

Refugees' Integration through employment

CYPRUS REFUGEE
COUNCIL



Few Words



- safeguard, support and advocate for the rights of vulnerable groups in Cyprus, promoting their effective integration into the host society
- offers **FREE legal, social and psychological support** to asylum seekers, refugees, survivors of torture and trauma, victims of trafficking and detainees
- offers support at individual and group level, through information sessions, trainings, community building
- conducts research and advocacy interventions
- based in Nicosia but also operates in other areas with the support of Roving Officers

www.cyrefugeecouncil.org

Integration

- A graduate, complex and multilevel procedure that requires the equal participation of both, the local society and the refuge/migrant population in all the aspect of life including social, economic political and cultural.
 - Integration is considered vital to the construction of cohesive societies.
 - It is a win - win formula as both parties (TCNs-host societies) are benefited socially, economically and culturally.
 - Perhaps the most important factor of integration is the employment.
 - Employment affects multiple aspects of life such us education, health, housing, language etc.
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Labour Integration

- Labour integration contributes to the allocation of resources, generates more job positions reduces unemployment.
 - Technological changes/ population aging/ decrease of native workers → High Demand for workers
 - Motivation to succeed and rebuild their lives
 - Normalizes diversity within local societies, strengthens social coherence, allows for utilization of more skills and talents.
 - Provides opportunities for reaching new markets and expand client list, within the country.
 - Provides opportunities of CSR initiatives
 - Allows businesses to benefit from current diverse working force profile, by preparing and understanding how they can successfully engage and integrate staff with diverse cultural background in their works.
 - New ideas, new skills highly contribute to and stimulates productivity and innovation
 - Lower turnover. Refugees are less likely to leave their jobs compared to nationals.
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Key Challenges

- Language Barriers
 - Residence Status limitations
 - Transportation difficulties
 - Complicated and timely procedures for asylum seekers
 - Childcare services
 - Recognition of Qualifications
 - Racism/xenophobia/stereotypes
 - Lack of accurate information held by businesses
 - Lack of gender and cultural sensitivity
 - Lack of centralized advice and support mechanism/the role of civic society and businesses' initiatives
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- **Residence Status: Restrictions Asylum Seekers have concerning the access to employment**
 - **Language: Lack of communication skills in English or Greek often impedes efficient communication between refugee population the employers and the labour office.**
 - **Transportation: The nature of asylum seekers employment such as working in rural regions and unusual working hours in conjunction with the underdeveloped public transportation network.**
 - **Employers reluctance to engage International Protection Holders and asylum seekers. Some factors are: The administrative and often time-consuming procedures for asylum seekers, the restrictions in the economic sectors they can work and the lack accurate information function as a deterrent factor for engaging International Protection Holders and asylum seekers.**
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- **Childcare:** Affordable childcare options are very limited in Cyprus and cannot cover demand. In contrast with locals who often have families and other social networks able to accommodate childcare needs and secure flexible working hours, most migrants and refugees lack those options.
 - **Recognition of qualifications:** Refugees holding tertiary education titles, do not always carry their degrees/diplomas/certificates with them, due to the circumstances of fleeing their countries. At the same time, the procedures for recognizing qualifications are often time-consuming and complicated. Depending on the qualifications examined, applicants may need to take official exams to achieve correspondence of their documents which entail further cost.
 - **Lack of awareness about labour rights:** TCNs as well as employers are not aware of the rights and procedures regarding the employment. That can lead to irregular employment and labour exploitation.
 - **Discrimination:** It is often observed that religious symbols such as the hijab for Muslim women or skin colour may deter employment of refugees.
 - **Lack of an effective national integration strategy and an efficient national employment agency:** Cyprus is only now developing a national integration strategy for TCNs. This translates in lack of centralized experience or procedures for guiding/enabling businesses to effectively engage refugees and migrants. In that context, business initiatives are very important in shaping the way for others. At the same time local NGOs, civic society groups and a number of local authorities have gained considerable experience which can be utilized by businesses towards adapting their HR strategy or practices.
 - **Gender-related cultural issues:** Women TCNs face more difficulties in accessing the labour market in Cyprus. For example, many women have never worked before and most of the jobs permitted by ministerial decree for asylum seekers are manual, heavy jobs, which are predominantly performed by men. Being assigned with social roles of children upbringing and household keepers, TCN women may need to overcome expectations and norms within their family and peer environment.
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Access to Labour Market- Asylum Seekers

