

# Integration of Migrant Women in Cyprus: Policies and Measures

EMN Cyprus  
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## 1. INTRODUCTION

This national contribution to the study focuses on the integration of migrant women in the main sectorial areas covered by the EU Action plan on Integration and Inclusion 2021-2027<sup>1</sup> including education and training, employment and skills, health and housing as the base for societal integration.

## 2. BACKGROUND AND RATIONALE FOR THE STUDY

In the EU, women account for almost half of the migrants from third countries (10.6 million or 49% of the migrant stock on 1 January 2020).<sup>2</sup>

Women, like men, migrate to Europe for a variety of reasons.<sup>3</sup> Women may arrive as family migrants, labour migrants, students, asylum applicants or belonging to another group of migrants. This is reflected in the diversity of legal statuses and rights among migrant women. Migrant women's integration challenges differ depending on their resident status or reason for migration.<sup>4 5</sup>

Recent studies show that migrant women face a so-called “double disadvantage”, due to the intersection of being a woman and being a migrant.<sup>6</sup> For example, migrant women in the EU generally have a higher unemployment rate than both non-migrant women and migrant men. For those women with young children, the employment rate is significantly lower for migrant than non-migrant women.<sup>7</sup> Moreover,

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<sup>1</sup> European Commission, 'EU Action plan on Integration and Inclusion 2021-2027', COM(2020) 758 final, <https://ec.europa.eu/migrant-integration/?action=media.download&uuid=CDFE0088-C151-66D5-846F7C422DE2A423>, last accessed on 9 July 2021.

<sup>2</sup> Eurostat, 'Population on 1 January by age group, sex and citizenship', 2021, [https://ec.europa.eu/eurostat/web/products-datasets/-/migr\\_pop1ctz](https://ec.europa.eu/eurostat/web/products-datasets/-/migr_pop1ctz), last accessed on 21 July 2021 (without EL, HR, MT and PL).

<sup>3</sup> European Commission, 'Integration of migrant women – A key challenge with limited policy resources', 2018, <https://ec.europa.eu/migrant-integration/feature/integration-of-migrant-women>, last accessed on 9 July 2021.

<sup>4</sup> European Economic and Social Committee, 'Opinion on Inclusion of migrant women in the labour market', 2015, p.5, <https://ec.europa.eu/migrant-integration/librarydoc/inclusion-of-migrant-women-in-the-labour-market?lang=en>, last accessed on 9 July 2021; FRA, 'Second European Union Minorities and Discrimination Survey – Migrant women – selected findings', 2019, p. 9–11, [https://fra.europa.eu/sites/default/files/fra\\_uploads/fra-2019-eu-midis-ii-migrant-women\\_en.pdf](https://fra.europa.eu/sites/default/files/fra_uploads/fra-2019-eu-midis-ii-migrant-women_en.pdf), last accessed on 9 July 2021.

<sup>5</sup> European Institute for Gender Equality (EIGE), 'Gender and Migration', 2020, p. 4, <https://eige.europa.eu/publications/gender-and-migration>, last accessed on 9 July 2020.

<sup>6</sup> European Commission – Joint Research Centre, 'Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status', 2020, <https://publications.jrc.ec.europa.eu/repository/handle/JRC121425>, last accessed on 9 July 2021.

<sup>7</sup> OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, pp. 4 and 6, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

refugee women are worse off when it comes to education or employment compared to other migrant women, pointing to a “triple disadvantage”.<sup>8</sup>

In addition, migrant women have been disproportionately impacted by the COVID-19 pandemic, e.g. through job loss, additional care and housework, domestic work or increased exposure when providing front-line services.<sup>9</sup>

On the other hand, there are also unique integration opportunities. Migrant women are – for example – equally likely to be as highly educated as non-migrant women and are more likely to be highly educated than migrant men.<sup>10</sup>

The above elements shows the importance of a gendered approach in migrant integration policies and measures.<sup>11</sup> However, a 2017 study by the European Union Agency for Fundamental Rights (FRA) found little evidence of a gendered approach in national action plans and integration strategies.<sup>12</sup> The European Court of Auditors in its 2018 report identified a lack of policies for addressing the specific integration challenges of migrant women.<sup>13</sup> Furthermore, a recent study published by the European Network of Migrant Women in 2020 identified shortcomings in addressing the needs of migrant women in Asylum, Migration and Integration Fund (AMIF) projects implemented through direct management, noting that: ‘Although gender mainstreaming is briefly referred to in the majority of the calls, there seems to be a lack of clarity what this term implies in practical terms. The specific vulnerabilities and needs of women and girls are also largely overlooked’.<sup>14</sup>

In its 2016 Action Plan on the Integration of Third-Country Nationals, the European Commission made a commitment to engage in a dialogue with Member States to ensure that concerns related to the gender dimension and the situation of migrant women are taken into account in planned policies and funding initiatives.<sup>15</sup> The assessment of the action plan, however, noted that it only recognised to a limited extent the specific needs of certain categories and the possible intersections between the migrant status and other segments of discrimination including gender.<sup>16</sup>

In its Action Plan on Integration and Inclusion 2021–2027, presented in November 2020, the European Commission proposed targeted integration support that takes into account individual characteristics that may present specific challenges such as gender through gender-specific processes that complement the

<sup>8</sup> OECD, 'Triple Disadvantage? A first overview of the integration of refugee women', 2018, pp. 16 and 19, [https://www.oecd-ilibrary.org/employment/triple-disadvantage\\_3f3a9612-en;jsessionid=QdS1wA6MXnTSSOMYsBcF9LOj.ip-10-240-5-190](https://www.oecd-ilibrary.org/employment/triple-disadvantage_3f3a9612-en;jsessionid=QdS1wA6MXnTSSOMYsBcF9LOj.ip-10-240-5-190), last accessed on 9 July 2021.

<sup>9</sup> IOM, 'COVID-19 and women migrant workers: Impacts and Implications', 2020, <https://publications.iom.int/books/COVID-19-and-women-migrant-workers-impacts-and-implications>, last accessed on 9 July 2021.

<sup>10</sup> OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, p. 4, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

<sup>11</sup> OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, p. 6, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

<sup>12</sup> The EU Agency for Fundamental Rights (FRA) 'Together in the EU - Promoting the participation of migrants and their descendants', 2017, p. 7, [https://fra.europa.eu/sites/default/files/fra\\_uploads/fra-2017-together-in-the-eu\\_en.pdf](https://fra.europa.eu/sites/default/files/fra_uploads/fra-2017-together-in-the-eu_en.pdf), last accessed on 9 July 2021.

<sup>13</sup> European Court of Auditors, 'The integration of migrants from outside the EU, Briefing Paper', 2018, p. 23, [https://www.eca.europa.eu/Lists/ECADocuments/Briefing\\_paper\\_Integration\\_migrants/Briefing\\_paper\\_Integration\\_migrants\\_EN.pdf](https://www.eca.europa.eu/Lists/ECADocuments/Briefing_paper_Integration_migrants/Briefing_paper_Integration_migrants_EN.pdf), last accessed on 9 July 2021.

<sup>14</sup> European Network of Migrant Women, 'Follow the €€€ for Women and Girls', 2020, <http://www.migrantwomennetwork.org/wp-content/uploads/Follow-the-Money-for-Women-2020-AMIF.pdf>, last accessed on 9 July 2021.

<sup>15</sup> European Commission, 'Action Plan on the integration of third-country nationals', 2016, [https://ec.europa.eu/home-affairs/sites/default/files/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160607/communication\\_action\\_plan\\_integration\\_third-country\\_nationals\\_en.pdf](https://ec.europa.eu/home-affairs/sites/default/files/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160607/communication_action_plan_integration_third-country_nationals_en.pdf), last accessed on 9 July 2021.

