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WP4. Training Programme Annexes. Cyprus

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Training Programme Annexes
CYPRUS

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Training Programme: 'Migrants' Integration in the Primary Sector: Ensuring Decent Working and Living Conditions'

Annex: Data and specifications for Cyprus



Module 1: Introduction and Key Concepts Related to Migration

The country of Cyprus has seen a rise in migration during the last ten years, emerging among the European Union countries that receive the highest number of applications for asylum on a per capita basis. Migrants to Cyprus include labour migrants and refugees with a large number of third country nationals engaged in low skilled jobs such as agriculture.

- Data on Arrivals in Cyprus, Asylum Applications and Decisions, Beneficiaries of Protection, Minors by Mediterranean Migration and Asylum Policy Hub (MedMA): https://med-ma.eu/migration-data/cyprus/introduction-to-cyprus/
- Census of Population 2021 (2024) Infographic, by housing, household and Citizenship. Statistical Service of Cyprus: https://library.cystat.gov.cy/Infographics/Census%202021_Infographics_EN_090824.pdf
- Country Factsheet 2024, Cyprus: main developments in migration and international protection, including latest statistics, European Migration Network (EMN) Cyprus: https://www.mip.gov.cy/mip/emn/emnncpc.nsf/All/19C01590409A84F7C2258DA3002CA9A9/$file/2024_EMN-ESTAT_CY_countryfactsheet.pdf?OpenElement



Module 2: Legislative Framework on Migration

- Aliens and Immigration Law (Cap. 105), regulates entry, stay and deportation of third country nationals, have restricted access to employment: http://www.cylaw.org/nomoi/arith/CAP105.pdf
- Right of Citizens of the EU and Their Family Members to Move and Reside Freely in the Republic Law (7(I)/2007), the freedom of movement and residence in the Republic can be restricted only on the grounds of reasonable threat of public order, safety or health: http://www.cylaw.org/nomoi/indexes/2007_1_7.html
- Entry and Residence of Third-Country Nationals for Study, Research, Practical Training, Volunteer Work, Student Exchanges or Educational Programmes Law (7(I)/2019): http://www.cylaw.org/nomoi/indexes/2019_1_7.html
- Refugee Law (6(I)/2000), provides that recognised refugees have the same rights as Cypriot citizens to employment. There are no restrictions to any particular sector. The same applies to persons with subsidiary protection: http://www.cylaw.org/nomoi/enop/non-ind/2000_1_6/full.html
- Prevention and Combatting of Trafficking and Exploitation of Human Beings and Protection of Victims Law (60(I)/2014), provides among others that victims of trafficking should have access to vocational training and retraining and full access to the labour market: https://www.cylaw.org/nomoi/indexes/2014_1_60.html



Module 3: Migration and Employment in the Primary Sector

- Migrants in the labour market by nationality EU and Third Country Nationals, and Sector of Labour, from Labour Force Survey (2021) of the Statistical Service of Cyprus: https://www.cystat.gov.cy/en/KeyFiguresList?s=43

- Information, applications and processes for the recruitment of TCN and EU Citizens, Department of Labour, Ministry of Labour and Social Insurance: https://www.mlsi.gov.cy/mlsi/dl/dl.nsf/page5a_gr/page5a_gr?OpenDocument
- Framework for the Employment of Migrants 2025, Ministry of Labour and Social Insurances: https://www.mlsi.gov.cy/mlsi/dl/dl.nsf/C8F036BAB9EA9F81C225809F002B4C3E/$file/ΠΛΑΙΣΙΟ%20ΕΡΓΟΔΟΤΗΣΗΣ%20ΑΛΛΟΔΑΠΩΝ%20ΕΡΓΑΖΟΜΕΝΩΝ-ΦΕΒΡΟΥΑΡΙΟΣ%202025.pdf
- Ministry of Agriculture, Rural Development and Environment and Department of Labour



Module 4: Social and Labour Integration Models for Migrants.

- Migrant Integration Policy Index 2024, Cyprus: indicators on labour market, political participation, family reunification, residency, education, health, anti-discriminaiton: https://www.mipex.eu/cyprus
- National Migrant Integrational Strategy 2026-2029, Cyprus, Deputy Ministry of Migration and International Protection. Aligned with the EU policies and principles and focusing on socio-economic inclusión, cultural understanding to preserve social cohesion: https://www.gov.cy/media/sites/73/2026/03/National-Strategy-for-Migrant-Integration-2026-2029.pdf
- Migrant Integration Action Plan 2026-2029, Cyprus, Deputy Ministry of Migration and International Protection. It outlines the activities aiming to implement the National Migrant Integrational Strategy with key performance indicators: https://www.gov.cy/media/sites/73/2026/03/Action-Plan-for-Migrant-Integration-2026-2029-1.pdf

The integration process in Cyprus can be facilitated through public organizations, civil society groups, and programs funded by the European Union.

- Cyprus Refugee Council: The Cyprus Refugee Council is a non-governmental organisation providing free legal and social support to asylum seekers and refugees. Its services include legal representation, integration support, advocacy, and assistance in accessing employment and housing. The organisation also promotes policy reforms and awareness on migrant rights. Website: https://www.cyrefugeecouncil.org



Module 5: Skills, Resources and Tools for Employability and Integration

This module concentrates on providing professionals with the necessary competencies for assisting migrants.

Case Study 5.1
Group work in groups of 3–4 people | Time: 30 minutes)

The agricultural migrant worker arrives at the local assistance center after hearing that his request for accommodation aid has been denied because of incomplete paperwork. He is upset because the criteria had not been fully explained.

The worker believes that the staff member knew all the required documents; however, she insists that he received the information correctly. As a result, he feels threatened about losing his accommodation and worries about his family members' welfare.

Instructions for the participants:

- To recognize potential reasons for conflict
- To examine communication flaws
- To assess intercultural considerations
- To offer conflict resolution techniques
- To suggest alternative reactions
- To find out how the conflict could be avoided

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Case Study 5.2

(Group work in teams of 3–4 people | Time: 15 minutes)

The migrant worker in Cyprus remains aloof and fails to communicate with the help service.

Instructions for the participants:

- To think about the possible assumptions
- To determine possible barriers (communication, cultural, psychological)
- To suggest approaches to establishing trust
- To recommend communication strategies



Module 6: Concept, Functionality and Service Model

This module illustrates the framework of services which must be provided for migrant integration in the country of Cyprus.

Case Study 6.1

(Group work in teams of 3–4 people | Time: 20 minutes)

In an agricultural unit in Cyprus, a migrant employee does not engage in socialization, constantly commits mistakes, and seems to be worried. He is perceived by the fellow workers as unsociable, and the management is thinking of dismissing him.

Instructions for participants:

- Understand his behavior and identify causes

- Consider cultural and psychological aspects
- Conduct workplace analysis
- Propose strategies

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