “Supporting the Integration of Migrant Women, Refugees and Asylum Seekers”/SIMRA II, AMIF-2016-AG-INTE-01, Reference No.776132. aims to foster active participation of migrant/asylum seeking/refugee women in the ‘host’ society by developing, implementing and evaluating a pilot intervention schemes. The project creates the social space for social interaction to take place, through a series of art, culture and social support activities developed by project methodology.

The project covers various aspects of everyday life coupled with cultural initiatives, facilitating access to rights and equal opportunities. On the premise that active participation in the social interaction leads to integration, the Project capitalizes upon tools and practices created by the Partners during their long experience in the field (including empowering and transformative support services and training methods); it aims at upgrading them so as to create a space where active participation of women will have hands-on results in terms of integration-via-social interaction. The partnership has adopted features of the action-research methodology to succeed in providing a model intervention encompassing the concept mentioned above, also having the potential to serve policy making purposes and be wider implemented.

As such project objectives include:

- Develop an innovative pilot intervention scheme, fostering active participation of women- third country nationals in educational and social activities, also creating the realm for positive social interaction leading to integration

Build capacity of

- migrant women to actively participate in social life through empowerment, training and skills upgrade
- professionals in the field of integration, enhancing their ability to leverage participation of third country nationals in social interaction.

The model comprehensive intervention is encompassed in the Project's final outcomes (guidelines, training material etc.), thus allowing for greater impact to be gained: contributing to the sharing of experiences of initiatives and capacity building across EU we hope that the Project's initiative will be further adopted and multiplied.

Implementation

HYPATIA organized the training of migrant/refugee women to become intercultural facilitators / mediators .

The training course was organized in the context of the project "Supporting the Integration of Migrant Women, Refugees and Asylum Seekers – SIMRA". It was carried out during the period of December 15 2018 to January 19 2019. Fifteen women participated in the 35-hour training course.

The objective of the training programme was to **train women** of migrant background, including asylum seeking and refugee women, in facilitator/ mediator skills, allowing them to **acquire knowledge** and **professional experience** in supporting members of their communities.

In the framework of the project, graduates of the training course will be placed for a **temporary employment at the Migrant and Refugee Centre of KISA** as **mediators/counsellors**. Moreover, the graduates of the course will actively organize a series of cultural / art events in collaboration with HYPATIA and KISA. The events aim at providing a social space where migrant/refugee women can actively promote integration policy through arts and culture as a means to facilitate integration of migrants and refugees into the local community.

SIMRA is an EU funded project, which brings together 9 partners from 5 EU countries (Cyprus, Greece, UK, Poland, and Sweden) with the overall objective of fostering the active participation of migrant, asylum seeking, and refugee women in the host society. In Cyprus, the project is being carried out by the NGOs KISA and Hypatia Foundation Promoting Equality.

Project website: <https://www.hypatia.org.cy/page6.html>

1. Appendix

Relevant stakeholders

[List relevant organisations who have knowledge, who may be potential partners or can facilitate contact to the identified target group(s).]

On a national level, in Cyprus we have identified the following stakeholders who can facilitate contact with the target groups:

- Center for Social Innovation¹⁵,
- IOM Cyprus,
- CARITAS Cyprus,
- Cyprus Refugee Council,
- Filipino Community Cyprus,
- Embassy of Sri Lanka in Cyprus,
- PEO (Pancyprian Federation of Labour),
- MiHub – Migrant Information Center,
- CODECA Cyprus.

Methods

[Describe the methods used to collect and, if relevant, analyse the data. Give any further relevant information on where the data may be found]

The development of this national needs assessment report has been supported first and foremost by different academic sources such as academic articles, journals and publications that concern the national framework of Cyprus. It is interesting to note that some of the aforementioned resources' publication can be dated in the 90s; however, much of the data extracted from these reverberate in the current contemporary Cypriot society, where not much has changed *de facto* in the situation of migrant female workers, who appear to be much more vulnerable than their male counterparts.

Apart from academic resources, we have gathered important statistical data from the Statistical Service of Cyprus, with regards to employment and unemployment rates of migrant women; however, the data available are divided into European and Non-European female migrants in Cyprus; specific data about the origin and/or cultural background of the target group is not available, unfortunately. We have been able to complement this data by pinpointing specific ethnic categories from the article "Female Immigrants in Cyprus – profile, obstacles, needs, aspirations" by Solomi et al. – even though the article was published in 2010.

¹⁵ Our organization has the contact details of a number of women migrants in Cyprus from previous project involvement and/or from volunteer lists and we intend to contact them, considering that they have signed a GDPR agreement.



Coordinator
CLAVIS sprog & competence
Denmark
www.clavis.org



RAMBOLL
Denmark
ramboll.com



CESIE
Italy
cesie.org



Magenta Consultoria
Spain
magentaconsultoria.com



CSI - Center for Social Innovation
Cyprus
www.csicy.com



European Innovation Centre
Lithuania
www.einc.lt



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