<sup>16</sup> European Commission, 'Assessment Of The 2016 Commission Action Plan on the Integration of Third-Country Nationals', SWD(2020) 290 final, [https://ec.europa.eu/home-affairs/sites/default/files/pdf/20201124\\_swd-2020-758-commission-staff-working-document.pdf](https://ec.europa.eu/home-affairs/sites/default/files/pdf/20201124_swd-2020-758-commission-staff-working-document.pdf), last accessed on 9 July 2021.

mainstreamed approach.<sup>17</sup> At the same time, the importance of a gender-sensitive response to different policy areas has been emphasised by the EU Gender Equality Strategy 2020–2025,<sup>18</sup> which emphasised also the dual approach of targeted measures to achieve gender equality, combined with strengthened gender mainstreaming. Therefore, the 2021 EMN study on the ‘Integration of Migrant Women in the EU: Policies and Measures’ conducts a stock-taking exercise on where EMN Member States currently stand in terms of gender-sensitive integration policies and measures targeting migrant women.

Finally, while the term ‘integration’ is contested<sup>19</sup> and other terms such as ‘inclusion’ are increasingly preferred in policy, in this study the term ‘integration’ is used deliberately to refer to integration and inclusion policies and measures addressing migrant women.

## STUDY AIMS AND OBJECTIVES

The aim of this study is to understand if and to what extent Cyprus consider the distinct situation of migrant women in their integration policies and measures therefore, to provide information that will support policymakers developing integration policies and measures that better support migrant women in their integration process, taking their respective backgrounds into account. An overview will be provided of research and statistics available at the national level on the integration opportunities and challenges of migrant women.

The study’s main objectives are:

- To map current national integration policies that specifically target women;
- To provide examples of good practices and lessons learnt on integration measures for migrant women at the national but also regional or local level;
- To provide an overview of special policies or measures that have been developed to counteract negative consequences of COVID-19 for migrant women’s integration, if any.

The study targets policymakers interested in addressing the specific situation of migrant women in their integration policy as well as researchers, who may use the findings as a starting point for more in-depth research on the integration of migrant women, such as at the local and regional level in Cyprus. Also, the study is of interest to the general public, raising awareness on gender-specific integration issues.

## SCOPE OF THE STUDY

The policies and measures outlined in this study will be structured along specific categories of migrant women (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers) as far as possible.

*Integration policies* refer to targeted integration strategies and action plans but also broader policy instruments relevant to the integration of migrant women such as sector specific governmental programmes (health, education, employment, housing, etc.). *Measures* include systematic initiatives (multi-year / long term), projects (ad-hoc) and legislative (structural) measures that are used to implement the integration policies (including those funded by governments but implemented by NGOs on behalf of the governments).

Integration policies and measures will be categorised along the focus areas of labour market, entrepreneurship, education and vocational training, language training, housing, health and civic integration, and will open the door for reporting on any other areas that are significant.

<sup>17</sup> European Commission, 'EU Action plan on Integration and Inclusion 2021-2027', COM(2020) 758 final, pp. 6-7, <https://ec.europa.eu/migrant-integration/?action=media.download&uuid=CDFE0088-C151-66D5-846F7C422DE2A423>, last accessed on 9 July 2021.

<sup>18</sup> European Commission, 'A Union of Equality: Gender Equality Strategy 2020-2025', COM(2020) 152 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>, last accessed on 9 July 2021.

<sup>19</sup> Schinkel, W. 'Against 'immigrant integration: For an end to neocolonial knowledge production', 2018, *CMS*, 6(31).

The reporting period for this study ranges from 2016 to 2021, depending on the area of analysis (i.e. data, policies, measures):

- Data: 2016–2020, to capture trends over the past 5 years.
- Policies: 2021 and upcoming policy developments (i.e. the policies currently in place as well as planned developments).
- Measures: 2016–2021 in order to allow the inclusion of measures that might have already been evaluated.

## METHODOLOGY

As with all EMN studies, national reports are primarily based on secondary sources. The reporting of all relevant information to this national contribution, has been collected by national bodies, competent authorities working in the field of integration and implementation of projects, education and access to the labour market in Cyprus. In addition, information has been collected from other institutions such as NGOs, local municipalities, and universities.

The identification of an integration measure as a “good practice” will utilise the European Website on Integration guidance that a good practice is defined as a measure that is “effective, efficient, sustainable and/or transferable, and that reliably lead[s] to a desired result”. Furthermore, for the purpose of this study, an integration measure can additionally be considered “good” if it applies the concepts of gender-sensitivity or intersectionality. The selection of the measure should be made by an expert working in the field (e.g. policy maker; service provider; civil society organisation; migrant organisations) or based on studies or evaluations.

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## National Contribution from Cyprus

*Disclaimer: The following information is provided primarily for the purpose of contributing to this EMN study. The EMN NCP has provided information that is, to the best of its knowledge, up-to-date, objective and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of the EMN NCPs' Member State.*

### Top-line factsheet

*The top-line factsheet will serve as an overview of the national report introducing the study and drawing out key facts and figures from across all sections, with a particular emphasis on elements that will be of relevance to (national) policy-makers. Please add any innovative or visual presentations that can carry through into the study as possible infographics and visual elements.*

This study will initially report on the latest statistics extracted from Eurostat regarding the population of migrant women residing in Cyprus and the current developments that support or foster their integration. Based on the reporting statistics, the contribution provided below, will cover the national developments in effect during the reporting period specifically in the fields of labour market integration, education and vocational training, language training, housing, health and civic integration.

The national contribution to the questions that cover the scope of this study, will help the reader to collect relevant information on the implementation of policies that fulfil the scope of migrant women’s integration as part of the integration process in Cyprus. In addition, the provision of information on certain developments and actions, shall give the opportunity to the reader to elaborate on the general scope of integration, reflect on the needs and progress requested yet identify potential good practices taking place on a local or national level.

## Section 1: Integration of migrant women – data and debates

**Q1 Please analyse the data on first residence titles issued by reason in 2016–2020 in your country as extracted from Eurostat and included in the statistical Annex (see Annex 1.1) and describe the main forms of immigration used by third-country migrant women compared to third-country migrant men. What are the top 3 countries of citizenship in the period of 2016-2020? Did any significant changes occur in 2020 that might be related to COVID-19?**

The data on first residence permits in Cyprus, show a steady rise of the issued permits from 16970 in the year 2016, to 23327 in 2019. However, in 2020 the number of first residence permits has significantly dropped to 16910 (27,5% decrease). This tendency can be observed not only in total numbers, but also in the four disaggregated categories (renumerated activities, education, family reasons, other). The decrease was significantly less in the category *Other reasons*, i.e. mainly international protection (11,8%) in comparison to educational reasons (45,1%). Besides, there is no differentiation between permits issued to male and female migrants. The decrease of the issued first residence permits in year 2020 is of course related to COVID-19 and the travel restrictions imposed.

Further analysis of the available data show that although the total number of first residence permits issued to men and women is balanced, this changes in specific categories. In Cyprus, there are more women with a permit for renumerated activities than men (the analogy is roughly 60% women and 40% men), while there are more men with a study permit than women (the analogy is roughly 20% women and 80% men). This can be explained simply as in Cyprus there is a large number of women, working as domestic workers.