- 1 month after the application for International Protection
 - Specific Economic Sectors
 - Specific Job Positions
 - Link: <https://www.helprefugeeswork.org/en/content/new-employment-sectors-asylum-seekers>
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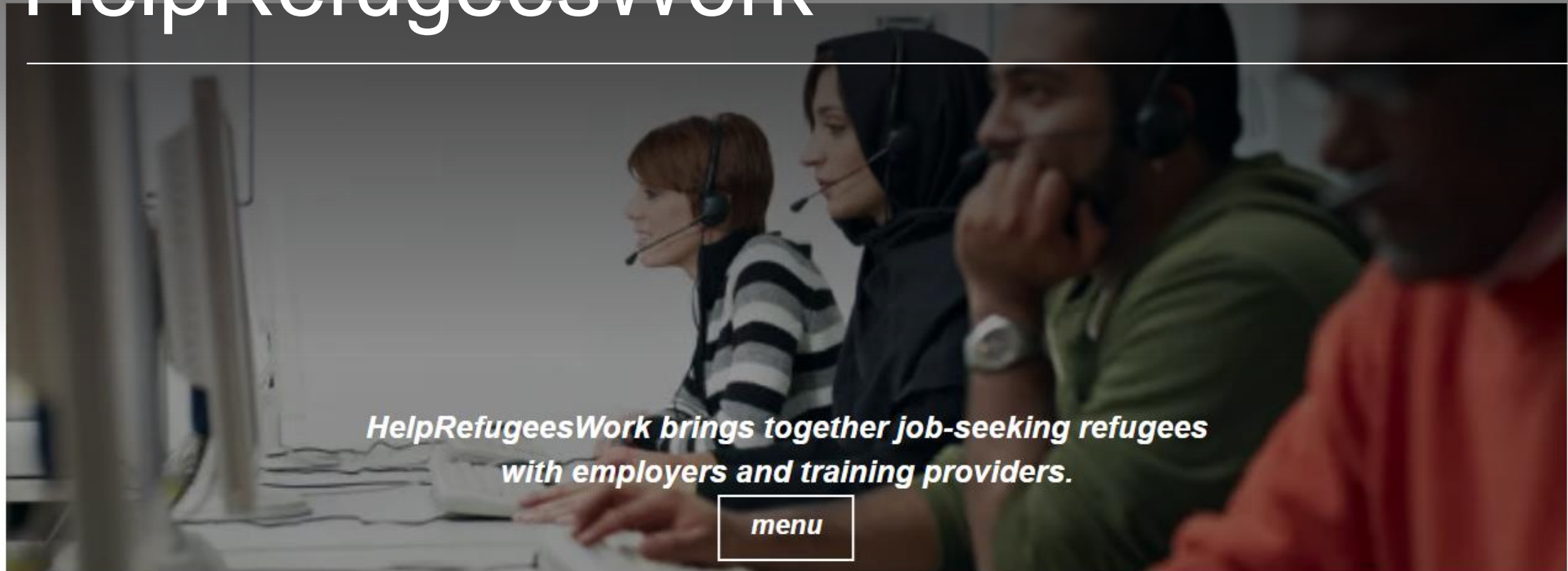
Asylum seekers job sectors

	SECTOR	PROFESSION
1.	Agriculture-Animal Husbandry-Fishery Animal Shelters and Pet Hotels	-Agriculture Labourers -Animal Husbandry Labourers -Poultry Farm Labourers -Fishery Labourers -Fish Farm Labourers -Animal Caretakers
2.	Processing	-Animal Feed Production Labourers -Bakery and Dairy Production Night-Shift Labourers -Loading / Unloading Labourers -Poultry Slaughterhouse Night-Shift Labourers
3.	Waste Management	-Sewerage, Waste and Wastewater Treatment Labourers -Collection and Processing of Waste and Garbage Labourers -Recycling Labourers -Animal Waste and Slaughterhouse Waste Processing Labourers
4.	Trade-Repairs	-Petrol Station and Carwash Labourers -Loading / Unloading Labourers -Fish Market Labourers -Automobile Panel-Beaters and Spray-Painters
5.	Service Provision	-Employment by Cleaning Companies as Cleaners of Buildings and Outdoor Areas -Groundskeepers -Loading / Unloading Labourers -Pest Control Labourers for Homes and Offices
6.	Food Industry	-Food Delivery Persons
7.	Restaurants and Recreation Centres	-Kitchen Aides, Cleaners
8.	Hotels	-Kitchen Aides, Cleaners
9.	Other	-Advertising Material Delivery Persons -Laundromat Labourers

Access to the Labour Market - IP

- International Protection Holders (Recognized Refugees and Subsidiary Protection Holders): have full access to the labour market in Cyprus. Therefore, they can be employed exactly as a Cypriot citizens, following the same procedures.
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HelpRefugeesWork



HelpRefugeesWork brings together job-seeking refugees with employers and training providers.