Regarding the main nationalities, these differ depending on the reason of the permit. For permits for other reasons, the top nationalities are Syrians (International Protection status) and Russians and Ukrainians (as visitors), with no differentiation between men and women. For educational reasons, the top nationalities are Indians, Bangladeshi and Nepalese, again with no differentiation between men and women, although the numbers of women are really low. For family reasons the two top nationalities for both men and women are Russians and Indians, followed by Pakistani and Bangladeshi for men and Philipinos. Finally, significant differences between men and women can only be noticed in the permits for renumerated reasons. The top nationalities for men are Russia, India, Bangladesh and Egypt (mainly workers and IT/office employees), while for women the top nationalities are India, Nepal, Philippines and Sri Lanka (mainly domestic workers)

**Q2 Please analyse the data on population in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.2) and describe the share of third-country national migrant women among the total population compared to third-country national migrant men. Please include any evidence for changes related to COVID-19 if available.**

According to the available data, women are the majority among non-EU residents of Cyprus. Although the gap between men and women has become smaller (from 25,5% in 2016 to 15,8% in 2020), it is still significant. The reason for this gap is mainly the large number of women working as domestic workers in the country. Yet, the gap between men and women has been decreased mainly because of the influx of arrivals of asylum seekers, whose majority is men.

The total number of non-EU residents has significantly raised from 29738 in 2017 to 42.204 in 2020. The reason for this numerical increase (42%) is the influx of irregular arrivals and asylum applications that Cyprus is receiving and working with, in the last years.

**Q3 Please analyse the data on labour market, entrepreneurship, education, housing and health indicators in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.3) and describe the main findings with specific focus on third-country national migrant women compared to**

### **third-country national migrant men and non-migrant women. Did any significant changes occur in 2020 that might be related to COVID-19?**

#### **Labour Market:**

The indicators extracted for the reporting years regarding the labour market and unemployment, showed no significant changes. However, the downward trend of unemployment rate starting in 2015 (of a 14.9%), turned to an upward one in 2020 as a result of an increase of men' s unemployment rate due to COVID-19. The unemployment of non-third country national women followed a downward trend between the reporting years 2016-2020.

In particular, the number of unemployed non-third country national women has been decreased by 42% (10.578 women) during the period 2016-2020. The number of unemployed non-third country national men has been decreased by 40% (10.150 men), the number of unemployed third country national women in 10% (157 women) whilst there was an increase on the number of unemployed third country national men by 80% (1.167 men).

During the period 2016-2019, all the above categories of unemployed people had a downward trend with the unemployment of non- third country national men indicating the larger decrease by 12.187 persons (or 47%), followed by the unemployed non- third country national women with a decrease of 9.166 persons (or 36%), the unemployed third country national women with a decrease of 733 persons (or 47%) and the unemployed third country national men with a decrease of 222 persons (or 15%).

During the period 2019-2020 there was an increase on the number of unemployed people of all categories, except for the non- third country national women whereas there is a decrease to 1.412 persons (or 9%). In particular, there is an increase in the number of unemployed non- third country national men by 2.037 persons (or 15%), of unemployed third country national men by 1.389 persons (or 112%) and of the unemployed third country national women by 576 persons (or 68%).

In total, the number of unemployed people in Cyprus for 2020, was up to 34.291 (male=18.196, female=16.096), explicitly EU nationals up to 4.975 (male=2.591, female=2.384) and third country nationals by 4.055 (male=2.634, female=1.421). Regarding the analysis taking into consideration gender variations, unemployed third country national women where proportionally less than third country national men, whilst the corresponding unemployment figures by gender were almost the same for Cypriots and EU nationals. The large number of women working as domestic workers in Cyprus, justifies this trend.

Finally, no significant changes have been noted regarding the unemployment rates for third country nationals related to COVID-19 pandemic.

#### **Education:**

A slight decrease on the number of third country national women accessing the post-secondary education level, occurred during the years 2018 to 2019 as opposed to 2016-2017. However, during 2020 a slight increase occurred reaching the 39.5% as opposed to 37.2% during 2019. The percentage of women registered in the post-secondary education level, is relatively lower than the percentage of men registering for the same category, per year.

The participation of women in the post-secondary education level, is less than their participation in tertiary education level in Cyprus. As a response to the above analysis, an increase on the number of foreign women accessing the tertiary education level, can be identified during the years 2018 and 2019 (34.5% and 37.3% respectively). However, during 2020 due to the restrictions as a medium of protection from the COVID-19 pandemic, a slight decrease on the abovementioned numbers has been noted (34.9%). In comparison, during the reporting period, the number of foreign women accessing tertiary education was higher for the former than the male one.

**Q4 What are the key opportunities and challenges for migrant women's integration as identified in national statistical sources (e.g. integration monitors, census, administrative data) or available research (e.g. surveys among migrant women)?**

Cyprus' current integration policy is designed as gender-neutral, without addressing the special needs of migrant women. The absence of gender mainstreaming in integration policies makes women, as well as people who do not fit the binary definition of gender, displaced migrants and refugees even more vulnerable to discrimination and abuse.

The challenge has been identified by the Ministry of Interior (MoI) which is the competent national authority on designing the monitoring of the integration of migrants. In addition, similar conclusions have been extracted from the only recent available study about migrant women in Cyprus conducted by the Mediterranean Institute of Gender Studies in 2020, titled 'Gender Dynamics across Reception and Integration in Cyprus<sup>20</sup>.

Moreover, migrant women face additional barriers regarding their labour market integration, such as childcare and negative gender stereotypes. Specific measures need to be set in place to enable women's access to decent employment, and combat (racist and) sexist stereotypes. The challenge has also been identified by the competent authority and reported in the abovementioned study about the current situation of migrant women in Cyprus

**Q5 Are more disaggregated data or research available at national level (compared to what is available through Eurostat), e.g. by resident status/reason for migration, by number of children in households or by first/second generation of migrants?**

N/A

**Q6 What are the main public and policy debates regarding migrant women's integration (opportunities and challenges)?**

The lack of specific measures, targeting and supporting adequately those women residing in Cyprus, is considered to be the main challenge on a local level. However, it is not the main topic in public and policy debates about integration in Cyprus, comparing to integration (and reception) of asylum seekers and access to language lessons as a whole.

## Section 2: National integration policies in the Member State

**Q7 Please describe your country's overall organisational approach with regard to integration policy: who are the competent authorities for integration policy? Is integration policy a national, regional, local or shared competency and which responsibilities come with that competency?**

Cyprus' national legislation does not require an integration authority. However, Cyprus' integration authority is de facto the Ministry of Interior, although the authority to deal with all integration issues has been delegated to the Civil Registry and Migration Department.

Moreover, The Advisory Board for the Integration of Migrants is, according to the decision of the Council of Ministers n. 72.672, dated 10.10.2011, responsible for monitoring the implementation of the National Action Plan for the Integration of Migrants, who legally reside in Cyprus, as well as addressing broader

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<sup>20</sup> Mediterranean Institute of Gender, *Gender Dynamics across Reception and Integration in Cyprus*, M. Angeli, 2020, <https://medinstgenderstudies.org/wp-content/uploads/2020/09/WP6-Report-Cyprus.pdf>, last accessed 04/03/2022

issues related to the national policy and specific measures for the integration of non-EU nationals to the local society. The members of the Advisory Board are:

- Ministry of Interior
- Ministry of Labour, Welfare and Social Insurance
- Ministry of Education, Culture, Sports and Youth
- Ministry of Health
- Commissioner for Administration and Human Rights (Ombudsman)
- Pancyprian Federation of Labour, (trade union)
- Cyprus Workers Confederation-SEK, (trade union)
- Democratic Labour Federation of Cyprus, (trade union)
- Cyprus Employers and Industrialists Federation, (employer's association)
- Cyprus Chamber of Commerce and Industry (employer's association)
- Union of Cyprus Municipalities, (local authorities)
- Union of Cyprus Communities (local authorities)
- 2 local NGO's active in the field of integration
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**Q8 Is the integration of migrant women a policy priority in your country?**

Cyprus' Draft Action Plan on Integration of Migrants<sup>21</sup> includes under axis/priority 6 (human rights) a specific action (Action 2) on Strengthening the equality of women in society. The aim of the action is the empowerment of women with a migrant or refugee background, within the corpus of the Cypriot society, through the organisation of empowerment activities, such as actions related to the concept of gender identity and how it may be the cause of inequality in the workplace, especially in incidents of discrimination, harassment or any type of devaluation.

On this basis, it is foreseen that experiential seminars will be organised to improve corporate culture on equality issues. The action will also include the organisation of seminars for the development of personal empowerment skills for women with migrant and refugee backgrounds, amid networking with the Cypriot community. Within the above context, the action proposes the formation of a women's association, promoting the empowerment of women with migrant and refugee backgrounds. The association will inspire and motivate women to fulfil their personal and professional goals in order to become more active in the society.

**Q9 Is gender mainstreamed in national integration policies? Is this approach also complemented by gender specific policies (dual approach to gender equality)?**

No, Cyprus' national policy, as well as the majority of the integration projects, especially those co-funded by AMIF, are gender neutral.

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<sup>21</sup> <https://tcnintegration.com.cy/wp-content/uploads/shedioEntaksis2021en.pdf> (last visited 03 January 2022)

**Q10 Are migrant women specifically addressed in national integration policies (e.g. strategies, action plans, government programmes)?**

Table 1: Policies addressing migrant women

Yes		No <sup>22</sup>	n/a (no national integration policy available)
Third-country nationals	Migrants in general (that might also include EU citizens with migrant background and third-country nationals)		
		X	

**a) If migrant women are not specifically addressed in national integration policies, what is the reason or underlying approach (e.g. mainstreaming approach)?**

Cyprus' national policy, as well as the majority of the integration projects currently or previously implemented, especially those co-funded by AMIF, are gender neutral. However, the Draft National Action Plan includes a specific action on Strengthening the equality of women within the society (see Q8).

**Q11 How are migrant women addressed with regard to the following sectors: labour market, entrepreneurship, education and vocational training, language training, housing, health, civic integration, other?**

<sup>22</sup> If women are not specifically mentioned but if the policy implies women. (e.g. as parents), that should be reported as "yes". But if the policy is not specific to women but addresses everyone (men, women, boys, girls) this should not be reported and the answer should be "no".

Table 2: Labour market integration

Labour market	Name of integration policy or sector specific policy
<b>How are migrant women addressed with regard to labour market integration?</b>	Labour market integration measures typically address the entire population of migrants and not migrant women in particular.
<b>Are migrant women specifically targeted or are they addressed as part of a wider group?</b>	Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)
<b>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</b>	No
<b>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</b>	No differentiation

Table 3: Entrepreneurship

Entrepreneurship	Name of integration policy or sector specific policy
<b>How are migrant women addressed with regard to entrepreneurship?</b>	Relevant measures typically address the entire population of migrants and not migrant women in particular.
<b>Are migrant women specifically targeted or are they addressed as part of a wider group?</b>	Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background).

Entrepreneurship	Name of integration policy or sector specific policy
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	No
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	No differentiation

Table 4: Education and vocational training

EDUCATION AND VOCATIONAL TRAINING	Name of integration policy or sector specific policy
How are migrant women addressed with regard to education and vocational training?	<p>Students with migrant background residing in the Republic of Cyprus have the right to enrol and receive free education in public schools in Cyprus, at all levels, from pre-school to higher education. Therefore, the right to education is guaranteed for all without any exception.</p> <p>Various models have been adopted recently for the linguistic support of students with migrant background such as:</p> <ul style="list-style-type: none"> <li>- The provision of reinforced teaching and offering intensive Learning Programme of Greek as a second language in Primary schools.</li> <li>-Intensive Learning Programme for Greek as second language in Secondary Education Schools</li> <li>-Greek language courses – afternoon courses offered by the Adult Education Centres (A.E.C) and the State Institutes of Further Education (S.I.F.E) of the MoECSY</li> </ul>
Are migrant women specifically targeted or are they addressed as part of a wider group?	<p>Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p>Migrant women addressed as part of a wider group of women.</p> <p>The Ministry of the Education, Culture, Youth and Sport (MOECSY) Cyprus, focuses on ensuring equal opportunities in education for all genders on a non-discriminatory basis at all levels of education. The Ministry has formed an Interdepartmental Committee with representatives from all its departments and services. This Committee oversees and coordinates all gender equality issues related to actions taken. It also focuses on the development of an Action Plan, every three years, that promotes gender equality mainly</p>

	<p>targeting to the inclusion and gender equality in matters related to the structures of the educational system and the teacher in-service training.</p> <p>Since 2015, schools are required to implement the antiracist policy of the MOECSY "Code of Conduct against Racism and Guide for Managing and Recording Racist Incidents". The policy conceptualizes racism in a broad manner, including all sorts of discrimination, eg. sexism. It includes definitions of basic concepts, outlines the responsibilities and commitments expected by each member of the school community, and provides the steps to be followed by schools in order to deal with racist incidents in a practical manner. The perspective of conceptualizing diversity as a multidimensional phenomenon, is expected to contribute towards the decrease of bullying and discrimination based on any form of diversity in schools (religion, ethnicity, language, appearance, disability, gender, sexual orientation, and so on). During the school year 2020-2021, the Pedagogical Institute has conducted several actions in order to support the teachers and schools to implement the antiracist policy. Concurrently, the antiracist policy website is continually updated with information on the implementation, supporting material and answers to frequently asked questions<sup>23</sup>.</p>
<b>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</b>	No
<b>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</b>	No differentiation

Table 5: Language Training

LANGUAGE TRAINING	Name of integration policy or sector specific policy
<b>How are migrant women addressed with regard to language training?</b>	<p>Programmes of learning Greek as a second language, are offered to all students of Primary and Secondary Education.</p> <p>For women who are asylum seekers (aged 16-18 years old), MoESCY offers specific programmes in certain schools in the main cities of Cyprus.</p> <p>The Adult Education Centres operate both in urban and rural areas, during morning, afternoon or evening, in primary, secondary and vocational schools or other appropriate venues. The Adult Education Centres offer, free of charge, courses to detainees in the Detention Center for Undocumented Migrants in Menogeia and detainees in the Reception Center (asylum seekers) in Kofinou, both of them in the Larnaca district. Third country national migrant women are addressed</p>

<sup>23</sup> [http://www.pi.ac.cy/pi/index.php?option=com\\_content&view=article&id=1429&Itemid=448&lang=en](http://www.pi.ac.cy/pi/index.php?option=com_content&view=article&id=1429&Itemid=448&lang=en)

LANGUAGE TRAINING	Name of integration policy or sector specific policy
	<p>as part of the wider group of migrants therefore benefited from the programs if eligible. Finally, the Adult Educational Centres are in close contact with the Social Welfare Services, in regard to unaccompanied children (up to 18 years old) as they are entitled to join any of the abovementioned courses of their choice for free.</p>
<p><b>Are migrant women specifically targeted or are they addressed as part of a wider group?</b></p>	<p>Third-country national migrant women are addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p>
<p><b>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</b></p>	<p>Yes.</p> <p><b>Category:</b> Migrant unaccompanied girls, under the age of 18, who are asylum seekers:</p> <p>Through their participation in the General Education and Vocational Education and Training Programme for unaccompanied refugee/migrant minors who are asylum seekers, migrant unaccompanied girls are given the opportunity to integrate smoothly in the Cyprus society. This programme has been explicitly tailored to meet the needs of unaccompanied minors.</p> <p>Within the context of this programme, as part of their one-year studies, migrant unaccompanied minors attend Greek language courses, general and vocational education as well as training courses. Children who acquire a good level of knowledge of the Greek language are provided with the opportunity to continue their studies in the Evening Schools of Technical and Vocational Education, operating as second chance schools.</p> <p>Due to the specific nature of this programme, educators are urged to develop teaching approaches that include different learning styles and enhance learning opportunities, in order to ensure that unaccompanied minors gain satisfactory knowledge, skills and competences. Moreover, the educators provide psychological support and counselling.</p> <p>Children are also entitled to free school meals and free transportation to and from the premises of the school.</p>
<p><b>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</b></p>	<p>The policy starts upon their arrival. Their guardians enrol the students in a school, which has a specific programme. At the same time the school community develops its student reception and integration activities.</p>