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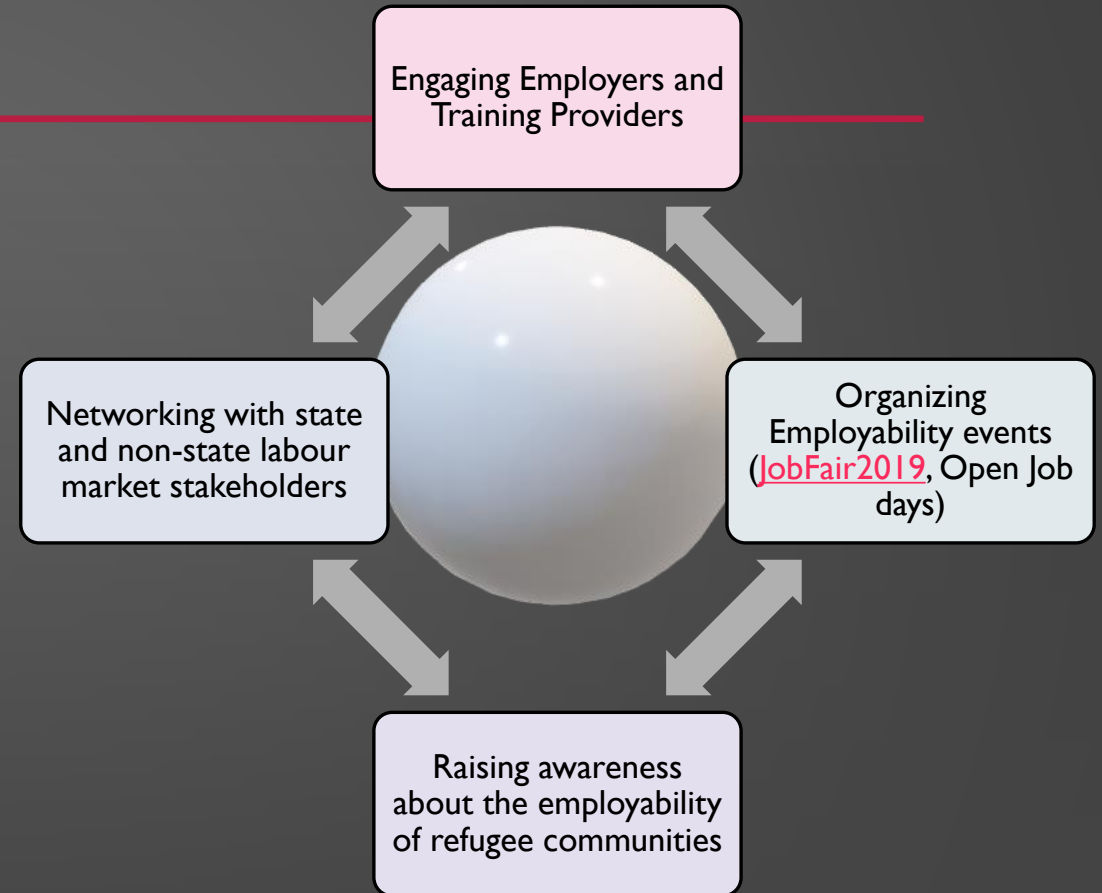
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WHAT WE DO

- As an International Protection Holder:
 - Apply for job
 - Create a CV
 - Look for Trainings
 - Receive information
- As a Training Provider:
 - Post your Trainings and find the suitable participants
- As an Employer:
 - Connect with a diverse and growing pool of Candidates
 - Receive information/news about refugees' labour related procedures
 - CSR Benefits





Q&A



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THANK YOU!!

Stavros Stavrou

Cyprus Refugee Council

22205959

WhatsApp/Viber: 97767329