Table 6: Housing

<b>HOUSING</b>	<b>Name of integration policy or sector specific policy</b>
<b>How are migrant women addressed with regard to housing?</b>	Housing measures typically address the entire population of migrants and not women migrants in particular.
<b>Are migrant women specifically targeted or are they addressed as part of a wider group?</b>	Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with a migratory background).
<b>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</b>	Yes. Women asylum seekers, especially with children are usually hosted in Kofinou Accommodation Center or seek a shelter with the support of Social Welfare services, in contrast to the rest of asylum seekers, for whom private accommodation is the usual option.
<b>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</b>	No differentiation.

Table 7: Health

<b>HEALTH</b>	<b>Name of integration policy or sector specific policy</b>
<b>How are migrant women addressed with regard to health (including mental health)?</b>	Access to health (including mental health) typically addresses the entire population of migrants and not migrant women in particular.
<b>Are migrant women specifically targeted or are they addressed as part of a wider group?</b>	Third-country national migrant women are addressed as part of a wider group of migrants (including also EU citizens with migratory background).
<b>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</b>	No
<b>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</b>	No differentiation.

Table 8: Civic integration<sup>24</sup>

<b>CIVIC INTEGRATION</b>	<b>Name of integration policy or sector specific policy</b>	<i>Please add columns as necessary</i>
<b>How are migrant women addressed with regard to civic integration?</b>	Civic integration measures' typically address the entire population of migrants and not migrant women in particular.	
<b>Are migrant women specifically targeted or are they addressed as part of a wider group?</b>	Third-country national migrant women are addressed as part of a wider group of migrants (including also EU citizens with migratory background).	
<b>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</b>	No	
<b>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</b>	No differentiation	

Table 9: Other<sup>25</sup>

<b>OTHER</b>	<b>Name of integration policy or sector specific policy</b>	<i>Please add columns as necessary</i>
<b>How are migrant women addressed with regard to other areas?</b>	In principle, integration measures typically address the entire population of migrants and not migrant women in particular.	
<b>Are migrant women specifically targeted or are they addressed as part of a wider group?</b>	Third-country national migrant women are addressed as part of a wider group of migrants (including also EU citizens with migratory background).	
<b>Are specific categories of migrant women targeted (for example low-/highly-skilled labour</b>	No	

<sup>24</sup> For example validation of skills, civic courses, political participation or other.

<sup>25</sup> For example anti-discrimination measures, measures against racism, hate speech and violence against women, measures to enhance exchanges with the majority population, measures focusing on specific groups e.g. parents/families, or other.

migrants, students, family migrants, asylum seekers, etc.)?		
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	No differentiation	

### Section 3: Integration measures in the Member State

**Q12 Is national funding available in your Member State for measures to support the integration of migrant women? Do structural funds / EU programmes fund integration measures targeting or addressing migrant women and if yes, to what extent (as a share of total funding)?**

In principle, the main source of funding for all integration measures in Cyprus is the Asylum, Migration and Integration Fund (AMIF). Migrant women have benefited from several projects implemented under the AMIF umbrella, however so far, planned reception, integration and returns actions, are typically addressing the entire population of migrants and not migrant women in particular. Yet, a few activities under some AMIF projects, are addressing addressing more directly the particular needs of migrant women, as follows:

- Workshops/ seminars for the empowerment of women are offered under an AMIF action that supports the operation of “Migrant Information Centres”.
- In 2019 the stories of individual women refugees were made known to the public during one open event organized by the Cyprus Ombudsman office on the topic of “Women refugees, women migrants in Cyprus”.
- Under the project “Integration Programmes by local authorities”, the following activities are being implemented:
  - Coping skills development workshops, with focus on issues arising in relation to migration, sexual harassment and violence at work.
  - After school and summer school child care programmes.

Next to the AMIF co-funded projects, are also few projects (mostly co-funded by Erasmus+ or other co-funding options), run by NGOs and universities yet, not funded by the national budget. These projects are limited and usually stop after the co-funding period set in the contract. On behalf of the local authorities, there are no available data on the share of those projects in total funding as they construct private initiatives.

**Q13 What integration measures (systematic initiatives, projects or legislative measures) are available in the Member State that specifically address migrant women and have been identified as “good practice”? Please provide, if possible, up to three examples from the period 2016-2020 and note why the example was selected.**

*For methodological guidance on identifying “good practices” please refer to Section 10 (Methodology) of the Common Template.*

*Note: A mapping of all reported integration measures will be provided in an annex. The study will include an analysis of the reported measures, including examples.*

*Please fill out Table 10 below describing the first good practice measure, and copy Table 10 to fill out to describe up to three further measures from the period 2016-2020.*

Table 10

<b>Measure 1</b>	
<b>a) Overview</b>	
<b>Name</b>	<b>Occupational Therapy with Refugees and Asylum Seekers</b>
<b>Type</b>	<input checked="" type="checkbox"/> Systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure
<b>Area</b>	<input type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input checked="" type="checkbox"/> Education and vocational training <input type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input type="checkbox"/> Other ( <i>please specify</i> )
<b>Access</b>	<input checked="" type="checkbox"/> Third-country nationals <input type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals)
<b>Target group</b>	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <i>Please describe how migrant women are specifically targeted in the measure</i> <p>.</p> <p>Refugee and asylum-seeking teenage girls and young women were offered the opportunity to participate in the project at different placements:</p> <ul style="list-style-type: none"> <li>• Individual and group occupational therapy sessions in a shelter for unaccompanied asylum-seeking teenage girls to help them on their transition into adulthood</li> <li>• Group life-skills workshops to help women living in the Kofinou Reception Center integrate into the local society</li> <li>• Vocational skills workshops in the community to help young women enhance the necessary skills to enter the job market</li> </ul>
<b>Stage of the integration process (e.g. recently arrived or no differentiation)</b>	<i>Please describe</i> No differentiation

<b>Coverage</b>	<input type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input type="checkbox"/> Local
<b>Link</b>	<p><i>Please provide hyperlink to source/project here, if available.</i></p> <p><a href="https://globalcompactrefugees.org/article/occupational-therapy-refugees-and-asylum-seekers">https://globalcompactrefugees.org/article/occupational-therapy-refugees-and-asylum-seekers</a></p>
<b>Source and justification</b>	<p><i>Please indicate the source/who proposed the practice as good and explain why the measure is considered a “good practice” (see Section 10 Methodological Considerations).</i></p> <p>UNHCR 2020, <i>Occupational therapy with refugees and asylum seekers; Enhancing refugee self-reliance through Occupational Therapy</i>, UNHCR, accessed 7 November 2021, &lt;<a href="https://globalcompactrefugees.org/article/occupational-therapy-refugees-and-asylum-seekers">https://globalcompactrefugees.org/article/occupational-therapy-refugees-and-asylum-seekers</a>&gt;</p> <p><b><u>Objectives of the Global Compact on Refugees framework that the project meets (UNHCR guideline for good practices)</u></b></p> <p><u>Objective of the Occupational Therapy project:</u> Building self-reliance of refugees is the objective of the Global Compact that this particular good practice meets.</p> <p><u>Area of focus of the project:</u> Life &amp; job skills.</p> <p><u>Broadening of the support base:</u> Occupational Therapy professionals and students.</p> <p><u>Respond to the needs of refugees:</u> Address pressing needs through the project, such as finding work or housing, enhancing the necessary life and job skills for independent living and integration into the host community.</p> <p><u>Be developed in partnership with other stakeholders:</u> UNHCR Cyprus, Cyprus Refugee Council, Cyprus Welfare and Social Services, Hope for Children CRC Policy Center, Nicosia Multifunctional Municipal Centre – Solidarity Network NicInAct, Kofinou Reception and Accommodation Centre for Applicants for International Protection.</p> <p><u>Consider age, gender, disability, and diversity:</u> The project was designed in such a way as to meet the needs of various groups of the refugee population, namely young children, teenagers, adult men and women. Also, asylum seekers, refugees with subsidiary protection and recognized refugees, and, lastly, children and adults with psycho-social or mobility difficulties. The project can be adapted or replicated by other Occupational Therapy university programs worldwide and broadened in scale.</p>
<b>b) Description</b>	
<b>i)</b>	<p><b>What is the objective of the measure and underlying integration opportunity/challenge to be addressed?</b></p> <p><i>Please describe.</i></p> <p>The project aims on creating a culturally aware Occupational Therapy intervention that will help battle the occupational deprivation experienced by forcibly displaced individuals (refugees and asylum seekers) and help their cultural and socio-economic integration in the host community of Cyprus. In addition, it enhances their quality of life, resilience and self-reliance through facilitating their</p>

participation in occupation and enhancing their occupational performance at home or in the community, more specifically by helping the participants to develop vocational skills, to develop time-management skills, to develop life skills necessary for Basic Activities of Daily Life (BADLs) or Instrumental Activities of Daily Life (IADLs) and to enhance their psychosocial skills.

**ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?**

*Please describe.*

The project was introduced in 2018 and it is annually renewed up to date. It is currently funded by the European University Cyprus.

**iii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?**

*Please describe.*

The clinical practice project organised by the Occupational Therapy program of the European University, Cyprus is implemented by occupational therapy students, overseen by their clinical supervisors, working in interdisciplinary collaboration with partners by other stakeholders involved, including UNHCR Cyprus, Hope for Children CRC Policy Center, Cyprus Refugee Council, Nicosia Municipality Multifunctional Foundation - Solidarity Network NicInAct, Cyprus Welfare and Social Services and the management of the Kofinou Reception and Accommodation Center for Applicants for International Protection.

**iv) How/by whom is/was the measure funded?**

*Please describe.*

European University Cyprus

UNHCR Cyprus

**v) What strategies have been adopted to reach migrant women?**

*Please describe.*

Part of the project took place in the place the participants resided (shelter for unaccompanied asylum-seeking teenagers), the girls and young women were informed about the project by the carers of the shelter. The students prepared presentations to explain the purpose of the project to the participants and posters about the project were put up in the common space of the shelters.

Women living in the Kofinou Reception Centre were reached with the help of the management of the Centre. Announcements were made by translators. Social workers helped to inform potential participants, the students went door to door to spread the word, prepared informative flyers and organised meet and greet events.

Women in the community were informed about workshops in a community venue (Multifunctional Municipal Centre of Nicosia) by partners working in NGOs, by posts in the project's Facebook page, by an advertisement created by the students in the Help Refugees Work Platform (Cyprus Refugee Council) and with the help of key people of the refugee community that helped spread the word.

**vi) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?**

*Please describe.*

Functional outcomes for teenage girls and young women were determined by their self-assessment through a project evaluation form. An Outcome Measure Tool was created by the students and comprehensive occupational therapy evaluations and clinical observations:

- The girls and young women reported that before taking part in the Occupational Therapy project they were not satisfied from their participation in the following occupations: communication with others, participation in education, finding work and housing, and use of public transportation, among others.
- Most of the girls and women stated that their satisfaction from their participation in these occupations has been enhanced after having participated in the Project.
- Most of the teenage girls and young women agreed that Occupational Therapy services contributed to the enhancement of satisfaction from participation in the previously mentioned occupations.
- The girls stated that Occupational Therapy helped them communicate in a more efficient way, engage more in occupations, feel more comfortable about themselves and improve the skills necessary in their everyday life.

**vii) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?**

*Please describe.*

Problem: lack of motivation to engage in group activities exhibited by the girls and young women

Solution: the team tried to explore strategies that could be applied in order to cultivate internal motivation that would result in an increase of participation

- identified personal interests of the girls and young women and incorporated respective features in the planned activities
- urged key persons of the group to initiate communication with the rest of the girls and young women
- actively involved the girls and young women in the activity planning process

Problem: limited resources available

Solution:

- used inexpensive material (e.g., recycled material)
- used DIY techniques to create the necessary objects or tools

Measure 2	
<b>c) Overview</b>	
Name	<b>EMIRE – Empowerment of Migrant and Refugee Women</b>
Type	<input type="checkbox"/> Systematic initiatives (multi-year / long term) <input checked="" type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure
Area	<input checked="" type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input type="checkbox"/> Education and vocational training <input type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input checked="" type="checkbox"/> Other ( <i>please specify</i> ): Social inclusion
Access	<input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals)
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <i>Please describe how migrant women are specifically targeted in the measure.</i> Migrant and refugee women, social workers, career consultants, volunteers who work and/or support the women.
Stage of the integration process (e.g., recently arrived or no differentiation)	Young women (18-45 years old) with migrant or refugee background, with or without children, currently not integrated to the labour market.
Coverage	<input checked="" type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local <input checked="" type="checkbox"/> European
Link	Website: <a href="https://kultur-life.de/projekte/emire">https://kultur-life.de/projekte/emire</a> Facebook Page: <a href="https://www.facebook.com/EMIRE.ErasmusPlus.Project">https://www.facebook.com/EMIRE.ErasmusPlus.Project</a> Video Platform: <a href="https://www.youtube.com/playlist?list=PLsafHds93OSqubsNMYb4ifR5EGOFHIR30">https://www.youtube.com/playlist?list=PLsafHds93OSqubsNMYb4ifR5EGOFHIR30</a>
Source and justification	The EMIRE project is proposed by the Center for Social Innovation CSI – Cyprus. CSI is a Research and Development organization which focuses on fostering social innovation

that can bring about a positive change to local, national, regional, and global entities. These entities include but are not limited to governments, local administrative agencies, non-for-profit agencies, commercial entities, and educational institutions. CSI is currently participating in more than 130 EU-funded projects (including AMIF and Erasmus+ projects amongst others). Many of these projects are related to migration and social inclusion of minorities and disadvantaged groups. CSI is one of the six members of the EMIRE project's partnership along with KulturLife (DE), InterAktion (AT), Mobilizing Expertise (SE), Frontiera Lavoro (IT), and Novo Mesto (SI).

#### d) Description

##### viii) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?

For women with migrant and/or refugee background the main obstacles when entering the labour market are the lack of qualifications and previous work experience recognition, lower language skills and gender inequality. EMIRE will develop concepts and instruments that support the empowerment process, promote a positive perception of women on the labour market and help women participate in the integration process. The objectives of EMIRE are to share personal stories of women with migrant/refugee background via video-interviews, to create a toolkit for social workers/employment advisors and volunteers in order to help them handle challenging situations which can occur when working with women with migrant/refugee background and to develop policy guidelines in the form of an interactive eBook designed for decision makers at local, national and European level. For many women, Europe means a realistic chance of building up an own professional identity and adds to obtaining professional qualifications, as only 1/3 of them were in employment before migration. Furthermore, EMIRE helps to reflect on traditional family structures since women with migrant/refugee background mostly migrate with their families and remain in traditional family constellations.

##### ix) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?

EMIRE is a 27-month KA2 project (01/11/2020-31/01/2023, Project No.: 2020-1-DE02-KA204-007398) co-funded by the Erasmus+ programme of the European Union. In the project's framework, a five-day joint staff training event entitled "Empower yourself to empower others!" is scheduled to take place in Perugia (Italy) between 28/03-01/04/2022. The training will be a meeting of professionals (social workers, instructors, employment advisors and volunteers) who work and support women with migrant or refugee background. During the event, the project's outcomes and especially the toolkit: *Support the Creation of a Female Professional Identity through Empowerment of Migrant or Refugee Women* will be presented to and tested by the participants. One of the project's outcomes will be a *Policy Guideline: How the empowerment of migrant women will lead to integration to the labour market* in the form of an interactive eBook. The overall purpose of this guideline is to serve as a summary of the most important project results, relevant for policy makers and researchers with an interest in migration, gender equality and employment, as well as to NGOs and others interested in the integration of migrants and women into the labour market; to integrate the project results in training activities, in different social-cultural settings; to implement accreditation processes in their project related trainings, based on the ECVET and ECTS; to be used as an educational component in public administration level; to inform future policies and initiatives in similar fields; to support the local migrant initiatives when they reach out to decision makers; to show how the policy structures can help and hinder the economic and social integration.

**x) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?**

EMIRE is an ongoing project. Information about its content is diffused through the project's website and social media channels. Furthermore, it is presented to relevant stakeholders in the participating countries through relevant actions and events.

**xi) How/by whom is/was the measure funded?**

EMIRE is funded by the Erasmus+ programme of the European Union.

**xii) What strategies have been adopted to reach migrant women?**

Communication with our organisation's network of contacts, social media announcements, communication with local migrant associations, NGOs, and solidarity networks.

**xiii) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?**

The project's interim report is currently being prepared and will be submitted to the German National Agency in December 2021. Its outcome will be available in the first months of 2022.

**xiv) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?**

The main obstacle for the progress of this project was the COVID-19 pandemic. Due to the safety measures, it has been quite challenging to actually meet the women and discuss with them. We have proceeded with virtual communication/meetings.

<b>Measure 3</b>	
<b>e) Overview</b>	
<b>Name</b>	<b>Limassol - One city, the whole world</b>
<b>Type</b>	<input checked="" type="checkbox"/> Systematic initiatives (multi-year / long term) <input checked="" type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure
<b>Area</b>	<input type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input checked="" type="checkbox"/> Education and vocational training <input checked="" type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration

	<input type="checkbox"/> Other ( <i>please specify</i> )
Access	<input checked="" type="checkbox"/> Third-country nationals <input type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals)
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). The measure is for both women and men from Third countries but for some of the activities women are more interested.
Stage of the integration process (e.g. recently arrived or no differentiation)	The project includes a wide range of actions and activities such as courses on culture and Greek language, first aid courses and workshops on Internet Safety aiming likewise on the integration of the participants to the local society. Additionally, social support is offered through social street-work for the support and orientation of TCN as well as social interventions in schools. Yet, the implementation of events and festivals, such as the Europe Day event and the Intercultural Festival for the World Refugee Day, are considered as vital tools for interaction within the local society and the promotion of mutual understanding. Finally, the operation of the Intercultural Council entails the active participation of TCN in the local community.
Coverage	<input type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input type="checkbox"/> Local
Link	<a href="https://www.inlimassol.com.cy/en/programme/">https://www.inlimassol.com.cy/en/programme/</a>
Source and justification	<i>Please indicate the source/who proposed the practice as good and explain why the measure is considered a "good practice" (see Section 10 Methodological Considerations).</i>
<b>f) Description</b>	
<p><b>xv) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?</b></p> <p>To support and facilitate the smooth and effective integration of third country nationals (TCNs) in the local community - To improve the capacity for social integration, cohesion and socialisation of TCNs; - To prevent social exclusion and racist behaviours.</p> <p><b>xvi) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?</b></p> <p>The project is implemented by the Municipality of Limassol and its partners since 2013. The duration of the current renewal of the project is 18 months and is implemented from September 2020 to February 2022 with a budget of €200.000.</p> <p><b>xvii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?</b></p> <p>The Municipality of Limassol acts as the lead partner / coordinator of the project in partnership with the Municipalities of Agios Athanasios, Yermasoyia, the Community Volunteerism Council of Mesa Yitonia</p>	

and the Communication Consultants “Opinion & Action”. Mesa Yitonia Municipality acts as a subcontractor of the project.

**xviii) How/by whom is/was the measure funded?**

The project is co-funded by the Asylum, Migration and Integration Fund (AMIF) and the Republic of Cyprus.

**xix) What strategies have been adopted to reach migrant women?**

Street Work which is a methodological approach of social work to support the target group.

Social Worker at schools who implements the school’s interventions on the prevention and tackling of social exclusion is also being implemented

Through the action’s website and social media, local media and the city’s networks and associations of migrants and refugees.

**xx) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?**

Evaluations are made for the program but they are not published.

**xxi) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?**

It is sometimes difficult to locate immigrants and even more so to approach them. Especially now with the COVID19 the things are more difficult for them and they afraid to participate in the activities. We try through street work to approach them and get to know them so that they feel more comfortable to participate to the project.

## Section 4: Responses to COVID-19

*This part of the study focuses on changes in integration policies or measures for migrant women in light of the COVID-19 pandemic.*

### **Q14 Were integration policies or measures developed to counteract the negative consequences of COVID-19 specifically for migrant women’s integration?**

**a) Integration (or sector specific) policies**

*Please describe the key features of the policy(ies), for the areas / sectors set out in Q11 (i.e labour market, education and vocational training, entrepreneurship, language training, etc.)*

No such measures have been developed during the reporting period and specifically to counteract the negative consequences of COVID-19.

**b) Integration measures**

*Please describe the key features of the measure(s).*

No such measures have been developed during the reporting period and specifically to counteract the negative consequences of COVID-19.

## Section 5: Plans and future outlook

*This part of the study will provide information on policies and measures planned in the EU Member States and Norway. This is particularly relevant for those countries that identified specific challenges for migrant women's integration as identified in Eurostat and in national statistical sources (Q3 and Q4), or where migrant women were particularly affected by the impact of COVID-19.*

**Q15 Please provide information on planned policy developments as well as plans to introduce new measures, also in light of the impact of COVID-19:**

a) **Does your Member State plan to develop new or revise existing national integration policies that address challenges faced by migrant women?**

*Currently, there is no relevant information or planning reported.*

b) **Does your Member State plan to develop any new integration measures that address challenges faced by migrant women?**

c) *Currently, there is no relevant information or planning reported.*

## Section 6: Conclusions

*This part of the study compiles the main findings from sections 1-5.*

Throughout this national contribution, the information provided regarding the integration of migrant women shows that additional developments and implementation of sufficient and inclusive strategies are needed to fulfil the holistic integration of the target group. Although efforts on a local level have been reported as general ones namely actions that promote social integration for all migrants, integration of migrant women to the host society is still a field that needs progressive steps and pivotal developments towards completion.

In a nutshell, the indicators extracted for the reporting years regarding the labour market and unemployment rates for migrant women, showed no significant changes. For the reporting period of this study, unemployed third country national women were proportionally less than third country national men and this can potentially be attributed to the current employment status of women whereas the majority are falling within the category of domestic workers. Let aside the employment sector, the national contribution to the study, shows that for the last years migrant women in Cyprus are also accessing educational institutions of all grades, on an increasing level.

In this national report, references to national developments and actions concerning the integration of migrant women were provided falling within the main scope of the study on certain social integration pillars. National contribution emphasized mainly on the topics of labour market integration, entrepreneurship, education and vocational training, language training, housing, health, civic integration and other related actions. Potential good practices can be identified in the projects implemented by local authorities, universities and NGOs and are described within the corpus of this paper, in a precise way.

The study also reported on the challenges identified regarding the integration of migrant women to the host society. Cyprus' current integration policy is designed as gender-neutral, without addressing the special needs of migrant women. The absence of gender mainstreaming in integration policies makes women, as well as people who do not fit the binary definition of gender, displaced migrants and refugees even more vulnerable to discrimination and abuse. In addition, migrant women face additional barriers regarding their labour market integration, such as childcare and negative gender stereotypes. These challenges have been identified by the Ministry of Interior which is the competent national authority for integration, as well as from the latest study conducted in 2020 about migrant women in Cyprus on behalf of the Mediterranean Institute of Gender Studies.

Although the draft Action Plan on integration of migrants includes a specific action (Action 2- under axis/priority 6 -human rights) on Strengthening the equality of women in society, more progressive steps are needed towards their integration on a national yet local level. Additional developments in every sector can become turning points that would potentially fulfil certain aspects of integration hence empower women to be actively involved and seek better opportunities in life.

## Annex

### EU LEGAL AND POLICY CONTEXT

Although migrant integration policies are a national competence of EU Member States, European institutions have the mandate to ‘provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals’ since the signature of the [Treaty of Lisbon in 2007](#). The EU has periodically set priorities and goals to drive EU policies, legislative proposals and funding opportunities on integration since the 1999 [Treaty of Amsterdam](#), that led to the 2004 [Common Basic Principles for Immigrant Integration Policy](#). These have guided and continue to guide most EU actions in the area of integration. The [Common Agenda for Integration](#), presented by the Commission in 2005 and in effect until 2010, provided the framework for the implementation of the EU integration policy and contained a series of supportive EU mechanisms and instruments to promote integration and facilitate exchanges between integration actors. In 2009 the [European Website on Integration](#) was launched to provide a platform for good practices and news on integration in the EU. In July 2011, the [European Agenda for the Integration of Third-Country Nationals](#) was adopted. It covered the period 2011-2015, focused on increasing the economic, social, cultural and political participation of migrants and on fighting discrimination, with an emphasis on local actions. This was followed by the 2016 [Action Plan on the Integration of Third-Country Nationals](#). This was a goal-setting document published by the European Commission, providing a comprehensive framework to support Member States’ efforts in developing and strengthening their integration policies and describing concrete measures the Commission was to implement in this regard. In 2017, the [Skills Profile Tool](#) was launched to map skills of third-country nationals to be used by national authorities when planning integration. Building on the 2016 Action Plan, the European Commission revealed its new [Action Plan on Integration and Inclusion \(2021-2027\)](#) in November 2020, proposing concrete actions, giving guidance, and delineating funding for initiatives meant to bring inclusion for all.

Other relevant policy instruments include:

- The [EU Anti-racism Action Plan 2020–2025](#), which was published by the European Commission on 18 September 2020 to step up action against racism in the European Union. As the action plan points out, racism can be combined with discrimination and hatred on other grounds, including gender.
- The [Pact on Migration and Asylum](#), that was proposed by the European Commission on 23 September 2020. With the Pact, the Commission is proposing a fresh start on migration, bringing together policy in the areas of migration, asylum, integration and border management. In the area of integration, the Pact supports effective integration policies with a focus on local communities and early access to integration services for children and vulnerable groups.
- The [EU Gender Equality Strategy 2020–2025, which](#) sets the key objective of achieving gender balance in decision-making and in politics for example. The Strategy pursues a dual approach of gender mainstreaming combined with targeted actions - intersectionality is a horizontal principle for its implementation.
- The further coming [Recommendation on Migrant and Refugee Women and Girls](#) which is currently being tasked to Drafting Committee on Migrant Women (GEC-MIG), a subordinate body to the Gender Equality Commission (GEC) of the Council of Europe.

### AVAILABLE STATISTICS

Eurostat, First permits by reason, age, sex and citizenship, [[migr\\_resfas](#)].

Eurostat, First permits issued for other reasons by reason, length of validity and citizenship, [[migr\\_resoth](#)].

Eurostat, Population on 1 January by age group, sex and citizenship, [[migr\\_pop1ctz](#)].

Eurostat, Unemployment rates by sex, age and citizenship (%), [[lfsa\\_urgan](#)].

Eurostat, Activity rates by sex, age and citizenship (%), [[lfsq\\_argan](#)].

Eurostat, Self-employment by sex, age and citizenship (1,000). [[lfsa\\_esgan](#)].

Eurostat, Population by educational attainment level, sex, age and citizenship (%), [[edat\\_lfs\\_9911](#)].

Eurostat, Overcrowding rate by age, sex and broad group of citizenship, [[ilc\\_lvho15](#)].

Eurostat, Self-reported unmet needs for medical examination by sex, age, main reason declared and groups of country of citizenship, [[hlth\\_silc\\_30](#)].

## DEFINITIONS

The following key terms are used in the Common Template. The definitions are taken from the EMN Glossary Version 6.0<sup>26</sup> unless specified otherwise in footnotes.

**Dual approach to gender equality:** complementarity between gender mainstreaming and specific gender equality policies and measures, including positive measures.<sup>27</sup>

**Gender:** The socially constructed attributes, roles, activities, responsibilities and needs predominantly connected to being male or female in given societies or communities at a given time.

**Gender mainstreaming:** Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.<sup>28</sup>

**Gender-sensitive:** Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities and promote gender equality, including an equal distribution of resources, therefore addressing and taking into account the gender dimension.<sup>29</sup>

**Integration:** In the *EU context*, a dynamic, two-way process of mutual accommodation by all immigrants and residents of EU Member States.

**Integration indicators:** Benchmarks used to measure the integration of migrants in specific policy areas, such as employment, education, social inclusion and active citizenship.

**Intersectionality:** Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.<sup>30</sup>

**Migrant:** In the EU/EFTA context, a person who [...]: (i) establishes their usual residence in the territory of an EU/EFTA Member State for a period that is, or is expected to be, of at least 12 months, having previously been usually resident in another EU/EFTA Member State or a third country.

**Third-country national:** Any person who is not a citizen of the European Union within the meaning of Art. 20(1) of TFEU and who is not a person enjoying the European Union right to free movement, as defined in Art. 2(5) of the Regulation (EU) 2016/399 (Schengen Borders Code).

<sup>26</sup> EMN Glossary, [https://ec.europa.eu/home-affairs/what-we-do/networks/european\\_migration\\_network/glossary\\_en](https://ec.europa.eu/home-affairs/what-we-do/networks/european_migration_network/glossary_en), last accessed on 9 July 2021.

<sup>27</sup> EIGE, 'Glossary & Thesaurus – dual approach to gender equality', <https://eige.europa.eu/thesaurus/terms/1092>, last accessed on 9 July 2021

<sup>28</sup> EIGE, 'Glossary & Thesaurus – gender mainstreaming', <https://eige.europa.eu/thesaurus/terms/1185>, last accessed on 9 July 2021.

<sup>29</sup> EIGE, 'Glossary & Thesaurus – gender sensitive', <https://eige.europa.eu/thesaurus/terms/1211>, last accessed on 9 July 2021.

<sup>30</sup> EIGE, 'Glossary & Thesaurus – intersectionality', <https://eige.europa.eu/thesaurus/terms/1263>, last accessed on 9 July 2021.